

CWLWM NEWSLETTER – AUTUMN TERM 2019

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

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1 National Minimum Standards (NMS) Review

Welsh Government have recently published the findings of their review into the NMS.

The review was carried out because there had not been a comprehensive revision of the NMS since 2010 despite substantive changes in the childcare and play sector, including an extension in 2016 to the upper age limit for childcare registration from 8 to 12 years.

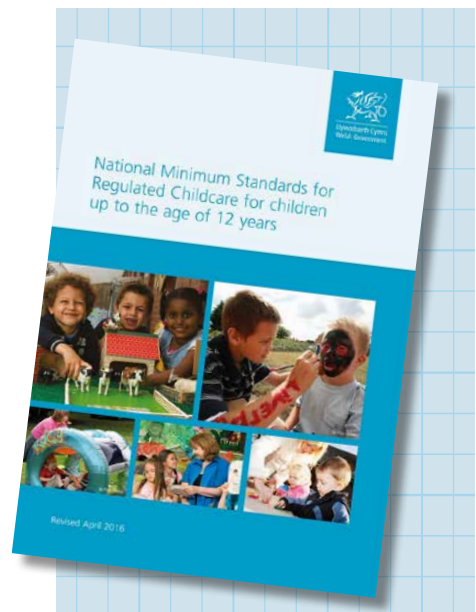
The review involved examining the relationship between The Child Minding and Day Care (Wales) (Amendment) Regulations 2016 and the NMS, engagement with stakeholders across the sector and looking at the approaches adopted by other UK administrations to assessing the standard of childcare and play provision. The review also considered the relationship between Care Inspectorate Wales's Inspection Framework and the quality schemes operated by individual local authorities and the childcare and play organisations.

A number of key issues emerged from the review. These range from potential changes to specific standards to consideration of the wider regulatory and quality agenda and the relationship with the childcare and play sector.

In response to these findings, the review has suggested 20 recommendations. Further details about the review, its findings and recommendations can be found in the link below.

<https://gov.wales/sites/default/files/publications/2019-07/review-of-the-national-minimum-standards-for-regulated-childcare.pdf>

Welsh Government will be working with stakeholders including Cwlwm to agree an action plan to take forward the recommendations in a timely and proportionate manner.



2 WeCare Wales Campaign



The WeCare Wales campaign continues to grow following its launch in March this year. The campaign aims to help the public gain a better understanding of working in social care and early years and to learn about the wide variety of potential roles within care.

The campaign will have three media bursts over the coming year. The first WeCare Wales Week, ran from 9 – 15 September and this was aimed at a younger audience. It gave each region in Wales the opportunity to showcase the exciting work they have achieved regarding recruitment into care. The second activity will focus on highlighting the individuals who work in care and the third will explore careers in care.

The logo for WeCare .wales is displayed in white text on a dark blue background. The word 'WeCare' is in a larger font, and '.wales' is in a smaller font below it.

If you would like to learn more about this exciting campaign and see the stories from the sectors, please visit www.wecare.wales. If you have a story you would like to share or would like to know more please get in touch through the website (www.wecare.wales/contact).

3 CAMAU – Welsh Language Learning for the Early Years, Childcare and Playwork Sector

The past few months have been extremely busy for the ‘Camau’ project. The main focus has involved drumming up interest amongst practitioners working in the childcare, early years and play sectors in learning Welsh. Cwlwm members, local authorities and other partners have been busy distributing information leaflets about the free courses available, visiting settings and speaking to employers about the advantages of their staff learning the language in order to increase the use of Welsh in childcare and play activities.



So far, over 720 individuals have completed an expression of interest form which provides information about the location of settings, any prior knowledge of Welsh, the time of day which best suits them and the training model they prefer. The two training providers – University of Wales Trinity St Davids covering South Wales and Coleg Cambria covering North Wales – have used this information to arrange suitable courses where the greatest demand has been identified. So far, 12 courses have been arranged, mainly at Mynediad (Entry) level during the afternoons and evenings, but more are in the pipeline at different levels of Welsh proficiency including a few work-place courses. Information about current and future courses and how to enrol is available on the website of the National Centre for Learning Welsh (y Ganolfan).

