



Grant Project Report

2022-2023

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PROJECT DETAILS:

Name of Lead Organisation:

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Lead Organisation Contact Details:

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Partners' Names:

- Clybiau Plant Cymru Kids' Clubs (CPCKC)
- Early Years Wales (EYW)
- 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:

1.4.2022 – 31.3.2023

Grant Amount Received for the period 1.4.2022 – 31.3.2023

£1,890,000 - for 12 months

£903,000 – additional funding

£1,000,000 – additional funding

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 (CPCCKC), National Day Nurseries Association (NDNA Cymru), Professional Association for Childcare and Early Years (PACEY Cymru) and Early Years Wales brings together the ability, based on a wealth of experience, to tackle issues within the Childcare and Playwork sector. These include but are not restricted to: sustainability, workforce development and gaps in childcare provision, especially as far as Welsh-medium childcare/play and provision in rural areas are concerned. By working together, we achieve 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.

Cwlwm brings a multi-agency integrated and bilingual approach to development, support, advice, and training. This co-ordinated strategic approach ensures consistency in quality and efficiencies in support, guidance and delivers innovative solutions to local needs.

Cwlwm:

- Works on a **Wales wide basis**, to offer support, including business support, guidance, and advice to Childcare and Playwork settings, with the aim of sustaining provision.
- Examines the **development** needs of the Childcare and Playwork **workforce** and works collaboratively to provide opportunities to fulfil their training needs.
- **Identifies gaps** in Childcare and Playwork provision across Wales and finds solutions to those gaps, including innovative solutions around **rurality, poverty, and the Welsh language**.
- Works together to establish the best possible solutions for **flexible childcare** in any one locality.
- Reviews challenges and discovers **solutions** to those challenges by working co-operatively.
- **Represents** the Childcare sector on local, regional, and national committees concerned with Childcare and Play.
- Through regular partnership meetings, ensures **consistency in quality and efficiencies** in support, guidance, and solutions to challenges.
- Works together to **seek funding** to enhance the support and resources available to the Childcare and Playwork sector.
- **Works collaboratively** with Local Authorities and Family Information Services to ensure families in Wales benefit from accessing affordable, sustainable, and high-quality childcare and play opportunities.



2. Introduction

Since the formation of the partnership in 2014, Cwlwm has established and developed a strong and successful working relationship to achieve objectives for children and families in Wales. The nature of Cwlwm's partnership work is strategic adding value with various sources of funding (from Welsh Government and others) in the realisation of operational targets.

Cwlwm continue to work strategically and share information with individuals, organisations, and childcare and playwork providers to:

1. increase the availability of high-quality, accessible, affordable, and flexible registered childcare and playwork services.
2. continue to raise quality of childcare and playwork provision.
3. attract more people into the sector and support the development of a skilled and diverse workforce.
4. ensure more settings become sustainable from a financial perspective.
5. continue to embed the Welsh language in settings in line with the new Curriculum, Cymraeg 2050 and the WESPs.
6. support delivery of the Welsh Government Race Equality Action Plan and further embed anti-racist principles in settings and in practice.

During 2022-2023, Cwlwm focused and delivered on the following broad objectives (to support both members and non-members affiliated with Cwlwm partnership organisations) whilst taking a 'whole sector approach' to support the Early Years, Childcare and Playwork sector in Wales:

- **Objective 1:** Work strategically and share information with individuals,



organisations, and childcare and playwork providers to increase the availability of high-quality, accessible, affordable, and flexible registered childcare and playwork services

- **Objective 2:** Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to raise quality of provision
- **Objective 3:** Work strategically and share information with individuals, organisations, and childcare and playwork providers to attract more people into the sector and support the development of a skilled and diverse workforce
- **Objective 4:** Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to ensure that settings can be sustainable from a financial perspective.
- **Objective 5:** Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to embed the Welsh language in their setting in line with the new Curriculum, Cymraeg 2050 and the WESPs

- **Objective 6:** Work strategically and share information with individuals, organisations, and childcare and playwork providers to contribute towards the Welsh Government Race Equality Action Plan and to further embed anti-racist principles in settings and in practice



As previously noted, a ‘whole sector approach’ was used to reach the target audience of the Early Years, Childcare and Playwork sector in Wales, which included working in partnership with:

- Welsh Government
- Local Authorities
- AWARE
- Social Care Wales
- Care Inspectorate Wales
- Business Wales
- WeCare Wales
- Providers and stakeholders of individual organisations
- Other partners

As evidence to support the award of funding in relation to the Cwlwm Childcare Consortium, partners provided quarterly narrative monitoring reports to Welsh Government. These reports included qualitative and quantitative evidence to support the areas of work achieved by Cwlwm.

The Monitoring Report consisted of four parts:

1. Monitoring information on work achieved individually by the 5 organisations relating solely to Cwlwm targets and work (including any additional funding);
2. Monitoring information on the joint strategic work of the Cwlwm partners, e.g., work relating to Welsh Government policy;
3. Information on the day-to-day work carried out by Cwlwm partners;
4. Information on the work carried out by Cwlwm partners, funded by other sources, e.g., county grants, additional Welsh Government funding i.e. Foundation Phase Development Officer. This information identified the extra work carried out in addition to Cwlwm funding and clearly illustrated to other funders how their financial contributions contributed to and enriched the work of the sector.

3. Cwlwm's Objectives, Targets and Achievements

Objective 1:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to increase the availability of high-quality, accessible, affordable, and flexible registered childcare and playwork services.

Actions = This is what Cwlwm has done	Impact/Output = This is what has happened because of Cwlwm's actions	Sector evidence = Example(s) (or stats) which illustrate action and impact/output
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Outcome No 2022-2023 Outcomes

1.01 **There is an increase in the capacity within and in the number of registered childcare and playwork services, including those on school sites.**

Actions	
1	Cwlwm partners continue to attend regular meetings with Local Authority (LA) childcare representatives to support the development of new provisions and expansion of existing services in line with LA strategies i.e WESPs, CSAs, expansion of Flying Start provision etc. These meetings are also an opportunity for Cwlwm partners to voice their concerns on how best to jointly support a vulnerable sector e.g PACEY Cymru have been working hard to remove local planning barriers for those looking to become a childminder. This includes both LA planning and Housing Association permissions.
2	Partners work closely with settings and schools to ensure that children and their families receive wraparound care and play opportunities at the beginning and end of the school day. Partners have produced resources in the form of 'Why choose registered childcare?' factsheets and Clybiau Plant Cymru Kids' Clubs (CPCKC) produced a video Promotional Videos - Clybiau Plant Cymru (EN) on the benefits of CIW registered Out of School Clubs aimed at parents.
3	Cwlwm partners promote Welsh Government's (WG) home-based childcare opportunities wherever possible, including the Approval of Home Childcare Providers (Wales) Scheme 2021. This is achieved through a combination of social media, website content and partnership working with key stakeholders.
4	Cwlwm partners provide business support, training, and guidance with CIW registration.

**Impact/
Output**

- 1 Attending various meetings gives Cwlwm partners the opportunity to highlight specific problems and challenges which face the sector, with the goal of alleviating them. Cwlwm partners are however aware that for example, the problems highlighted by PACEY Cymru around the decline of childminding, cannot be resolved quickly, and that further work will be needed in 2023-24.
- 2 Continuing to promote registered childcare among parents/carers, childcare provision, and school site childcare will help everyone understand the importance, benefits and value of registered childcare. Raising awareness of registered childcare ensures a safe, stimulating and quality environment for children, which provides a foundation for children to reach their full potential.
- 3 The promotion of the voluntary approval scheme will enable approved nannies to prove to potential employers in Wales that they have met the criteria of the scheme and will enable employers to access financial support should they be eligible, which should make approved nannies more employable.

At the end of March 22 there were 53 on the scheme, by the end of March 2023 this had risen to 59 and demonstrates an increase of 10%.
- 4 Providing comprehensive business support and training ensures that the sector is in a strong, stable position to meet any increased capacity requirements. Cwlwm partners are dedicated to helping settings obtain CIW registration and providing the guidance and support needed to ensure their success. A range of support services are offered to providers from the initial registration process to ongoing support and advice to ensure their continued success. During 2022-2023 the following settings achieved registration with CIW:
 - CPOCKC - 11 settings/21 clubs/749 places
 - EYW - 16 settings (11 Full Day Care, 2 sessional care, 2 childminders, 1 out of school hours care)
 - MM - 9 settings
 - NDNA Cymru - 2 settings
 - PACEY Cymru - 47 childminders /373 places



Sector Evidence

1-4

Cwlwm partners continue to be concerned about the vulnerability and challenges which face the childcare and playwork sector, especially following the pandemic. Examples of concerns for 2022-2023, include:

- the recruitment and retention of staff remains high. Despite high-profile interest in childcare [NEWS: PACEY Cymru features on BBC Wales Live/ PACEY Cymru yn ymddangos ar BBC Cymru Fyw | PACEY](#), the relationship between childcare provisions and recruitment / retention of staff is often overlooked. NDNA's survey highlighted that the sector is struggling to recruit staff. The percentage of those asked who have struggled to recruit at each level are as follows:
 - Level 3 - 93%
 - Level 2 – 52%
 - Apprentices – 17%
 - Welsh speakers – 45%
 - Unqualified staff – 3%
- Arad Research conducted a [study](#) commissioned by Early Years Wales (EYW) and found that low wages have a significant impact on recruitment of staff, with evidence showing that childcare providers leave the sector to work for large supermarkets where they earn a higher wage.
- the ongoing decline in childminder numbers in Wales, is of concern. There was a decline of 3% for the year 22-23, based on figures shared by CIW with PACEY Cymru. This is added to the decline in previous years.
- although it is reassuring to see 17 new clubs have opened with CPCKC's support with LA/other funding, with a further 10 new enquiries, CPCKC's National Club Survey indicates over the next 12 months, 8% of Out of School Clubs think their setting may close, 9% that elements of their service would close and 12% anticipate reduced opening times. Further details can be found in [National Club Survey 2022](#)

These challenges prove problematic as the sector strives to increase the number of registered childcare and playwork services, including those on school sites. Experience suggests that the number of childcare and playwork services (registered and otherwise) is at a plateau with Cwlwm partners supporting CIW in its attempt to ensure that closed or "suspended" settings take definitive action. Cwlwm partners suggest that the plateau may be because of an increase in full day-care settings which is masking the decline in other areas.

See also 2.04, 2.05, 2.06, 3.01, 3.02, 3.04 for examples of Cwlwm's impact / output which address the concerns as outlined in Sector Evidence for 1.01.

