

GRANT PROJECT REPORT

1.4.2019 – 31.3.2020



KIDS' CLUBS



Early Years
Wales
Blynyddoedd
Cynnar Cymru



arbenigwyr y blynyddoedd cynnar
Welsh early years specialists



Cymru
National Day Nurseries Association



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:

1.4.2019 – 31.3.2020

Grant Amount Received for the period 1.4.2019 – 31.3.2020

£1,634,410 - for 12 months

£225,000 – additional funding

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1. BACKGROUND

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

Cwlwm, led by Mudiad Meithrin in partnership with Clybiau Plant Cymru Kids' Clubs (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 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.

2. INTRODUCTION

Having established and developed a strong and successful working relationship within Cwlwm (2014-2020) to achieve objectives for children and families in Wales, the new business plan developed for Cwlwm (2019-2020) focused on the following objectives in order to support members and non-members of the 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 Play Services:

This was achieved by working in the following key areas:

- Business Support
- National Minimum Standards
- Contributing to work related to Care Inspectorate Wales (CIW)
- Quality Assurance Frameworks
- Workforce Development and Training
- Communicating information to the Early Years, Childcare and Playwork Sector

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:

- The Childcare Offer
- Additional Learning Needs and Education (Wales) Tribunal Act
- Support the National Centre for Learning Welsh's 'Work Welsh' programme

As previously noted, a 'whole sector approach' was used in order to reach the target audience of Early Years, Childcare and Play 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

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. Local Authority Grants. 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 Play Services.	
Output	Achievement
<p>Work with Welsh Government to produce a detailed analysis of the range of business support available to the childcare sector in Wales. In discussion with Welsh Government, use the results to review and map how Cwlwm partners deliver their business support in collaboration with stakeholders.</p>	<p>Cwlwm partners worked with Carmel Barry who was appointed by Welsh Government to conduct a business support mapping exercise. The work involved identifying, categorising and summarising all sources of support with a view of placing all information into a web based mechanism so that providers know who to approach for various business support.</p> <p>Cwlwm organised a Childcare Business Support event with AWARE and Welsh Government on the 17.10.19 in Builth Wells which was chaired by Gwenllian Lansdown Davies. A great deal of discussion and several issues were raised around the level of business support required by the childcare and play sector in Wales. Following the event, Cwlwm partners summarised the feedback on behalf of Welsh Government.</p> <p>Following the above event, Cwlwm which is part of the Business Support Task and Finish Group attended a meeting arranged by Welsh Government.</p> <p>Going forward, Cwlwm will work with Welsh Government and other stakeholders to ensure the business support vision is developed and Cwlwm will also assist Welsh</p>

	Government and engage with providers to seek their views on their experiences of accessing business support.
Develop strong working and referral arrangements with Business Wales and Local Authorities to promote and encourage the take-up of the business support available at a local level. Ensure that childcare settings receive the most appropriate advice and support relevant to their needs.	<p>Once Carmel Barry's work is converted into a digestible format for external stakeholders, Cwlwm partners will ensure that they work closely with Business Wales, AWARE and LAs to promote and develop Welsh Government's new business support vision so that the sector receives appropriate advice and support relevant to their needs.</p> <p>Cwlwm partners reviewed the application forms and guidance for the Childminder Start Up Grant and the New Employees Grant. Information about these grants, including links to Business Wales' webpage were shared with the sector via newsletters and all social media communication channels.</p>
Implement the identified support mechanisms for the sector following review of CSA findings wherever possible.	In line with the findings of the 22 Local Authorities Childcare Sufficiency Assessments (CSAs) and in order to support the sector, Cwlwm partners identified specific articles to be included in Cwlwm's e-newsletter which were distributed during the year. Click here to see copies of these informative newsletters.
Provide guidance and support to providers in meeting the requirements of the NMS and support WG in its review of the NMS.	<p>Cwlwm partners worked with Welsh Government and provided feedback on specific points within the NMS draft report review.</p> <p>Upon publication of the NMS review, Cwlwm partners shared Welsh Government's link with the sector via its social media communication channels.</p> <p>Cwlwm partners provided feedback to Welsh Government on its NMS Review Action Plan and continues to work with Welsh Government to take forward recommendations from the NMS review to ensure that sector receives the relevant guidance and support.</p>
Support CIW with further development to online systems and work with CIW to support consistency of regulation, registration and inspection.	<p>Throughout the year, Cwlwm partners supported CIW on various areas of work, examples included:</p> <ul style="list-style-type: none"> • Raising issues through regular meetings and through completion on the CIW issue log • Providing feedback on the Fit and Proper Person Questionnaire • Responding to the CIW Code of Practice consultation • Working with CIW on a joint project linked to SASS to ensure the sector had access to appropriate information, guidance and support to complete it; a collated report and evaluations were compiled and shared with CIW. (Cwlwm partners received