Finally, the Language Awareness course is now ‘live’ on the Ganolfan’s website which includes 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. If you haven’t had a chance yet to access this free course please do so as the response so far has been extremely positive.

4 Progress for Success – a training programme to support practitioners in their career in Early Years, Childcare and Play

Progress for Success is a Welsh Government and European Social Fund (ESF) programme which supports existing early years, childcare and play practitioners (including self-employed registered childminders), to undertake recognised childcare and play qualifications.

Welsh Government has recently re-focused the programme to break down barriers faced by some groups of the workforce to upskill and complement and enhance provision that is already available.

The programme will ensure that there is continued investment to support the existing workforce to undertake training and qualifications and supports the 10-year Childcare, Play and Early Years Workforce Plan to develop a highly skilled early years, childcare and play workforce.

The programme has been extended until March 2023 and is intended to provide opportunities for existing practitioners to broaden their knowledge and skills and enhance the care, support and experience that they share with the children in their care.

From 1st September 2019 the Progress for Success programme will provide specific funding to pilot apprenticeship frameworks in Childcare Play Learning and Development (CCPLD) and Playwork to 500 existing practitioners working between 10 and 16 hours per week across Wales.

Practitioners will have the opportunity to carry out their training in English, Welsh or bilingually (in English and Welsh).



This training will be fully funded by Welsh Government and the European Social Fund (ESF) and will be delivered on behalf of the Welsh Government by contracted Work Based Learning Providers.

Further information on this can be found at

<https://gov.wales/funding-train-staff-early-years-childcare-and-play>

Welsh Government will share information on further opportunities that will be available via Progress for Success in the near future.



5 The Importance of Play

Thirty years ago the United Nations recognised the importance of play, setting out a child's right to play at Article 31 of the Convention on Children's Rights. Play is essential for the growth in children's cognitive; physical; social and emotional development and Wales is rightly proud that it is the first country in the world to have enshrined that right into law. As we mark that anniversary in November it is important we all continue to work together to make sure children can realise those rights and that we can build on them.





Beyond the clear benefits to children, play also has a role in supporting wider families, and communities. Over the past few years concerns have been raised about the way austerity has impacted on families. Increasingly, reports are raised about families struggling to feed children over the long summer holidays. Earlier this year the First Minister, Mark Drakeford AM, suggested that the play sector was well placed to support families, providing children with increased opportunities to play alongside nutritional food.

Backed by £100,000 of Welsh Government funding, the Holiday Hunger Playworks Pilot worked through existing community and playwork settings across Wales with funding to add, improve or extend their provision of food in areas with high levels of deprivation, where the risk of ‘holiday hunger’ is greatest. The main aims of the pilot project were to decrease holiday hunger and improve nutrition as well as increase rich play opportunities and the benefits that brings.

The pilot is complementary to the Welsh Local Government Association (WLGA)-led School Holiday Enrichment Programme, a schools-based initiative that provides healthy meals, nutrition education, physical activity and enrichment sessions to children in areas of social deprivation during the school holidays. A review will be carried out looking at the cost and impact of the pilot which will report in the Autumn.

Alongside this the Welsh Government is launching a Ministerial Play Review. The review is an opportunity to take stock and make sure our vision and aims are as clear as they could be. There have been a number of key legislative changes since we last reviewed play policy in 2014 with the publication of Wales: A Play Friendly Country. The review will consider the progress made in achieving our vision for play and whether our vision remains relevant. It is also important to make sure that we are all striving towards that vision and that we have the systems in place to support us as we deliver services.

The review will be carried out collaboratively with the play sector and across departments that have an influence on play (for example Education, Health, Public Health, Transport, Planning, Recreation & Leisure). Alongside Play Wales, Clybiau Plant Cymru Kids' Clubs and CWLWM (represented by Clybiau Plant Cymru Kids' Clubs and Early Years Wales), have been invited to be part of the Steering Group. We will also consult with children and young people on the review. Our plan is to report with key recommendations in December 2020.



MAE EIN DYFODOL YN DECHRAU
GYDA CHI...TYFU GYDA'N GILYDD

OUR FUTURE STARTS WITH
YOU...GROWING TOGETHER

6 New Qualification in Wales

From September 2019 City & Guilds/WJEC will be the sole provider of a new suite of fundable Health and Social Care, and Childcare qualifications in Wales.