There is an increase in the capacity within and/or in the number of registered Welsh-medium provisions. Encourage the registration of unregistered bilingual and Welsh medium provisions and encourage bilingual provisions to move towards Welsh medium status as an operational language.

Action

- 1 With the increase in additional funding received by WG to expand Welsh medium activities, Cwlwm partners have introduced a series of measures to ensure that more Welsh-medium registered provisions exist within the sector. Mudiad Meithrin (MM) for example, continues to open new Cylchoedd Meithrin under their 'Sefydlu a Symud' (SaS) scheme and have designated officers which support new management committees with their CIW registrations. All new settings are registered within the first three months. Another example of work being undertaken in relation to unregistered settings is CCKC's work which involves creating resources, offering advice and guidance. CCKC contacted 64 unregistered Welsh medium settings, promoted the CyMell project and Welsh Language CBDOs engaged with them to encourage registration. There has been a particular emphasis on reaching out to Mentrau Iaith and to Welsh-language schools. The 'mood music' created by this emphasis on registration led to one school asking a Cylch Meithrin to operate a breakfast club to ensure registration. Cwlwm partners continue to work collaboratively to expand existing services by providing bespoke support to become Welsh medium provisions.

- 2 Cwlwm partners offer guidance and advice to providers considering transitioning to Welsh-medium status, in addition to providing support to those provisions who wish to register unregistered bilingual and Welsh-medium provisions. Support is provided in the form of:
 - developing policies and procedures,
 - signing staff up to various language courses/schemes such as [Camau](#), [Croesi'r Bont](#), [CYMell](#), Camfa,
 - signing provisions up to the '[Welsh Promise](#)' so that they can demonstrate how they are working towards the Active Offer,
 - offering a translation service
 - grant funding e.g CCKC CYMell supports unregistered Welsh language provisions to become CIW registered and to support those provisions who are changing their operational language
 - training plans which will deliver Playwork qualifications, supporting provisions to meet the minimum requirements for CIW registration

During 2022-2023:

 - 2 playgroups started their journey to transition to Welsh-medium status via MM's and EYW Plethu scheme
 - 6 English day nurseries received support from MM's Camfa scheme
 - 13 settings supported with the Welsh Promise (NDNA Cymru)
 - 25 learners enrolled on CYMell (CCKC scheme)
 - 23 Out of School childcare settings signed up to the Welsh Promise (CCKC)

- 3 To ensure that the Welsh language is supported and sustained, Cwlwm partners continue to promote the benefits of the Welsh language as an operational language within the sector and continue to encourage provisions to become registered. An [article](#) was written in Dysg on the 'importance of CIW registered Welsh medium childcare, to encourage CIW registration of unregistered provision on school sites.

Impact / Output

- 1-3 Everyone's ability to learn Welsh varies across the sector and learning Welsh is a journey which can take several years. However, with the continued support, encouragement, promotion, and resources provided by Cwlwm partners, we hope to see a notable increase in the capacity and number of registered Welsh medium provisions, as they feel more confident in their ability to deliver the Welsh language within their provisions. By also encouraging bilingual provisions to move towards Welsh-medium status as an operational language, we also believe that this will further strengthen the Welsh language.

Continuing to promote the benefits of registration is a key factor in creating awareness within the sector. Through promotion of these benefits, more provisions will be encouraged to register, e.g the article written in Dysg will raise awareness of schools on the benefits of CIW registration. CPCKC's new Customer Relationship Management (CRM) will enable them to accurately identify unregistered clubs and target messaging and support.

Sector Evidence

- 1-3 Evidence has shown that provisions across Cwlwm partners' organisations are struggling to recruit qualified Welsh speaking staff (see NDNA's survey results under 1.01). This remains a concern and continues to be a topic of conversation amongst partners and other stakeholders, including WG. Cwlwm partners strive to address this challenge by working together to identify existing bilingual provision that have the potential to provide a Welsh medium service using existing staff and expand Welsh language provision to communities.

During Year 5 of Mudiad Meithrin's SAS project, 16 new Cylchoedd Meithrin were identified to open or develop across Wales. One of these opened during the period, Traed Bech Twymyn in Powys. During the period a further 5 Cylchoedd Meithrin from Year 4 of the project opened: Cylch Meithrin Teulu'r Tyle, Cylch Meithrin Cilfynydd a Phont Norton, Cylch Meithrin Y Gurnos, Cylch Meithrin Y Garth, and Highgate Uplands (working with the day nursery to introduce Welsh immersion sessions through Croesi'r Bont). All 16 Cylchoedd identified were supported with their development including recruiting, committee inductions and CIW registrations.

EYW and MM identified Llanfairfechan playgroup as a Welsh medium provision. This fed into Conwy's WESP, where the local school had been earmarked to develop along the language continuum. Work is progressing to move the setting from English language to Welsh language. We have worked hard to get LA on-board with the process. The staff are ready to work on the processes of transferring the language of the practice and the supporting policies and principles to align them with Mudiad member settings. Assisting Llanfairfechan to become a Welsh medium setting will provide Welsh language provision for children in the early years.

Further to receiving support from MM, NDNA Cymru and CPCKC, Wibli Wobli day nursery opened, also offering out of school care, which is the first Welsh medium day nursery in Newport.

The CIW SASS will provide Cwlwm partners with real-time data on language of operation (although there are concerns that providers may not necessarily understand 'The Active Offer' and what this entails). Thanks to CPCKC's leadership, partners are engaged with 'Yr Addewid Cymraeg', which has been endorsed by the Welsh Language Commissioner and will allow provisions to develop its use of Welsh and create an environment where the language is a natural part of the provision's offer to children.

1.03

There is an increase in the number of registered settings offering funded provision for 2-year-olds.

Action

1

During the year Cwlwm partners have:

- promoted the expansion of 2-year-old childcare and offered advice and guidance to the sector in preparation
- worked with LAs to identify provisions and opportunities and ensure that provisions are ready, to meet the expansion of funded childcare to 2-year-olds
- raised concerns specifically in relation to childminding with PACEY Cymru with WG
- worked with WG to feedback on the FS childcare annex to support a consistent approach that breaks down barriers in some areas
- promoted the importance of registering with CIW through partners' newsletter and the Choosing Childcare booklet

Impact / Output

1

The criteria required to provide funded places was shared with provisions and Cwlwm partners provided support with the expansion of services and tendering processes, where relevant. The support and guidance provided by Cwlwm partners ensured that provisions were aware of the roll out and the preparation involved in offering funded provision for 2- year olds.

By working with LAs, Cwlwm partners have been able to identify the areas where Flying Start (FS) expansion is to be developed in stages. Through conversations with LAs, Cwlwm partners know the local provisions that can take part in the scheme or where new provisions need to be developed.

PACEY Cymru met with some LAs across Wales to ensure that childminding provision was considered in relation to the expansion of funded childcare to 2-year-olds. This will support the needs of children, parental choice, and sustainability of providers. This includes reviewing draft guidance, processes and procedures at a local level and educating individuals around the role of a childminder.



FS childcare annex is clearer in relation to qualification requirements and the role that all providers can have in delivery (including childminders) to support a more consistent approach across Wales. Specifically this included work linked to the development of wording and approach by PACEY Cymru in partnership with Welsh Government and Social Care Wales to provide clarity in relation to the qualifications of childminders working alone and those working with assistants. PACEY Cymru also worked with Welsh Government and Social Care Wales to ensure the guidance and qualification framework were launched at the same time to ensure a consistent approach and reduce confusion.

Sector Evidence

- 1 Progress is slow given the gradual approach as far as expanding FS is concerned. Cwlwm partners are supporting settings to offer funded provision for 2-year-olds by responding to guidance, providing existential encouragement, trying to banish any concerns that settings may have e.g., “we’re ok as we are”, “we’re full as it is”, “we can’t find staff” or “we don’t have enough room”. Evidence suggests that many provisions aren’t keen to offer the FS scheme to fund 2-year-olds as they wish to focus their time and resources on the services they currently deliver. Other provisions also worry that an increase in 2-year-olds will affect the number of places for 3-year-olds. Cylchoedd Meithrin for example, have yet to see a significant increase in 2-year-old provision, as many already offer the FS scheme within their catchment area, and as a result, many children are already funded. Also, there is still an ongoing issue in ensuring opportunities for delivered funded provision are open to all relevant registered providers. LA decision-making is still having an impact on opportunities which in turn impacts on the sustainability of existing providers. PACEY Cymru have shared the barriers and impact of these specifically on childminders with WG.

Cwlwm partners continue to work closely with many LAs in relation to reviewing their approach to funding settings. There have been positive moves by several LAs in relation to supporting the sustainability of existing providers, especially in relation to childminding settings that may not have been previously utilised. This has been achieved through extending opportunities to deliver funded provision and working to remove barriers to funding. PACEY Cymru worked closely with Torfaen to review guidance documents to ensure these were fit for the purpose of childminders. In Cardiff, PACEY Cymru worked hard to support the LA in embedding a more inclusive approach to the settings they support and opening opportunities for childminders; it is hopeful that the impact of these will be evident going forward.

1.04

There is an increase in the number of children attending Welsh-medium provision and taking up the Childcare Offer through the medium of Welsh.

Action **1** Mudiad Methrin continue to open new Cylchoedd Meithrin under their SaS scheme and all Cwllwm partners support existing settings to

to expand into Welsh medium provision in addition to encouraging provisions to register for the Childcare Offer so that they are competitive and ensure the best possible support for families. All aspects of MM’s work relate to the promotion of Welsh-medium childcare.

See 1.02

Impact / Output **1** By investing in new dedicated settings and supporting settings to expand into Welsh-medium provision, this will provide more opportunities for families to access quality Welsh-medium education. Encouraging settings to take up the Childcare Offer (TCO) will ensure that they are competitive and that families have access to affordable childcare.

Sector Evidence **1** Trends show that more parents are accessing TCO, as the number of children turning 3 years of age, and eligible for nursery education, rose significantly in January 2023. Cwllwm partners however feel that more could be done to support provisions and believe that the £5.00 hourly rate is insufficient because of the cost of living crisis. A rise in energy and food prices, as well as the increase in the minimum wage, have put a strain on provisions’ budgets and financial prospects. Partners continue to identify provisions that are extremely concerned about their financial situation and their sustainability. Cwllwm partners continue to discuss the need to increase TCO rate with WG to support provisions.

1.05

There is an increase in the registered childcare and playwork provision available to meet the childcare needs of parents and carers and fewer gaps in provision locally and nationally.