	<p>separate funding amounting to £7500, ex VAT to carry out this work).</p> <ul style="list-style-type: none"> • Providing feedback on the implementation and testing of the new online systems, which included attending various interactive workshops • Providing online SASS support to member organisations and non-members through workshops, drop-in sessions, webinars, phone/email support, 1:1 sessions etc.
<p>Support the review/evaluation of the implementation of CIW ratings.</p>	<p>Cwlwm partners supported CIW on the implementation of its ratings by:</p> <ul style="list-style-type: none"> • Promoting and sharing information on the ratings through all social media communication channels/websites including an article within Cwlwm's e-newsletter • Facilitating and attending CIW ratings guidance workshops during September <p>In addition, Cwlwm continued to raise queries with CIW through completion of the CIW log and through attending meetings. Cwlwm also shared with CIW the importance of ensuring ongoing opportunities for feedback on the implementation of ratings and associated guidance. Going forward, feedback from the sector will inform required practice.</p>
<p>Promote and raise awareness of new CCPLD qualifications including Welsh-medium qualifications. Work with SCW to support the national training programme to support and develop the new CCPLD qualifications and encourage Continuous Professional Development.</p>	<p>During the year, Cwlwm partners:</p> <ul style="list-style-type: none"> • Played a key role in working in partnership with SCW through QSAG and the Early Years Network to ensure that the qualifications were fit for purpose and that all issues raised were addressed • Shared updates on the new qualifications through websites and social media channels • Represented the sector at the official launch of the new qualifications in September • Continued to promote and raise awareness of the qualifications and fielded several enquiries from other key partners i.e Local Authorities; demonstrating their knowledge and expertise in this area.
<p>Support development of PFS programme and raise awareness of the programme and available funding.</p>	<p>Cwlwm partners attended meetings during the year where updates were relayed by Welsh Government on the progress of the training programme. An article on the PFS programme was included in Cwlwm's Winter e-newsletter.</p>
<p>Promote and raise awareness of the apprenticeship programme.</p>	<p>During the year, Cwlwm partners attended and contributed to discussions on the proposed Apprenticeship Frameworks within the Qualifications Employer Engagement events organised by SCW and City and Guilds.</p>

	<p>Cwlwm partners continued to promote the apprenticeship programme as means of gaining a qualification in the sector in addition to sharing information around the new CCPLD Apprenticeship Framework and the option for Transition Award in Playwork.</p>
<p>Work with Social Care Wales in its recruitment and retention campaign, to raise the profile of the sector to the potential workforce and encourage developing Welsh-language skills across the sector (also in partnership with the NCfLW).</p>	<p>Cwlwm partners worked closely with SCW and engaged with the ‘<i>Gofalwn / WeCare</i>’ campaign. Examples of co-working included:</p> <ul style="list-style-type: none"> • Providing feedback on the ‘<i>Gofalwn / WeCare</i>’ website content relating to ‘job roles’ to ensure accuracy • Sharing thoughts on how the Childcare, Play and Early Years Workforce Plan could be mapped to the work of ‘<i>Gofalwn / WeCare</i>’ • Providing a Playwork Ambassador for the ‘<i>Gofalwn / WeCare</i>’ campaign webinar in conjunction with Careers Wales • Supporting discussions on an Attraction, Recruitment and Retention Framework • Being a conduit in identifying settings to be filmed • Sharing information with regards to the campaign via Cwlwm’s e-newsletter and its social media channels/ websites • Attending the ‘<i>Gofalwn / WeCare</i>’ celebration event in Cardiff in March. Pacey Cymru which represented Cwlwm was one of the key speakers at the event and recognised the contribution made by Cwlwm partners in developing the campaign in the early years, childcare and play work sector.
<p>Support SCW to raise awareness of the work it will be undertaking to develop a more enhanced workforce planning mechanism as they move to consider professional registration.</p>	<p>As a starting point for this work, Cwlwm partners attended the first stakeholder reference group in January 2020 and contributed to workshop style discussions for the development of a registered workforce. This included raising issues pertinent to their different areas of expertise e.g. childminders, play workers. Cwlwm agreed to support SCW on raising awareness and are awaiting further information.</p>
<p>Provide SCW with feedback from the sector as how, and if, providers and settings undertake their workforce planning requirements as well as difficulties being experienced by the sector.</p>	<p>Cwlwm attend SCW’s early years and childcare workforce development network quarterly meeting and Maggie Kelly, Early Years Wales was appointed as chair of the group during February.</p> <p>In addition, Cwlwm partners devised a Workforce Issues log which informed on:</p> <ul style="list-style-type: none"> • The Early Years, Childcare and Playwork sector planning requirements • Issues/difficulties being experienced by the sector.
<p>Work with SkillsActive and other partners to support the playwork sector.</p>	<p>Clybiau Plant Cymru Kids’ Clubs on behalf of Cwlwm partners:</p>