Qualification Wales' review of qualifications in the Health and Social Care sector found that a number of changes should be made to make sure that the qualifications are fit for purpose and prepare learners for work and further study in a fast-developing



environment. The new qualifications will be approved by Qualifications Wales.

The range of new qualifications will offer learners a number of ways to build their knowledge, skills and competence to work, or continue their learning, in the sector. There are routes best suited to schools, colleges, work-based learning or employment. Funding will be available in different ways for each of the new qualifications. All of the new qualifications will be available through the medium of Welsh.

The new qualifications include Children's Care, Play, Learning and Development (CCPLD) at a variety of levels and routes including practice and theory. All qualifications contain both mandatory and optional units. Details on the new qualifications' content and assessment can be viewed at

<https://www.healthandcarelearning.wales/qualifications/>

If you are already studying for a qualification in Health, Social Care and/or Childcare before September 2019, you will not be affected by these changes. You will continue your learning until the completion of the qualification. If you hold one of the qualifications currently required for your role (e.g. listed on the qualification framework to work in social care or regulated childcare in Wales or on the List of Required Qualifications to work within early years and childcare in Wales), this will still be recognised and accepted for practice.

7 The Power of Great Playwork Training



The power of great Playwork training is that it does not just change practice it changes people's minds.

When making a decision about which course is best for your team or even your own professional development, it can be difficult to make an informed choice about what training is best for your situation and the requirements for your job role. We thought that it would be useful to provide more information on each Playwork qualification to provide you with an insight to what is available and appropriate for your setting.

When choosing your course, you should also consider what qualifications you are required to have under the National Minimum Standards for Regulated Childcare and SkillsActive.

- Other things to consider when deciding if a Playwork Course is right for you:
- It will help you to create better play experiences for the children you care for
- It will make you a versatile member of the Childcare Workforce
- It expands your job opportunities, and makes you an attractive candidate
- Out of School Childcare Clubs are a fun place to work
- You will have improved progression routes

CURRENT PLAYWORK TRAINING OPTIONS:

Level 5 Diploma in Advanced Playwork

For those who already hold a level 3 and want to gain an in depth knowledge of Playwork, develop new skills and progress to a higher level within Playwork settings

Level 3 Diploma in Playwork

This is aimed at those who are experienced or already hold a level 2, giving an enhanced knowledge of Playwork. Managers and Leaders need a Level 3. In Out of School Childcare Clubs, some staff will need to hold a full level 3

(P3) Playwork: Principles into Practice

This newly, reviewed suit of qualifications is ideal for those starting at L2 and working in a range of playwork settings. The progression route through the qualifications is linear so learners must complete the units at Level 2 before progressing onto the Level 3. Optional units are available to access throughout the qualification as well as for those wishing to gain extra knowledge as CPD units.

(MAHPS) Level 3 Award in Managing a Holiday Playscheme (Not suitable for Out of School Childcare Providers)

A short term qualification designed for those who work in a holiday Playscheme, and already hold a Childcare, Education or Youth Work qualification.

Level 3 Award in Transition to Playwork (from Early Years)

Great for those who already hold a Level 3 Childcare qualification and need a Playwork qualification. This award is suitable for Child Carers and Playworkers who work in Out of School Childcare Clubs alongside holders of the full Level 3 qualification.

Level 2 Diploma in Playwork

A comprehensive course introducing Practitioners to Playwork with no prior qualifications required. This improves knowledge and promotes positive practice.

(L2APP) Level 2 Award in Playwork Practice

A good introduction to Playwork; only valid under the SkillsActive list for those also holding a valid Level 2 childcare qualification. The L2APP is also valid for holiday play schemes as a standalone qualification.

Level 1 Playwork

This is an introductory training course for those wanting to gain a better understanding of the importance of children's play and how playworkers work with children, ideal for those staff working with children, those wishing to volunteer, parents and those returning to study.