Action **1** Cwllwm partners continue to work with LAs to promote and recruit registered childcare. They also attend WESP meetings and work closely with LAs to identify catchment areas to develop new provisions or expand provision services to meet demands. Cwllwm partners also use their own intelligence data to seek opportunities to develop and work together to provide flexible childcare. Mudiad Meithrin for example (outside their SAS scheme) supported the expansion of full day care (21 Cylch), created Cylch Meithrin sessions in Day Nurseries (1 cylch), opened breakfast clubs within Cylchoedd Meithrin (12) etc. Continued to communicate the Playwork qualification deadline for CIW registered settings and promote opportunities to acquire qualifications so settings could maintain CIW registration.

See 1.01

Action / Impact	<p>1 Despite the ongoing decline in the numbers of childminders and Out of School Club (OSC) providers, the availability of childcare and playwork more widely has increased over the past few years, both nationally and locally and the number of gaps in provision has decreased, meaning access to childcare is more widely available. Also, the increase in provisions or the type of service delivered by provisions has alleviated the pressure on parents/carers to find alternative childcare solutions.</p>
Sector Evidence	<p>1 In MM's case, evidence has shown that provisions that have extended their hours to offer full day care are generally thriving. On the other hand, some Cylchoedd Meithrin offering sessional care cannot compete with those offering full-time care. Cylch Meithrin Betws, for example, had to close because not enough parents wanted 2.5 hours of care; instead, the parents chose a nearby Cylch Meithrin that offered 9.00am to 3.00pm opening hours.</p> <p>The decline in childminder numbers continues to cause huge concern as noted in 1.01 in relation to parental choice, continuity of care for children and sector viability.</p> <p>OSC are more likely to be sustainable when offered as part of full day care. However, an unintended consequence is that childcare funded via TCO for 3 and 4 year olds is prioritised to the detriment of the older age range for out of school care.</p>
<p>1.06 Support Welsh Government in its plans to expand Government-funded childcare, including Welsh medium.</p>	
Action	<p>1 Due to positive development in funding, Cwlwm partners continue to think and plan how to respond to the challenge of expanding Welsh medium provision including joint planning of provisions. Due to these discussions, many successful and innovative schemes have been developed. For example, MM's and EYW 'Plethu' project is an effective model to identify 'playgroups' that can convert (with time) into Welsh-medium settings enjoying a two-fold membership.</p> <p>2 Cwlwm partners responded to a consultation on childcare expansion guidance through Flying Start to ensure that the sector's interests and language planning consideration were represented.</p> <p>3 MM provided WG with its Level 3 and 5 qualification scheme recruitment plan, which detailed the importance of ensuring sufficient staff supply for the expansion.</p> <p>4 Cwlwm partners have worked closely with WG to develop, feedback on, and promote the Childcare Offer for Wales – Digital Service to ensure that childcare providers are ready for parents' TCO applications.</p> <p>5 The 'Welsh Promise' was developed to support settings with delivering the Active Offer.</p>



Impact / Output	<p>1 Cwlwm partners' exciting developments to expand childcare services, provide more flexibility and access to childcare, so families can juggle work and family life. Expanding childcare provision makes it easier for parents and carers to access Welsh-medium provisions and therefore provides more opportunities for children to learn and develop their Welsh language skills, making a positive contribution to bilingualism in Wales.</p>
	<p>2 WG feedback indicated that Cwlwm's comments regarding the consultation on the childcare expansion guidance were received, but until the final guidance on the expansion of FS is released, Cwlwm is uncertain of the impact.</p>
	<p>3 Cwlwm partners continue to voice their concerns regarding the recruitment challenges within the sector with regards to pay increases etc. Whilst attending a launch at Cylch Meithrin Abergele, MM on behalf of Cwlwm offered feedback to WG officials and politicians regarding recruitment challenges across the sector, including Welsh medium.</p>
	<p>4 Due to Cwlwm's work and promotion of the Childcare Offer for Wales – Digital Service, providers were provided with training, resources, and guidance to register with the digital service.</p>
Sector Evidence	<p>For example, during the year, MM's SaS scheme supported the following 8 Cylchoedd to become FS providers and every SaS Cylch registers to provide TCO: Cylch Meithrin Brynglas, Cylch Meithrin Caerllion, Newport, Gofal Plant yr Enfys Gwynllyw, Torfaen, Cylch Meithrin I D Hooson, Maes y Gornel, Cylch Meithrin Plas Coch, Wrexham, Cylch Meithrin Y Gurnos, Merthyr Tudful, Cylch Meithrin Teulu'r Tyle, NPT. Numerous Cylchoedd throughout Wales (who are not part of the SAS scheme) have been awarded FS tenders and MM continue to support other Cylchoedd to become FS providers.</p> <p>Through a successful partnership working arrangement with Flintshire, EYW supported the expansion of hours, or places in 13 member settings commencing in spring 2023. This included 4 new provisions, 2 settings extending hours to include holiday provision, one sessional setting extending hours to become full daycare, and 6 settings extending hours of provision.</p> <p>3 settings working with EYW support on a language transmission (moving from English to Welsh medium) in addition to MM's and our Plethu scheme.</p>

Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> • prepared information/updates to the sector on how to take advantage of Tax-Free Childcare, Childcare Offer for Wales – Digital Service, Making Tax Digital through news stories, blogs, information via emails, social media, websites etc • promoted Hemsall’s UK-wide Zoom TFC webinars amongst its members • reported to WG on the shortcomings of HMRC’s processes in terms of understanding the Welsh context • attended meetings with HMRC representatives to promote tax-free childcare and to be a bridge with the sector • Claire Protheroe of PACEY Cymru appeared on BBC Wales Live discussing the challenges of accessing childcare and advocating on behalf of the sector
Impact / Output	1	<p>Many parents are not aware of all UK-wide initiatives available and therefore are unable to take advantage of them. Cwlwm’s work in promoting various initiatives through its member organisations, will hopefully allow parents to gain information and access to the financial support they need to provide the best possible care for their children.</p>
Sector Evidence	1	<p>Hempsalls webinar in February received a positive response; there were 115 Welsh bookings from 21 of the 22 local areas in Wales. This was a mix of front facing professionals, LA officers, and providers. Attendees have access to toolkits and assets that can be used to promote TFC among parents. Whilst the sessions offered by Hemsalls have been a welcome development to increase awareness about the benefits of the initiative, tax-free childcare web-pages continue to refer to England-only arrangements e.g. Ofsted (in parts). Cwlwm does not have access to data to tell us whether there are more parents benefiting from tax-free childcare.</p>



Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> ● attended various meetings with WG officials to discuss the ALN Act implementation and to raise concerns around the role of childcare and playwork, the role of LAs and terminology in the ALN Code and Act, and as a result wrote an ALN blog ● discussed issues with other stakeholders e.g CIW on their understanding of the ALN system ● delivered Clwb Hwb ‘Promoting Inclusion’ and 10 Ways to Support Inclusivity resource for settings ● created an issues log template to gather examples of good practice and concerns across Wales, for sharing with WG and LAs to support the implementation plans ● held workshops to promote the ALN processes and support understanding of the ALN Code and Act including Q&A session ● communicate with member settings on the ALN systems in place in Wales providing regular updates and support through a range of media ● where necessary, assisted settings and stakeholders to ensure ALN processes were understood and followed according to policy
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Impact / Output	1	<p>The work that Cwlwm has carried out, will ensure that the sector has access to the most current ALN resources/information, and that staff are adequately trained and informed, to support the implementation of the new system.</p> <p>Following publication of Cwlwm’s ALN blog and support provided by NNDA Cymru, a provider was able to appeal a non-compliance given by CIW for not having an ALNCO.</p> <p>The issues log provides all Cwlwm partners with insight into trends and patterns with ALN implementation.</p>
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Sector Evidence	1	<p>PACEY Cymru attended CREY Network with a focus on ALN, members of TSANA (Third Sector Additional Needs Alliance) provided information. Issues shared in relation to the need for training at the appropriate level for all settings including childminders, and that it needs to be regular and ongoing for new staff/settings. Good practice was noted by one LA, in that childminders are using one-page profiles for all the children they care for, as they found it a helpful document for transitions to other settings and keeps the families involved.</p> <p>Staffing remains challenging. For example, the current pressures in the workforce sector make it difficult to staff or recruit a suitably qualified person to care for a child who requires support for a few hours each day during the week.</p> <p>It is encouraging to see that limited incidences of issues indicate that ALN systems are being followed by the sector, and that in most cases, ALN policies are being effectively implemented.</p>
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1.09

Support efforts to address gaps identified in LAs' CSAs, by increasing provisions where possible.

Action **1** See 1.01, 1.03 and 1.05

Impact / Output **1** See 1.01, 1.03 and 1.05

Sector Evidence **1** Provided below are examples of Cwlwm partners working with LAs to address gaps in provision:

Mudiad Meithrin met with officers from Gwynedd LA to address several concerns emerging from data related to demographics. The meeting reflected on the declining birth-rate and the impact on the sustainability of the childcare and early education sector going forward. Officers from Gwynedd and Mudiad agreed on a number of actions to address this e.g., the possible clustering of Cylchoedd Meithrin (from a governance perspective).

NDNA Cymru held meetings with Torfaen LA to discuss the first phase of the Flying Start expansion and how the full day care sector can help to meet the need for more childcare places. Problems with sustainability, suitable qualified staff and Welsh language provision were discussed. Areas of support discussed were the sharing of information with the sector, networking events and support with the tendering process.

PACEY Cymru met with Carmarthen LA regarding the identified need to recruit childminders specifically in Laugharne. Promotion ideas shared, PACEY Cymru's Welsh Language funding support discussed and potential for childminders to support Flying Start provision and expansion in the area.

EYW Regional Manager and local Development Officers have worked closely with Flintshire to support gaps arising from the data and CSA. Practical actions have included reviewing the hours available in 14 identified settings and supporting these settings to extend the provision to increase childcare provision within existing structures. 10 settings extended existing provision; 2 new settings opened; 2 more added a new session. Additional work has been undertaken supporting two further settings to transition from unregistered provision to registered to permit the expansion of childcare in these settings.

CPCKC - Welsh language provision is a high priority within Newport. The local authority funded CBDO encouraged Wibli Wobli – a Welsh medium day nursery up to age 5 – to expand into Out of School childcare for older children to meet demand within the community. The CBDO supported with age specific guidance, business planning, cashflow forecasts and a successful grant from Newport administered by to pilot a holiday club in February 2023. In Swansea, parents are reporting that childcare is full, and they can't access places, suggesting more childcare provision is needed. However local authority funded CBDOS have identified that settings have had to cap places due to insufficient staff and are not to capacity in terms of CIW registered places available. It was also identified that there is a lack of suitable, registrable, and affordable premises to establish new childcare and one suggestion was to look at whether provision with rooms available could potentially work in partnership with smaller sessional groups who could lease a room, encouraging a collaborative way of working amongst provision as a way to address challenges.