	<ul style="list-style-type: none"> • Met with Adult Learning Wales and Play Wales to develop an agreement in line with Agored Cymru Centre to standardise the delivery of Level 2 Award in Playwork Practice and Managing a Holiday Play Scheme (MAHPS) • Developed a <i>'Why Qualify in Playwork'</i> information handout for Playworkers/potential Playworkers on the value of Playwork and Apprenticeship routes to gaining Playwork qualifications • Worked in partnership with Play Wales to develop a <i>'Qualifications Flowchart'</i> to help professionals identify Playwork qualifications needed within Childcare and Play settings • Worked with Play Wales to deliver training events for CIW inspectors to support the introduction of <i>'Play Champions'</i> • Included an article in Cwlwm's e-newsletter on <i>'Why Qualify in Playwork'</i> and shared via social media channels • Attended various meetings to discuss and clarify Playwork qualifications for 2021. <p>Supported Welsh Government with its reminder letter sent to all CIW registered settings for the 2021 qualifications' deadline.</p>
<p>Work with Awarding Bodies 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 partners attended various meetings to discuss and work on the following:</p> <ul style="list-style-type: none"> • Levels 4 and 5 CCPLD qualifications. • Level 5 Diploma qualification in advanced Playwork to the Apprenticeship Framework. • Develop an SLA for Playwork training providers to deliver L2APP or P3 which were restricted qualifications held by Agored. • The revision of the Award Transition to Playwork (from Early Years) <p>In addition to the above and on behalf of Cwlwm, Clybiau Plant Cymru Kids' Clubs:</p> <ul style="list-style-type: none"> • Undertook a mapping exercise on the content of Playwork and Child Care qualifications to the National Occupational Standards for Playwork which demonstrated the deficiencies in current qualifications. • At the request of CACHE, completed a survey in response of support for learners during COVID-19 which led to further engagement with the External Quality Assurance to ensure that qualifications continued to be relevant and accessible.

<p>Support the review of the play landscape in Wales.</p>	<p>During the year, Cwlwm representatives participated in Play Review Steering Group meetings. The following were discussed / developed:</p> <ul style="list-style-type: none"> • Aims, objectives and timelines for the review • Draft vision for play which outlined the issues, options and implications; Cwlwm partners subsequently reviewed and commented on the draft • In order to engage children in the review, it was recommended that the play sufficiency audit remained separate to the childcare sufficiency audit, so that neither was diluted. • A plan was developed on how to survey children on their understanding and experiences of play in Wales to progress the review <p>In addition, Clybiau Plant Cymru Kids Clubs met with Welsh Government's Statistician to provide additional data on Out of School Clubs in Wales.</p>
<p>Promote the SCW Induction Framework as a tool for raising quality.</p>	<p>Cwlwm partners worked with SCW to promote and encourage the use of the new induction framework which was promoted and shared with the sector via all communication channels. An article on the framework was included in Cwlwm's Winter e-newsletter.</p>
<p>Ensure the sector is fully informed of developments to national strategies and other information relevant to the Early Years, Childcare and Play Sector for instance via our e-newsletter/social media/website.</p>	<p>During 1.4.2019 – 31.3.2020, Cwlwm partners produced a Summer, Autumn and Winter e-newsletter which included relevant and topical articles. Cwlwm partners worked closely with Welsh Government to gain their approval to ensure that the articles within the newsletter included up to date information regarding national strategies and other information relevant to the Early Years, Childcare and Play Sector. All e-newsletters were widely shared with the sector via social media channels and websites. Click here to see copies of these newsletters.</p>
<p>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>	<p>Cwlwm partners worked with the National Centre for Learning Welsh (NCfLW) and Sbectrwm to promote the 'Camau' project by liaising with provisions in order to market and promote the Welsh courses available to the sector's workforce. By the end of March, 47 courses were held, and 431 practitioners had started learning Welsh. Cwlwm partners promoted the NCfLW 'Language Awareness' on-line course which included sections on the advantages of being bilingual, the growth and benefits of Welsh-medium education, the state of the language today and the history of Welsh. 419 practitioners registered on the course and by the end of March 257 had completed the course.</p> <p>Articles concerning the 'Camau' project featured regularly in Cwlwm's termly e-newsletters.</p>