Childcare Professionals have commented following undertaking Level 3 Award in Transition to Playwork (from Early Years) training:

"I learned a great deal about the importance of the Playworker and differences in the role of this and the educator, I have however been able to enhance my role as an educator using key knowledge and understanding learned through this Playwork course"

"I have attended various courses/learning programmes childcare related over the past 5 years. This course was by far the most informative and engaging"

"The course has inspired me to introduce Loose Parts into Play & lunch times. We have a shed which is not in use, so I will use this to store the resources"

"I absolutely love this course the best course I have done! There is so much I want to bring in"

"The course was very interesting and has helped to re-fresh my knowledge"

"This course was enjoyable and provided me with knowledge and understanding to help me with my role."

For more information about Playwork courses please visit:

www.clybiauplantcymru.org



KIDS' CLUBS

8 Care Inspectorate Wales

In November 2019 you will receive a letter from CIW with important information about CIW Online. This letter requires you to take action to activate an online account.

You must do this whether you have previously created an online account or not.

Your online account will make it much easier for you to work with CIW, providing one simple and effective way to submit information about any changes to your service.



Please look out for your letter and take action within the set timescales to follow the instructions and activate your account.

CIW look forward to hearing from you!



9 Children's Rights



Hawliau Plant

Children's Rights

November 20th, 2019 marks a significant milestone in the history of children's rights as we celebrate 30 years since the United Nations Convention on the Rights of the Child (UNCRC) came into being. As a country, Wales has been at the forefront of promoting the importance of children's rights in legislation, policy and practice, and is recognised internationally for its leadership on child participation. Wales was the first part of the UK to create the post of Children's Commissioner, and in 2011, introduced the Rights of Children and Young Persons (Wales) Measure which requires Welsh Ministers to have 'due regard' to the UNCRC when exercising any of their functions. It also requires Welsh Government to take steps to promote knowledge and understanding of the Convention amongst the public, including children and young people.

To mark the anniversary, Children in Wales are working with the Welsh Government, Children's Commissioner for Wales, Swansea Law School and UNICEF to organise a national celebratory event on 20th November in Cardiff. The event is expected to attract a large number of professionals and young people showcasing the contribution they are making to implement the UNCRC and the National Participation Standards for Children and Young people. The event will be attended by the First Minister Mark Drakeford AM and the Deputy Minister for Health and Social Services Julie Morgan AM. There will be activities taking place in the 2 month prior to the event, with workshops in schools, social media messaging, a dedicated logo and a children's 'take over' day.

10 Brexit

What impact will Brexit have on the Childcare and Playwork Sector?

Here are a couple of points for you to consider:

Food Supplies

You may have read in the press that if the UK leaves the EU without an agreed deal, there could be disruptions to the UK's food supply chain. Welsh Government have reassured Wales that food is going to be available; there are plentiful supplies within our country and the United Kingdom. However, in the event of a no deal exit, as providers you need to be aware that there may not be the same levels of choice in all areas that you have now. It may be that the choice of certain foods available will be limited, most likely affecting some fresh fruit and vegetables. With this in mind, as providers you may wish to speak with your suppliers to understand what arrangements they have put in place to address this issues. As providers, you may also wish to revisit your menus and consider alternative food items which could be substituted in the event of shortages of specific food items. This is of particular relevance to those settings where children with specific dietary requirements attend.

EU Nationals

Welsh Government are encouraging all providers to support any EU nationals that they employ to register for settled status. Following recent work carried out by Ipsos Mori, Welsh Government are aware that less than 5% of the childcare workforce are EU nationals, however they do recognise that in some areas and some settings this may be a higher proportion of their employees than in others. The link below provides more information and sets out the steps to be taken:

<https://www.gov.uk/eusettledstatus>

Welsh Government Support

Welsh Government's 'Preparing Wales' website

<https://gov.wales/preparing-wales>

sets out details of the preparations Welsh Government has been taking to safeguard the interest of Wales and its people. In addition, Welsh Government's Business Wales Brexit Portal <https://businesswales.gov.wales/brexit/home> is the starting point for all businesses in Wales as they prepare for Brexit. The portal is a source of advice and guidance and provides up-to-date information on a range of topics, alternatively you can contact Business Wales on 0300 060 3000.





www.cwlwm.org.uk

The Cwlwm partnership consists of the following organisations:



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