Objective 2:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to raise quality of provision.

2.01		Early Childhood Play, Learning and Care - ECPLC (previously referred to as Early Childhood Education and Care - ECEC) is developed in a partnership arrangement with the sector.
Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none">● demonstrated commitment by engaging with WG to share thinking about the next steps for the ECPLC Quality Framework and planning the priority areas of focus● committed to working in support of draft planning for Cabinet via remote communication, and timely responses to WG requests● provided input into planning, supporting the coherent delivery of ECPLC policy, and advising about challenges and barriers to consider● agreed a course of action with WG in terms of feedback on specific content on specific content particularly regarding the material about Wales, the Welsh language, citizenship, diversity etc● attended WG stakeholder meetings to develop the ECPLC approaches and represent the sector views on the ECPLC approach in Wales
Impact / Output	1	<p>WG policy colleagues received Cwlwm members' feedback on the working party survey; the three themes of accessibility, workforce, and quality; and further comments arising from discussion groups following meeting 3 via paper submissions. Cwlwm partners also fed back on section 1 of the plan; commented on the use of language to support alignment with the sector, and existing documentation; and noted tensions or unanswered questions regarding the equity for playwork clubs, childminding and smaller settings that currently are unable to offer the full funded range of childcare compared to settings that are currently able to offer a wider range of funded childcare provisions. Throughout the conversations since January, Cwlwm partners have proactively engaged in the strategic discussions, participated fully in breakout room conversations, and provided follow-up in writing to help shape and define the approaches that work in the Welsh context.</p>

Sector Evidence	1	<p>Due to exploratory and emergent discussions on policy, wider sector engagement has been limited. During 2023-2024, Cwlwm will provide quantifiable answers to key questions for WG Policy colleagues, including:</p> <ul style="list-style-type: none"> • use of children / babies in the document • comments on or whether other titles are preferred in Wales • aspirations for the approach beyond 2026 to inform future Government terms of office <p>At the appropriate time, Cwlwm partners will commit to supporting any formal or informal consultation processes with the sector. These views will be shared with the Welsh Government with the aspiration of supporting the implementation and working with the whole sector and wider stakeholders cohesively to work towards the shared understanding of .</p>
<p>PACEY Cymru and EYW shared further feedback with WG that should create an equity of opportunity across the breadth of providers in the early years regardless of which LA or consortia area they are based in. We believe CIW registration/approval is the key for opening up opportunities to deliver funded childcare and education provision.</p>		
<p>2.02 Support the consultation/implantation of the Quality Framework with the aim of supporting quality in the sector.</p>		
Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> • have been involved in the refinement of the Quality Framework through regular workshops with WG • are committed to supporting the development of the Quality Framework to add value to existing documentation in childcare and playwork • will support the revision of the Quality Framework when updates are available and work constructively with WG on the content, language, and scope of the Framework
Impact / Output	1	<p>Cwlwm partners provided feedback on the Quality Framework, aligning it with other existing supporting guidance and frameworks for the 0-5 sector, so that it becomes more relevant and user-friendly.</p>
Sector Evidence	1	<p>The implementation of the Quality Framework will ensure that quality and support is sustained within the sector and will support practitioners in striving for better outcomes for children.</p>



Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> ● continued to promote and support unregistered provisions to move to CIW registration to ensure the best possible outcomes for parents/carers ● finalised the Choosing Childcare booklet, clarifying CIW registration and its benefits for parents ● CPCKC shared its newsletter Y Bont Summer edition 2022 article and webinar 'Perfecting Policies' on how to meet the NMS following feedback from CIW's Registration Team ● CPCKC launched and shared a New video about benefits of CIW registered Out of School Clubs for parents ● CPCKC are working on developing a Customer Relationship Management (CRM) to identify unregistered settings ● CPCKC continue to promote and deliver Playwork qualifications which addresses the barrier to registration of lack of qualified staff
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Action / Output	1	<p>Although the benefits of CIW registrations are widely promoted, registrations achieved on school sites tend to be those that have newly opened or those re-registering after changing legal entity. However, due to the wide range of resources produced regarding the benefits of registration, it is hopeful that these resources will address any barriers to those that have operated unregistered for some time.</p> <p>Through CPCKC's 3 year National Lottery Community Fund project, 45 CIW/TCO/TFC registrations have been achieved in unfunded counties. WL CBDOs and grants are now being offered through CYMell funding to support Welsh medium Out Of School Club settings to register.</p> <p>The new CRM will enable CPCKC to accurately identify unregistered clubs, along with commonalities such as language and location, and target messaging to promote support available and benefits of registration</p>
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Sector Evidence	1	<p>Results of CPCKC National Parents Survey 2022 demonstrate that 28% of parents (of 0-12 year olds) still do not understand the difference between registered and unregistered childcare (30% last year) and our recommendation remains that the ongoing promotion of financial support schemes, benefits of CIW registration are still necessary by all.</p> <p>During 2022-23, CPCKC worked with 11 Out of School Club settings/21 clubs to gain registration through funded projects/counties across Wales.</p>
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Action

Cwlwm partners:

- worked with CIW to promote their provider events to update sector on SASS and other key updates
- continued to support settings to prepare for SASS with drop in sessions, webinars, phone calls, reminders, and resources
- continued with representation on CIW's National Advisory Board sharing the voice of the sector at these meetings
- as part of CIW's improvement meetings have been reviewing 'Guidance for Providers'
- updated its CIW log with various queries and shared with CIW for their response in order to ensure a consistent approach between Cwlwm partners. Queries included e.g staffing ages, roles and responsibilities of RI's and childminders, Ukraine refugees, fires safety issues, safeguarding, changing mats etc
- CPOCK met with WG to discuss the option and benefits of encompassing Playwork into SCW remit in the absence of any representative organisation and provided evidence to support the rationale
- CPOCK provided play resources for SCW's learning festival
- met with Urban Foresight, commissioned by SCW to discuss recruitment challenges in the sector
- shared the written statement on Draft Disqualification Regulations (2022), Voluntary Suspending Registration guidance and safeguarding guidance document with the sector

Impact / Output**1**

There is increased confidence in the sector to complete the SASS. The system is also fit for purpose as it has been refined over time and with Cwlwm's collaboration with CIW.

CIW/SCW is hearing the sector's voice through umbrella organisation representation.

By working with other organisations, such as Urban Foresight, Cwlwm partners are more aware of other work required to meet recruitment/retention challenges through more collaborative efforts.

By establishing an efficient reporting system (CIW log), Cwlwm partners are able to communicate back to the sector with accurate and reliable information and ensure that all queries are addressed in a timely and satisfactory manner.

Sector Evidence**1**

Cwlwm partners are encouraged to see that the take up of support sessions has been lower than in previous years, yet at 92.8% SASS completion, this is the highest rate of SASS completion to date. This appears to indicate providers now understand and can submit SASS without intensive support.

Cwlwm partners anticipate longer term challenges with recruitment and retention due to fundamental issues relating to e.g low pay and fewer progression opportunities.



2.05

Support Welsh Government in its work relating to the professional registration of practitioners and development of the workforce in Wales.

Action

1

Cwlwm partners:

- published Arad Research report and Cwlwm’s response into pay, recruitment and retention challenges for the sector. This report was also shared with the Deputy Minister (email) and wider stakeholders (meeting summary)
- in support of WG’s plans to update the workforce strategic plan, conducted an in-depth discussion with WG officers around Arad’s report and discussed further with the Deputy Minister within the Partnership-Ministerial meeting
- are engaged in sharing views on registration through working group meetings and are committed to working in partnership with WG and stakeholders to define the concept of a professional register for the workforce
- commit time and expertise to exploratory conversations in support of defining the Professional Register and completing work tasks in support of the register
- shared CPCKC’s National Parents’ Survey 2022 parental survey
- continue to offer a wide range of training and webinars to develop the workforce’s CPD

Impact / Output

1

Cwlwm represented general and sector segmentation-specific views to the proposals for a professional register. Constructive conversations within the working group meetings are ongoing, with the further analysis required to consider the position with regards to:

- Childminders
- Staff working in unregistered settings
- What is possible under legislative structures that are currently in existence
- Fitness to practice and the CPD aspect of the register

Cwlwm partners remain committed to ongoing supportive conversations, and when the professional register has greater clarity about what is in scope and what is not in scope, they will test the concept of a register with some member settings to gain greater insight into the implementation and the sectors’ voice, ahead of a formal consultation process.

Sector Evidence	1	<p>NDNA’s Childcare Works project incorporates the All Wales Induction Framework (AWIF) into the training element of the 16-week supported employment programme which, along with hands-on experience on placement in a childcare setting, supports development of the project’s Trainee Nursery Assistants (TNA) and therefore the childcare workforce in Wales. NDNA worked with 41 TNA’s, 25 out of 41 went into employment. Of the 25 securing employment:</p> <ul style="list-style-type: none"> ● 12 secured employment in childcare settings ● 8 as TA’s working with early years in schools ● 1 into the care sector ● 4 went into other sectors <p>No statistics to date, as no formal conversations are being held with the sector due to continued discussions about the scope of the professional register, the approaches to phasing the implementation, and in recognition of the possible detrimental impact of escalating concern about a register that might not include all parts of the childcare sector.</p>
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2.06 Support the Playwork sector and drive forward the outcomes from the Ministerial Review of Play.

Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> ● provided feedback on the final draft of the Ministerial Review of Play and reviewed the final report in November 2022. This has now been shared with the sector ● CCKC highlighted concerns over the shortage of Playwork Apprenticeships with WG/PETC ● CCKC requested an extension for eligible aspects of PfS to continue delivering Award in Transition to Playwork (ATPW) ● regularly promotes the benefits of play and play activity ideas
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Impact / Output	1	<p>Sharing the Ministerial Review of Play, raises awareness of the importance of play within the sector.</p> <p>After highlighting concerns over the shortage of Playwork Apprenticeships, all Prime Contractors were asked to undertake a pinch point analysis to identify sectors that needed additional funding. This resulted in CCKC being offered additional Playwork starts for the rest of the educational year. CCKC also successfully responded to the tender to deliver L2APP to Cardiff Newport, Monmouthshire, and Vale of Glamorgan.</p> <p>A request to extend PfS to all areas (not Powys) was granted late December, enabling CCKC to continue delivering ATPW until March 2023. By the end of March 2023, 529 learners achieved ATPW qualifications through the PfS supported project. It has now been confirmed that ATPW will be further extended to September 2023.</p>
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Sector Evidence	1	<p>The Ministerial Review of Play serves as an important reminder of the importance of play, and of the need to invest in it. It is essential that Cwlwm continue to raise awareness of the importance of play as it has a positive impact on physical, mental, and emotional health of children.</p> <p>By the end of March 529 learners achieved ATPW qualification through the PFS funded project.</p>
<p>2.07 Support Welsh Government in its work relating to the changes to the NMS, reform of the school day/year and other legislative areas.</p>		
Action	1	<p>Cwlwm partners promoted the NMS consultation and facilitated 18 webinars/events with 210 participants to gain sector input to the consultation on Proposed changes to the National Minimum Standards (NMS) for Regulated Childcare for Children aged up to 12 years. Cwlwm partners also responded individually to the consultation and responded to further queries on the NMS consultation from WG.</p>
	2	<p>Cwlwm partners shared the summary of the responses to the consultation on the proposed changes to the NMS with the sector.</p>
	3	<p>Cwlwm welcome the opportunity for more collaboration on the reform of the school day and how CFS developments can provide opportunities for CIW-registered childcare settings to provide a wrap-around service of the school day for working parents. Using childcare and playwork settings already in existence would support any extension of the school day as well as support the sustainability of the sector.</p>
	4	<p>Cwlwm partners facilitated a Cwlwm consultation event with the sector and provided a collated response to Draft Child Minding and Day Care (Disqualification) (Wales) Regulations 2022. The findings of the consultation were shared with the sector.</p>
Impact / Output	1	<p>The discussions at these NMS consultation events were extremely useful and supported Cwlwm with understanding the views of the sector and informed consultation responses as individual organisations as well as offering an opportunity for the sector to share their views on the proposed changes.</p>
	2	<p>The sector is kept informed of NMS changes that will significantly impact how it operates.</p>
	3	<p>There is some concern within the Out of School sector that the reform of the school day will negatively impact clubs. Further meetings have been arranged in 2023-2024 to again explore and discuss the value of Out of School Clubs and their fit within Community Focused Schools' ethos and guidance.</p>
	4	<p>The statement about the response to the draft Child Minding and Day Care (Disqualification) (Wales) Regulations 2022 explain who is disqualified from registering as a childminder or provider of day care and are an important safeguard in helping to prevent unsuitable people from providing childcare services in Wales.</p>



Sector Evidence

1-3 Whilst there have been no further actions regarding the proposed changes to the NMS, Cwlwm partners have raised possible barriers or challenges around the changes to First Aid and Safeguarding training requirements. In the current financial environment, thought must be given to the financial and staffing impact on provisions in releasing staff, RP's and RI's to attend training as well as the cost implications.

2.08

Support Welsh Government to deliver funded childcare for families through the Childcare Offer for Wales including, preparing the sector for the move to the national digital Childcare Offer service and ensuring the sector is ready for the expansion of the Childcare Offer to parents who are in education and training.

Action

- 1** Cwlwm partners:
- attended training on the national digital service in preparation for supporting roll-out and provided formal and informal feedback after the system went live
 - shared comprehensive information/updates regarding the national digital service with the sector, via all communications channels including Cwlwm's termly newsletters
 - attended and contributed to the Childcare Offer for Wales: National Digital Service project group

Impact / Output

1 Cwlwm partners were able to represent the sector's experiences and views on the national digital service. The sector was fully aware of the importance and implications of not registering their provision on the national digital service. The sector knows that any concerns they have can be raised with Cwlwm partners

Sector Evidence

- 1** It is understood that most of the sector registered effectively, and that the new system is working well for them. However there is evidence that the new service caused some problems for providers in relation to:
- late payments
 - delays in publishing of time sheets for providers to complete
 - new portal asking for hours and not days (LAs still require this data)
 - having two systems is time consuming, in addition to providers having to support parents to complete to application process
- Cwlwm partners continue to engage with WG and report problems.

Action	1	<p>CPCKC on behalf of Cwlwm partners:</p> <ul style="list-style-type: none"> ● highlighted the benefits, positives & challenges of community based buildings being used to meet the need for affordable, sustainable childcare with the Deputy Minister and submitted a paper to WG ● met with WG lead for professional learning in education to promote playwork qualifications to school staff; this resulted to an invitation by the South Wales Consortium to deliver a conference workshop ● ATPW promotion shared with TA networks to support portfolio careers ● continue to explore avenues for more collaborative working at a strategic level especially focused on the opportunities of CFS, SHEP etc. ● continue to communicate information from settings about the challenges of ongoing rent increases and have consulted with the sector through the National Club Survey
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Impact / Output	1	<p>In response to the community based venues paper, WG are working with relevant WG stakeholders to raise awareness. Education colleagues have also shared challenges with governing body representatives, and we await their response.</p>
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A further meeting has been arranged with WG CFS leads during 2023-2024. This is an important focus given the aim is for all schools to become CFS schools. However on the ground there continue to be many examples where individual schools value and support childcare.

Sector Evidence	1	<p>CPCKC have added case studies to their website to demonstrate work - see Aros a Chwarae at Success Stories Success Stories - Clybiau Plant Cymru (EN).</p> <p>In CPCKC's National Club Survey, 73% of clubs indicated a need for support with funding with numerous comments such as:</p> <ul style="list-style-type: none"> ● higher energy bills making it impossible to run this type of business as the children have needs and rights ● we have reduced to two evenings, reduced hours, reduced staff etc. It needs to be fully funded with adequate staff wages etc free places or subsidised 19 parental fees if it is to continue with rising costs
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2.10 Support Welsh Government and other key stakeholders in relation to the Independent Review of Childminding.	
Action	<p>1 PACEY Cymru on behalf of Cwlwm partners:</p> <ul style="list-style-type: none"> ● undertook an intensive interview with Arad research to support sharing the views of the sector, key challenges and opportunities and appropriate methods for evidence gathering from childminders ● shared Arad’s survey with members ● invited Arad to their autumn conference where they held an engagement session with members <p>2 The published report from Welsh Government has been delayed and no copy of this has been received to date. PACEY Cymru continues to highlight the need for updates on this and push for publication.</p>
Impact / Output	<p>1 The engagement allowed members to discuss and raise the following points:</p> <ul style="list-style-type: none"> ● LA devolved issues and inconsistencies- including opportunities to provide funded Flying Start and EYE, trade waste, local planning. ● ratio consideration - options to provide more flexibility ● CIW - inspections, contact, procedures, and communications ● title of ‘childminder’ - is this fit for purpose in current times <p>The engagement was greatly received with comments such as ‘a really good positive event providing childminders with a voice’</p>
Sector Evidence	<p>1 The delay in the publication of this report is challenging as PACEY Cymru are looking for this to be used as a vehicle to drive change and improvements in relation to childminding to slow down or reverse the decline in numbers being seen.</p>

2.11

Work with FSA, CIW and Welsh Government is taken forward, in relation to scoping of childminder inclusion in the Food Hygiene Rating Scheme.

Action

- 1 PACEY Cymru on behalf of Cwllwm partners:
provided feedback on the final draft report from the FSA which considered stakeholder views on the current exemption of childminders from FHRS following the fieldwork carried out by Ipsos Mori.
- 2 No further work has taken place this quarter as is on hold through FSA.

Impact / Output

- 1 The fieldwork carried out by Ipsos Mori ensured that the strong voice of childminders was heard throughout the report. The feedback provided by PACEY Cymru highlighted the need for a revision of content for the report, which included:
 - revision of quotes used where these were misinformed or inaccurate
 - clarification of position in some areas
 - revisions to remove wider inconsistencies or inaccuracies
 - terminology used
 - wider rationale
- 2 Following previous updates, it is unlikely this work will be taken further given the scoping did not demonstrate high interest or need for inclusion in any scheme.

Sector Evidence

- 1-2 PACEY Cymru are not aware of any evidence showing an impact on providers.



Objective 3:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to attract more people into the sector and support the development of a skilled and diverse workforce.

3.01

Support Welsh Government in its work to review and refresh the 10 Year Workforce Plan and to address recruitment and retention of practitioners / staff (from the perspective of qualifications and training).

Action

1

Cwlwm partners:

- continued to feed into various meetings/mapping groups with WG, LAs, training providers to ensure a full understanding of the issues in all areas of the sector and to discuss possible solutions
- actively promoted various job vacancies within the sector. Training schemes and apprenticeships were also promoted to ensure the recruitment and development of a new workforce
- continued to provide a rolling training programme to develop staff CPD
- promoted a recruitment pack for Further Education Colleges to attract young people into the workforce
- provided opportunities for Urban Foresight to meet with the sector
- inclusion of the L3 CCPLD Practice qualification on the qualification framework under the childminder job role was agreed and will remove a barrier to becoming a childminder.

Impact / Output

1

Cwlwm partners can highlight their work on supporting the 10 Year Workforce Plan at the meetings they attend and by gathering sector intelligence on the issues of recruitment and retention, WG and all other stakeholders are aware of all the work Cwlwm partners are undertaking to highlight the challenging and worrying issues facing the sector.

In the expert reference group (ERG) meeting for the Early Years and Childcare Qualification mapping group of Social Care Wales, it was identified that level 2 - 7 full qualifications were sometimes accepted in other areas of children's workforce, but not in childcare and early years framework qualifications. As well as providing expert advice, the ERG has also done additional work to map these qualifications against SCW design principles and benchmark them against CCPLD learning outcomes. A decision to include these qualifications in the framework could result in an increase in workers qualified to work within the sector if these qualifications are determined to be relevant.

Urban Foresight heard first-hand the impact the current recruitment and retention crisis is having upon the sector. Urban Foresight will share the outcomes of their research with Cwlwm partners.

Sector Evidence **1** The cost-of-living crisis has impacted the workforce; staff are leaving the profession for higher paid employment e.g working at supermarkets. This has had a detrimental effect on the retention of staff within the sector. A poll at a NDNA Wales member event highlighted how retention issues are subsequently impacting on recruitment:

Are you struggling to recruit at the following levels?

Level 3 - 93%

Level 2 – 52%

Apprentices – 17%

Welsh speakers – 45%

Unqualified staff – 3%

In addition, sector intelligence points out that the cost-of-living crisis is also affecting the operating costs of providers, which has a negative effect on their sustainability.

3.02

Support SCW in all areas of its work, including stakeholder engagement and sector representation.