	<p>In order to ensure the successful continuation of the ‘<i>Camau</i>’ project in realising Cymraeg 2050’s vision, Cwlwm provided Welsh Government with their vision to ensure improved alignment resources, and to make further constructive use of the language coordinators’ role.</p> <p>In addition, Cwlwm partners continued to promote the ‘<i>Active Offer</i>’ through various channels which included its national staff, social media channels, organisational websites, attendance of events etc.</p>
<p>Objective 2: Supporting the implementation of key policies and initiatives within the Early Years, Childcare and Play Sector.</p>	
<p>Promote Welsh Government’s Childcare Offer and future capital grants to the sector through childcare events organised by Welsh Government and Local Authorities.</p>	<p>Cwlwm partners were actively involved in the development and promotion of Welsh Government’s Childcare Offer and encouraged attendance from their national staff and members to attend #TalkChildcare events.</p> <p>Cwlwm partners supported Welsh Government in collecting views from the sector linked to the rate review and provided feedback on the responses to key questions.</p> <p>Cwlwm partners attended LA meetings relating to Childcare Offer capital and small grants and participated in panel discussions to ensure fair allocation of grants. Cwlwm partners completed a highlight and concerns log which identified key messages around the capital grants and points of note around the implementation of the Childcare Offer.</p>
<p>Work with Welsh Government on the findings of the evaluation to the Childcare Offer to identify ways to support providers.</p>	<p>Cwlwm partners attended various Childcare Offer stakeholder meeting during the year where various areas of work were discussed including payment rates and clarity of guidance around the rate review. During a meeting in January, Arad Research provided an overview of the research findings which included challenges and future plans.</p>
<p>Provide feedback from the sector to Welsh Government on the impact of the Childcare Offer.</p>	<p>During the year, Cwlwm partners continued to raise issues related to the Childcare Offer with Welsh Government on an individual basis and through the Childcare Offer stakeholder meetings. Example of issues raised included:</p> <ul style="list-style-type: none"> • How the displacement of existing childcare to childcare being registered on school sites is affecting sustainability of services • How the lack of opportunities from many childcare providers to deliver funded FPN is impacting on sustainability of services, continuity of care for children and parental choice • Timescales and accessibility issues related to the Business Wales Grants given the payment in arrears and grant scheme ending in March 2020.