Action

1

Cwlwm partners:

- fed into meetings with SCW, highlighting the needs of the sector, particularly around recruitment and retention, resulting in new training such as the 'Introduction to Early Years' Programme.
- promoted the EYCC Practitioner Hubs through their own bulletins, newsletters, and social media
- videos were shared to support the recruitment of playworkers and sessional care workers
- fed into SCW resources e.g infection prevention and control, wellbeing, 'Developing a bilingual workforce for the early years and childcare sector'
- fed into SCW work areas e.g, safeguarding training framework, inclusion of L3 CCPLD Practice qualification with CIW on the qualification framework for childminders, Welsh language framework
- PACEY Cymru delivered a short session on becoming a childminder as a guest speaker on SCW's new 'Introduction to Childcare' course
- CPCKC delivered a managers' hub to build confidence in play that includes risk

Impact / Output

1

Working with SCW to address challenges in the relation to recruitment and retention ensures a joined-up consistent approach that meets the needs of the sector.

Providing CPD opportunities for the sector. e.g AWIF, leadership and management supports recruitment into the sector.

Inclusion of the L3 CCPLD Practice qualification on the qualification framework under the childminder job role was agreed. Consequently, this will have a positive impact on target 3.01, as it will remove a barrier to becoming a childminder.

Contributing to the development of various resources, ensures that resources are relevant to the sector, and ensures the sector has all the necessary information to make informed decisions. e.g the 'Developing a bilingual workforce for the early years and childcare sector' will support the workforce in their journey across the language continuum, supporting more settings to become bilingual.

Cwlwm's participation in various sessions/hubs ensure that participants have improved confidence and have a better understanding of the subject areas.

Sector Evidence **1** Feedback from SCW in March noted that there have been 5 Introduction into childcare courses with 48 learners completed.

A launch date to include L3 CCPLD Practice qualification as a suitable qualification for registration with CIW on the qualification framework for childminders been agreed and a launch date proposed during 2023-2024.

3.03 **Support SCW to embed the All-Wales Induction Framework (AWI) / CPD within the sector.**

Action **1** Cwlwm partners:

- promoted SCW engagement events to support providers with implementing the AWI Framework
- shared awareness of the AWI Framework and SCW events within their NMS consultation events
- provided feedback on the draft digital AWI Framework resource
- EYW held an AWI Framework event for member settings
- in addition to contributing to the All Wales Induction Framework, CPCCK has mapped Playwork qualifications to the framework

2 The AWI Framework has been embedded into the Childcare Works programme across different regions in Wales and forms a basis of the training to new and potential members of the workforce

Impact / Output **1** Due to Cwlwm partners' continued promotion efforts, SCW reported that there was a significant increase in the number of number of bookings on the events

Cwlwm partners were made aware that most settings were either not aware or are not using the AWI Framework. This was also evident when holding the consultation events on the NMS. Following this, Cwlwm partners shared the links to SCW website.

Cwlwm partners involvement in AWI Framework digital resource will ensure that the tool is fit for the sector and will support sector engagement.

The AWI framework event held by EYW provided attendees with an overview and understanding of the benefits of the AWIF.

The mapping work undertaken by CPCKC ensures that the knowledge gaps of those with legacy qualifications can be identified and addressed.

Sector Evidence 1 Evidence suggests that many settings are still not aware of the AWI Framework, even though it has been promoted widely.

2 A trainee nursery assistant (TNA) from the NDNA [Childcare Works Project](#), had her placements at Morris Mouse Day Nursery, Swansea. The trainee had completed elements of the All Wales Induction Framework prior to starting placement and continued to complete elements whilst on placement, to further support her knowledge and development of working within the childcare, early years and play sector.

3.04 Support the aim to increase qualified Welsh-speaking staff within the workforce, ensuring that over a 3 financial year period, 100 recruits undertake Level 3 Welsh medium childcare qualifications, and 50 recruits undertake Level 5 Welsh medium childcare qualifications.

Action 1 Cwlwm partners:

- incorporated childcare promotion as a profession into meetings with LAs and training providers so that schools can be made aware of all the opportunities
- promoted all of MM’s recruitment drives, including learners’ experiences which highlight the benefits of working within the sector
- contributed to WeCare Wales campaigns and promoted on all communication channels and included articles within Cwlwm’s termly newsletters
- CPCKC signed up the first cohorts and bursaries have been launched to encourage take-up of places

2 All learners undertaking full Playwork qualifications with CPCKC must now undertake Camau courses where they are not already fluent in Welsh.

Impact / Output 1 There are greater opportunities for learners to qualify with the CCPLD qualification. Learners work while qualifying. Learners receive assessor support in monthly workshops.

2 CPCKC are helping to address the gaps in the Welsh-speaking Playwork qualified workforce.

Sector Evidence 1 Mudiad Meithrin data confirms:
Level 3 CCPLD - 21 learners
Level 5 CCPLD (Leadership/Management) – 26 learners

CPCKC data confirms:
The following Playwork qualifications have commenced:
3 * Level 3 full diplomas in Playwork,
2 * Level 2s
25 ATPWs and
6 * L2 Apps

3.05

Support more play and after school clubs to train in playworks qualifications to support expansion of registered services.

Action 1 CPCKC's pressure point request led to additional funding becoming available through Apprenticeship contractors. At PETC, CPCKC highlighted the need for other Playwork qualification providers contracted to deliver PfS to take up the extension of PfS. CPCKC also asked members to share the information about available training and discussed the need for any providers not using the funding to inform WG so that this could potentially be reallocated.

CPCKC are planning the delivery of Welsh medium Playwork qualifications (such as L2APP and ATPW, L2 and L3) with promotion/recruitment commencing in January 2023 as part of CYMell funding.

CPCKC are working with WG to discuss the highlights and challenges of the current PfS to help inform the new training and support programme. Training needs analysis has been offered to Out of School settings. CPCKC have been working with some with LAs to address recruitment issues and fund qualifications and have also offered support to Play Wales to enable them to provide Playwork and other related qualifications (ADDAPT).

Impact / Output CPCKC is delivering further ATPW cohorts (PfS extension) and further Apprenticeships funding has also been secured for Playwork qualifications into 2023-24 supporting CIW registration and the Playwork workforce. Playwork qualifications for Welsh speaking Playworkers has also commenced with bursaries also available.

WG has sector feedback to inform the new training and support programme. Individual clubs have workforce action plans to maintain CIW registration.

Sector Evidence **615 YTD qualifications achieved:** Essential Skills/Playwork and Apprenticeship Framework/ATPW at levels 2 3 and 5. This also includes Level 1 in Playwork funded by LAs, with 78 out of 112 Learners achieving the qualification, supporting recruitment and induction in the sector.

3.06

Support an increase in Welsh medium childminders, focussing on pre-registration training and support.

Action 1 Through additional funding from Welsh Government, PACEY Cymru has funded Welsh medium learners on pre-registration training for childminders.

Impact / Output 1 The additional funding has removed the cost barrier for Welsh speakers and encouraged them to move toward registration. Challenges remain in relation to the uptake of pre-registration training; this is not unique to the Welsh medium sector. Issues around this were raised in discussions with ARAD in relation to the Independent Review of Childminding. The publication of this document is pending.

Sector Evidence 1 PACEY Cymru's data confirms:

- 6 Welsh speakers have received access to funded pre-registration childminder units
- 8 currently working towards the achievement of the units.
- 3 have completed the units

Objective 4:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to ensure that settings can be sustainable from a financial perspective.

4.01		Changes to funding levels are explained to the sector with support provided on becoming more sustainable.
Action	1	To inform and support the sector, Cwlwm partners, through their social media channels, shared information on the Childcare Offer, early education rate uplift and rate increase for food. Numerous briefing resources were also prepared, which included for example: break even spreadsheet, information on payroll providers, changes to National Minimum Wage, grant information resources, how to deal with the cost of living crisis etc.
	2	Following the Spring Statement, Cwlwm partners individually issued communications to members outlining that the decisions in Westminster would not necessarily result in immediate changes to funding in Wales. PACEY Cymru supported a live Q&A session following the Spring Statement for members in England and Wales.
Impact / Output	1	Member organisations have a better understanding of financial matters and can turn to visual resources which are clear and concise. These are challenging times for all employers, especially for the childcare and playwork sector. Ongoing specialist support from Cwlwm staff allows provisions to evaluate their financial situations, adjust their services, and stay open.



- 2 The sector has been informed that funding decisions made in England are not directly replicated in Wales. As a result, the sector has not been pressing Cwlwm partners or LAs (to the best of our knowledge) about whether funded childcare would mirror the offer in England. This is important, as some Cwlwm members are sharing communications with organisations in England, and as evidenced during Covid, settings located in proximity to England are aware of cross-nation policy differences and can have the tendency to ‘cherry-pick’ policy alignment that they prefer in their conversations with umbrella organisations.

Sector Evidence

- 1 Sector evidence shows that some parents are holding their children back from attending childcare if not fully funded. Obviously, this has an impact on the sustainability of provisions (cash flow problems), with many provisions contacting their umbrella organisations to seek discretionary financial support through emergency grants.

The cost-of-living crisis and rising inflation is weighing heavily on everyone. Provisions face a vicious circle of rising costs and income falling (as parents opt for less childcare and with £5 per hour grant not going as far as it once did). Cwlwm’s influence on such macroeconomic considerations is limited although there has been an effort to provide useful tips. Cwlwm partners fed this challenge back to WG for their consideration and worked with them to support helpful advice.

See for example, NDNA Cymru’s [report](#) for its latest survey findings on rising costs and the effects this is having on private and voluntary nurseries in Wales.

- 2 WG’s devolved responsibility for childcare needs to be better understood by the sector. Clearer guidance and effective communication is required so that the sector has a full understanding of the roles and responsibilities in relation to childcare.

4.02

Settings are informed of various grant sources and financial assistance that may be available.

Action

- 1 Cwlwm partners actively seek various sources of funding for their member organisations and produce informative resources which outline the availability of various capital or revenue grants. All partners provide regular funding opportunities/grant updates to their members through their communication channels and where capacity allows, partner organisations attend grant panel meetings where invited.
- 2 Cwlwm partners have also sourced grants or donations to be able to support members directly.

Impact / Output

- 1 With useful and accessible information, Cwlwm member organisations are encouraged to apply for grants, to think about business viability and be an anchor to community and cultural activities.
- 2 Grants or donations to Cwlwm partner organisations directly have reduced the cost burden for providers or provided them with access to quality resources/projects that support their needs. For some Cwlwm partners this has included donations from the Moondance Foundation which has been utilised in several ways.

Sector Evidence	<p>1 Capital grant opportunities are available from many sources although the need is more apparent than ever around revenue due to rising inflation and cost of living crisis. The ‘Children in Need’ fund reopened but there were extremely strict criteria for how “children in need” was defined, with even provisions within Flying Start areas not automatically eligible for funding. The Lottery’s ‘People and Places’ was adapted to include an emphasis on the cost-of-living crises and post-Covid recovery which could have been a useful source for childcare settings (albeit with a very cumbersome application process).</p>
	<p>2 The Moondance Foundation donations has:</p> <ul style="list-style-type: none"> ● allowed PACEY Cymru to subsidise the cost of membership fees for 2023-2024 which has been greatly received by its members ● ensured that CPCKC can provide new places and sustainability grants, funded places grants, allowing children who need it to benefit from play and social interaction benefits and funded membership enabling all settings to access membership support for free
<p>4.03 Settings are informed/engaged in activity linked to the reform of the school day/year.</p>	
Action	<p>1 CPCKC on behalf of Cwlwm partners met with WG leads who provided feedback on pilots. CPCKC offered opportunities for further pilots to include established childcare as third party providers. Links were also made with WG Policy Lead for Community Focused Schools/SHEP to further support partnership working between education and childcare.</p>
	<p>2 Cwlwm partners will promote the consultation on reform of the school year with the sector as and when this becomes available.</p>
Impact / Output	<p>1 In engaging with the sector in reforming the school day and year, it will be possible to gain feedback, which will ensure that the voice of the sector and their needs are considered. We place emphasis on the potential opportunity for settings and for collaborative working between childcare and schools to support children and families.</p>
Sector Evidence	<p>1-2 There is some concern within the Out of School sector and childminders that the reform of the school day will negatively impact their services e.g quote from CPCKC National Club Survey:</p> <p><i>“Welsh Gov should consider very carefully the proposed extension of the school day and the huge impact this will have on existing after school clubs, not only from the squeeze it will put on already struggling provision but also from the child’s point of view where they already attend out of school club and are able to access and enjoy the child-centred, child-led play provision at club with their friends”.</i></p> <p>Further discussions or participation in future pilot projects will be greatly welcomed.</p>

4.04		Business support is provided and tailored to settings in a variety of means – in e-bulletins, newsletters, surgeries, events etc.
Action	1	A range of webinars, guidance, newsletters and other tailored support is provided by Cwlwm partners alongside regular communications with members. Examples include: Marketing Made Easy, NMS consultation, Quality of Care, Preparing for Inspection etc.
Impact / Output	1	Members are kept updated with legislative/policy/other relevant information.
Sector Evidence	1	Evidence suggests that there seems to be more appetite for CIW/NMS/ legislative-related webinars than other CPD, presumably due to other pressures on time.
4.05		Support the continued development of the Business Support webpages.
Action	1	Cwlwm partners periodically review, update, and expand on information on the Business Wales Support web pages to ensure validity and current relevance.
Impact / Output	1	The childcare sector is given the best possible access to the information they need and are able to take advantage of the opportunities available to them.
Sector Evidence	1	Business Support Childcare and Playwork Providers Business Wales (gov.wales)
4.06		Support the aim to increase the Childcare and Playwork services that have robust business structures in place.
Action	1	Each Cwlwm partner works with member settings to provide: <ul style="list-style-type: none"> • strategic support and practical advice to create and maintain robust business structures through a range of approaches including webinars, information documents, and practical support • targeted support through collaborations with LAs, when specific needs are identified • retrospective and/ or restorative support when settings become vulnerable due to various circumstances
Impact / Output	1	All CIOs and unregistered charity settings have received business support, updates on employment law requirements and a briefing paper sharing the value of CIO status and reminding charities of the process steps to dissolution if being taken over as a business.
Sector Evidence	1	The Charity Commission returned two English medium settings' CIO requests to them because of missing or incomplete data on the applications and suggested that the settings use EYW to help with the process. Due to the two settings working in collaboration with EYW, and because of EYW knowledge regarding the process and the various steps to ensure compliance, both settings successfully completed their applications.
Further examples of support include NDNA's Flying Start Tendering Process and CPCCK Success Stories		



4.07 Work with FIS to update and promote 'Choosing Childcare Booklet' annually, ensuring continued promotion of childcare.

Action	1	<p>Cwlwm partners:</p> <ul style="list-style-type: none"> formed a Task & Finish group with various stakeholders attending meetings to discuss the rewrite, design, and translation of the booklet/poster in conjunction with SCW finalised the communication plan and promoted the booklet and poster widely with the sector and other stakeholders
Impact / Output	1	<p>Cwlwm coordinated all work and were influential in driving this work forward to ensure that the new booklet was user friendly to its targeted audience. The format of the communication plan was clear and concise which ensured that organisations were able to share specific and detailed messages regarding the booklet through various communication channels.</p>
Sector Evidence	1	<p>The ongoing promotion of the booklet will ensure that its existence is kept in the forefront of people's minds and hopefully will become one of the first resources that people will turn to when seeking information about choosing childcare.</p>

4.08 Support the childcare sector, by working/supporting Business Wales in all areas of its work, including stakeholder engagement and sector representation.

Action	1	<p>Cwlwm partners:</p> <p>worked with Business Wales (BW) to create bespoke videos for the sector detailing the support packages available from partners continued to demonstrate support through case studies and by sharing relevant BW bulletins with the wider sector.</p>
Impact / Output	1	<p>By working and supporting BW in its work, Cwlwm partners demonstrate that in an ever changing and evolving environment, that the sector is aware of all business advice, training, and latest developments to promote and develop their businesses. Cwlwm partners continued to update the case studies on the Business Wales webpage to refresh the original information provided.</p>
Sector Evidence	1	<p>See videos and case studies provided to BW.</p>

Objective 5:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to continue to embed the Welsh language in their setting in line with the new Curriculum, Cymraeg 2050 and the WESPs.

5.01

Settings are supported to move across the language continuum e.g., primarily English-medium settings are making more use of Welsh and immersion settings are raising language standards relevant to their setting.

Action

1

Cwlwm partners, for example:

- worked with the sector to gather information and create an accurate picture of the current language status of settings and their plans to extend the use of Welsh language. This included carrying out audits to identify those not working towards the Active offer
- developed and launched the 'Welsh Promise'
- developed numerous resources to model language and provide language focused activities
- developed and delivered a Cymraeg in Care Workshop, detailing WG's policies, strategies, and initiatives relevant to the sector (EYW)
- created a private Facebook, to support those learning the language (NDNA Cymru)
- implemented MM's ['Clebran'](#) and 'Camfa' schemes
- promoted the 'Camau' courses

Impact / Output

1

By providing support, training, and creating numerous resources, the sector is fully equipped to move across the language continuum confidentially and smoothly. For example, English nurseries participating in MM's online 'Camfa' workshops, which cover specific topics such as Time, Weather and the Seasons, My Day, Play Time, allow staff in these nurseries to develop confidence when speaking Welsh with children and among themselves.



The 'Welsh Promise' scheme received endorsements from the Care Inspectorate Wales (CIW) and Welsh Language Commissioner. The 'Welsh Promise' will provide settings with the necessary tools to actively show CIW how they are working towards the Active Offer.

Sector Evidence **1** For example, the MM's valuable 'Clebran' scheme provides English nursery staff with the tools to explore and learn the Welsh language. Similarly, the 'Clebran' scheme developed provides specific help to staff at English-medium day nurseries (who are not members of Mudiad Meithrin) who want to develop their use of Welsh. Staff can share their experiences with each other, deepening their understanding of the language and building their own confidence when speaking Welsh.

5.02 **Supports aim to increase the number of provisions that are Welsh-medium settings across the sector.**

Action **1** Cwlwm partners worked together to identify opportunities to work together to increase the number of Welsh medium settings across all age ranges, whilst identifying issues that limit this aim. Work continued with LAs in developing Welsh language provision as part of the expansion of the Flying Start initiative.

Impact / Output **1** The audits carried out to obtain information about the preparedness of settings for the Flying Start expansion gave a full picture of how all providers within the setting view expansion. The result being that a wider range of settings will be supported to offer access to Welsh language and culture throughout a child's time at the setting, not just during Flying Start hours.

Sector Evidence **1** It is encouraging to see growth in Welsh services within the sector, as is the development of Welsh speakers and this is evident as MM's 'Camfa Croesi'r Bont' scheme gains momentum by supporting 6 day nurseries in Blaenau Gwent, Swansea, Flintshire, and Denbighshire.

5.03 **Census data is interpreted to inform strategy such as Cymraeg 2050 and the Workforce Plan) as far as Welsh-language related targets are concerned.**

Action **1** MM has attended WG briefings on the Welsh language 2021 Census data. It has spoken to WG Ministers, officials, and partners to digest the data and to inform strategy. Internal meetings have also considered the data. We await further data iterations working in partnership with WG statisticians.

Impact / Output **1** Apart from making a [public statement](#) regarding the data, little has happened in terms of impact/output given the need for further data analysis. MM will continue to discuss the findings with WG, LAs and others.

Sector Evidence **1** There is currently no evidence from the sector as to the impact of the Census data save to identify the need for further investment in Welsh-medium provision. The Census data will also contextualise the sector's response to the white paper on the Welsh language Education Bill (with the consultation closing in June 2023).

5.04

Continuation of 'Cymraeg Gwaith / Work Welsh' model with more innovation e.g., changes to existing 'Camau' model in response to feedback and further expansion of work e.g. working with NCfLW to include a Playwork Camau module.

Action

1

Cwlwm partners:

- worked closely with the NCfLW and promoted all courses widely within the sector
- worked with the NCfLW to develop the Mynediad Gwaith Chwarae 1 and 2 playwork courses with the NCfLW and used online facilities and flyers to showcase the course in order to reach a wider audience
- developed resources to coincide with the Mynediad Gwaith Chwarae 1 and 2 playwork courses
- facilitated a Welsh forum drop-in sessions where practitioners could ask questions relating to Welsh practice
- continued to interact with practitioners to move them through the different learning levels

Impact / Output

1

Following the support and encouragement of Welsh Language co-ordinators, providers feel more confident in embarking onto the next level.

Staff are increasing their confidence in using Welsh in their workplace and many have noted that they use Welsh at home too. Staff are more willing to participate in online courses in their own time. Staff have a better understanding of the Welsh language and have better access to the resources available to support them.

Sector Evidence

1

See [Camau's Annual report](#) for further information.

Resources are easily accessible allowing the sector to download them from the Cwlwm website and NCfLW portal to support practice:

[Camau Resources | cwlwm](#)

5.05

Increase in workforce accessing 'Cymraeg Gwaith / Work Welsh' courses through NCfLW (Cwlwm Welsh Language funding - additional £190,000).