	<ul style="list-style-type: none"> • The need to share findings of the Flintshire pilot on the rate • The need to share FAQs (revised with LAs) with Cwlwm partners before publishing. <p>Cwlwm partners also supported the collation of local issues and discussion through the completion of its #TalkChildcare log which was shared with Welsh Government.</p>
<p>Support the development of guidance, resources, training and awareness raising-materials for the Early Years sector and workforce relating to the ALN Act, Code and regulations to be made under the Act.</p>	<p>Representatives from Cwlwm attended various meetings throughout the year and provided advice and feedback on the contents of the ADHD and Autism REAs and guides to Welsh Government in relation to the Early Years support materials to support the implementation of the ALN Act. In addition, Cwlwm representatives continued to discuss the development of a universal resource for parent and settings to follow, in order to receive support for ALN children.</p> <p>Cwlwm partners worked closely with Transformations Leads to support the implementation and raise awareness of the Act etc.</p>
<p>Support the regional ALN Transformation leads with the development and implementation of the Early Years element of the ALN 'Regional Implementation Plans'.</p>	<p>Cwlwm partners invited ALN Transformation Leads from all regions to attend a Cwlwm meeting. Following the meeting Cwlwm partners agreed to support the Transformation Leads in any way possible to ensure that parents received accurate information regarding the availability of ALN services.</p> <p>Cwlwm representatives attended Transformation Leads Early Years' meetings as and when held.</p>
<p>Work with the National Centre for Learning Welsh to facilitate 'Work Welsh' courses across the Early Years, Childcare and Playwork sector (work funded by an additional £190,000).</p>	<p>Cwlwm partners throughout the year actively supported the National Centre for Learning Welsh with the promotion of its 'Camau' courses throughout the sector. Cwlwm representatives attended meetings with Sbectrwm to discuss issues with the project, such as communication, certificates, courses etc. Welsh Language support staff supported providers in a variety of ways through additional resources and through maintaining use of current Welsh language skills in preparation for further training and promotion of the online introduction of the Welsh language awareness course. Cwlwm partners continued to build relationships with providers to help lay foundations for providing aftercare support as courses are completed.</p>

Additional Funding: To support Cwlwm in meeting additional demands on the consortium following the recent flooding and Coronavirus pandemic.

<p>To provide advice and guidance to members and the wider sector in relation to recent flooding.</p>	<p>Following the recent bad weather in Winter / early Spring 2020 brought by both Storm Ciara and Storm Dennis, Cwlwm partners held meetings to discuss contingencies for those provisions which had to close due to flooding/ storm damage. Cwlwm also provided feedback to Welsh Government on their proposed letter to LAs with regards to payments for childcare funded under the Offer.</p> <p>Cwlwm partners worked collaboratively to produce guidance around risk assessing, insurance advice, availability of grants and safeguarding and ensured that this information was shared with the childcare and playwork sector via social media and websites.</p> <p>Cwlwm partners ensured that information received from Business Wales regarding the Flood Relief Fund was shared with the sector via social media and its website.</p> <p>Cwlwm partners provided support to provisions affected by the storms to ensure that they were able to share advice on the provision of services to parents of affected children.</p>
<p>To work with settings to respond to the Coronavirus pandemic.</p>	<p>During the outbreak of the Coronavirus pandemic, Cwlwm partners 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 during uncertain times.</p> <ul style="list-style-type: none"> • Communication within the consortium – Cwlwm held high level strategic daily meetings via conference calls. In addition, communication was held via e-briefings, WhatsApp messages, email and telephone calls etc to discuss the ever-changing situation. • Communication with the sector – Cwlwm provided 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. During this unprecedented, challenging and confusing situation, Cwlwm produced and shared information, which was clear, concise and transparent. • Production of documents – Cwlwm produced policy templates, best practice examples, guidance notes, FAQ, draft letters, grant availability document, all of which supported the sector with key operational, business and financial decisions that they needed to make during uncertain times. • Representation – In order to support Welsh Government and other key partners such as CIW and LAs with their strategic responses to COVID-19, Cwlwm

	<p>worked extremely closely with them, providing advice and guidance to ensure that the voice of the childcare and playwork sector was heard and addressed.</p> <ul style="list-style-type: none"> • Childcare provisions – Cwlwm surveyed the childcare and playwork sector in order to gain data on the number of practitioners which were qualified and willing to work in settings for key workers. • Other actions – In order to ensure that Cwlwm organisations operated efficiently and effectively, staff were provided with the necessary IT equipment, information and advice to work from home.
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 <p>Clybiau Plant Cymru</p> <p>KIDS' CLUBS</p> <p>www.clybiauplantcymru.org</p>	 <p>mudiad meithrin</p> <p>arbenigwyr y blynyddoedd cynnar Welsh early years specialists</p> <p>https://www.meithrin.cymru/</p>	 <p>NDNA</p> <p>National Day Nurseries Association</p> <p>*Brighter thinking for early years</p> <p>https://www.ndna.org.uk/</p>
 <p>pacey CYMRU</p> <p>https://www.pacey.org.uk/</p>	 <p>cwlwm</p> <p>https://www.cwlwm.org.uk/</p>	 <p>Early Years Wales Blynyddoedd Cynnar Cymru</p> <p>https://earlyyears.wales/</p>