Action

1

Cwlwm partners:

- widely promoted all Camau courses through newsletters, social media, and online initiatives
- developed showcase sessions to LAs, employers and staff, which highlight the benefits, accessibility, and resources
- continued to promote word of the week, resources, and the support available from the Welsh Language co-ordinators to allow learners to progress
- shared learners [case studies](#) outlining their experiences on the Camau courses

**Impact /
Output**

- 1 A review of the Camau project highlighted that many learners failed to complete the course. Cwlwm partners considered improvements and individual learners were offered 1:1 support from the Welsh Language co-ordinators in addition to developing 'Camau Word of the Week'.

Providers and LAs gained an insight into the Camau courses and the benefits provided.

Although Camau is an online self-study programme, ongoing mentor support from Welsh Language co-ordinators ensured that learners had the support and encouragement throughout their Welsh Language journey, therefore helping progression.

**Sector
Evidence**

- 1 The NCfLW noted that they were very pleased with the number of learners registering for courses and the overall pass rate and thanked Cwlwm partners for their work. See [Camau's Annual report](#) for further information.

See [Camau's Annual report for](#) further information.

Resources are easily accessible allowing the sector to download them from the Cwlwm website and NCfLW portal to support practice:

[Camau Resources | cwlwm](#)



5.06

Appointment of dedicated Development Officers to work with childcare and playwork settings to embed the Welsh language to:

- promote the use of Welsh within all childcare and playwork settings
- support childcare and playwork settings to increase opportunities for existing staff to improve their Welsh language skills
- coordinate the provision of dedicated Welsh medium training for existing staff, providing continuous professional development across a range of skills including first aid, child development and more
- support settings that want to change their language of operations to Welsh to begin the transition process, including helping with amending policy documents and preparing for inspections in their new operating language
- support unregistered Welsh medium childcare settings to register

Action

1

Some examples of Cwlwm partners initiatives:

- PACEY Cymru recruited an additional member of staff to support Welsh Language development work and developed a specialised service to oversee barriers to Welsh speaking members in relation to leadership and management of the service including having bilingual policies and procedures
- MM recruited a Welsh Learning Schemes Manager to support and oversee schemes such as Clwb Cwtsh and Camau, as well as identifying the Welsh medium training needs of staff
- NDNA Cymru recruited a Welsh Language Development Manager to lead on the Welsh Language work, including support for members with the active offer and working with MMs Croesi'r Bont scheme to identify and support settings
- CPCKC recruited 2 additional Welsh Language Childcare Business Development Officers to support both the Camau and CYMell projects
- EYW internally restructured the Welsh language officers, and recruited an additional officer to provide more support to Camau learners and to oversee the collaborative work with Mudiad on progressing playgroup settings along the language continuum towards immersive Welsh practice

2

(See also 1.02, 1.05 for all other examples collaborative working and support provided to the sector).

Impact / Output

1-2

The various schemes and support offered by Cwlwm partners will ensure an increase in the amount of Welsh used by practitioners within their provisions.

Additional funding created the opportunity to strengthen Cwlwm partners' policy work; focus support beyond Camau into practice in settings; and proactively work with those LAs to meet shortcomings identified within WESP documents.

Sector Evidence

1-2

Cwlwm partners' various schemes and initiatives ensure that practitioners feel more comfortable in their use of the Welsh language. In addition, the various resources provided by Cwlwm partners will help practitioners feel more confident in their use of Welsh. These schemes and initiatives will also provide opportunities for practitioners to learn more Welsh and develop their skills in using the language.

5.07

Over a 3 financial year period, support an additional 40 settings through Mudiad Meithrin's Croesi'r Bont scheme to introduce/improve Welsh language skills within the existing workforce.

Action	1	In response to the expansion of the Croesi'r Bont scheme, MM: <ul style="list-style-type: none">• were able to receive new Cylchoedd on to the scheme. New staff / current staff hours were increased in target areas to allow for capacity building• delivered presentations on the scheme to specific provisions and conducted transition work with target primary schools• Cylchoedd continued to receive ongoing support from the Mudiad Meithrin Croesi'r Bont officers and 4 simple story books were developed to reflect the Croesi'r Bont language patterns• worked with NDNA Cymru to deliver MM's' Camfa scheme within nurseries
Impact / Output	1	Numerous Cylchoedd have received support and the additional training and resources will further help staff and children to be immersed in the Welsh language and help them to become bilingual.
Sector Evidence	1	The total number of Cylchoedd that registered on the scheme at the end of March 2023 was 141.



Objective 6:

Work strategically and share information with individuals, organisations, and childcare and playwork providers to contribute towards the Welsh Government Race Equality Action Plan and to further embed anti-racist principles in settings and in practice.

6.01 Cwlwm partners are involved in supporting Welsh Government in shaping the Welsh Government Anti-racist Action Plan in relation to the childcare and play sector.

Action	1	Cwlwm partners were involved in supporting WG in shaping the Race Equality action plan: an anti-racist Wales in relation to the childcare and play sector through attendance and supporting the stakeholder group and subgroups. Cwlwm partners promoted applications to childcare and playworkers to become WG 'Childcare and playwork community mentors'.
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Impact / Output	1	Cwlwm's involvement in the Anti-racist action plan means that the sector: <ul style="list-style-type: none">• will have a better understanding of how to handle questions about race effectively• will be able to move from non-racism to anti-racist practice• will be able to present planning ideas• through the development of resources and support will be more equipped to contribute to the Race Equality action plan
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Sector Evidence	1	A community mentor project was supported, which entailed promoting the initiative through updates to Cwlwm members. The aim of the project was to gather information about racial bullying and practices within the childcare workplace and how to deal with racism among children, staff, and parents. From the perspective of Welsh language childcare and education, Mudiad Meithrin shared its report on the experiences of Black, Asian, and ethnic minority individuals with the WG and partners.
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6.02 Cwlwm leaders demonstrate leadership in embedding anti-racist principles and, for example, attend anti-racist training.

Action	1	Cwlwm partners: <ul style="list-style-type: none">• ensured that anti-racism was embedded in their work and that systems and processes supported an anti-racist approach• reviewed organisational policies including diversity, equality, and inclusion strategies, as well as updating trustees on anti-racist action plans and evaluating data on children attending provisions• ensured that organisational staff beyond senior team and Trustees had access to DARPL training
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Impact / Output	<p>1 Cwlwm partners are committed to embedding anti-racist principles and practices within the sector and therefore recognise the need to be proactive in addressing racism. Cwlwm are committed to creating and sustaining an anti-racist environment. The training offered to staff and trustees will equip them with the skills, knowledge and understanding to tackle racism. The evaluation of current data will provide a better understanding of the current situation with regards to the number of Black, Asian and children from ethnic minority children attending provisions, in addition to identifying areas for improvement to create a more diverse environment</p>
Sector Evidence	<p>1 Staff provided feedback on the usefulness of the DARPL training and have since used the knowledge gained to strengthen and review the approach as part of internal work streams i.e. reviewing organisational policies. Initial data suggests a remarkable increase in the number of Welsh language speakers who are Black, Asian and from minority ethnic communities (from the 2011 to the 2021 Census data). This needs unpacking but could suggest that a higher percentage of children who are Black, Asian or from ethnic minority communities are attending Welsh-medium provisions.</p>
<p>6.03 Develop training materials to increase understanding of anti-racist principles and embed good practice.</p>	
Action	<p>1 Cwlwm partners own initiatives for example, included:</p> <ul style="list-style-type: none"> ● MM developed various resources 'Plantos Cwm Perthyn', Our Wales (Cymru Ni) ● CPOKC delivered sessions on 'Promoting Racial Equality for Settings' ● NDNA Cymru developed and promoted 'Guide to good practice Tackling Racism ● EYW held training sessions with Laura Henry-Allain, Liz Pemberton and Rachel Clarke, which promoted anti-racist practice and cultural awareness
	<p>2 Cwlwm partners have:</p> <ul style="list-style-type: none"> ● worked closely with WG and DARPL to arrange a sectoral launch of training resources on 11.5.2023 ● demonstrated their commitment to anti-racism by working with DARPL to create a suit of resources for the DARPL website library ● attended anti-racist thematic meetings with Chantelle Haughton and Rebecca Johnson and undertook specific tasks e.g committing to anti-racist practice, undertaking training ● continued to promote and undertake DARPL anti-racism training sessions with its members provided by Rachel Clarke, Liz Pemberton, Gemma Maiorano and others
Impact / Output	<p>1-2 The development of anti-racist training materials and attending training will:</p> <ul style="list-style-type: none"> ● provide an overview of the basic principles of anti-racism ● equip staff with the tools necessary to recognise and address racism in the workplace ● provide resources to help staff to further their understanding of anti-racism

Sector Evidence 1-2 During 2022-203 EYW coaching programme reached session 6 out of 12. 10 participating settings are compiling case studies to share in September that will evidence their individual organisation's response to the training provided. DARPL Senior Leader and Practitioner training events were scheduled for April 2023, following the update and peer-review of the training materials established for schools. The first practitioner level training had 18 participants sign up to attend in April.

Cwlwm's goal is that all the training resources/sessions developed will create a sector that is actively anti-racist, inclusive and respectful.

6.04 Support the development of a diverse workforce and support the development of inclusive recruitment processes.

Action 1 Cwlwm partners:

- continued to review and embed good practice principles into their internal recruitment processes
- offered various training sessions which included a Disability, Equality, and Training course, anti-racism professional development course, and gender identity course
- reviewed promotional material and presentations (for example childminder and nanny briefing sessions) to ensure terminology and images used are more inclusive

Impact / Output 1 Reviewing recruitment processes allows Cwlwm partners to ensure that a diverse workforce is supported and developed, so that a variety of skills and backgrounds can be brought to the workplace.

Training sessions offered by Cwlwm partners ensure that the childcare workforce are well informed and up to date on the latest regulations and best practices, which ensure an inclusive recruitment process.

Sector Evidence 1 Evidence suggests that more work is required within this area, as the uptake of a more diverse workforce is disappointing. Cwlwm partners continue to take advice from HR and DARPL experts to improve this area of work, so that processes can be developed internally.





6.05 All children and young people continue to feel welcomed in all settings with sensitivity to difference and diversity.

Action	1	In the NMS consultation Cwlwm partners raised points around whether the current standards made sufficient regard to issues of race and racism and equal opportunities more widely.
	2	DARPL attended NDNA’s member event and delivered a session to practitioners using the ‘Colour of us’ publication
Impact / Output	1	It was stated in responses that this was a challenging area and approach to get right. Cwlwm partners stated they strongly believed this should be threaded through the NMS, as it is currently in relation to equal opportunities, rather than being seen as a standalone. All partners noted, given the focus on an anti-racist Wales, further references to this work and ambition in Wales could be included in the opening information around government policy.
	2	The session gave practical advice on how a resource can be used to help children to understand and celebrate differences.
Sector Evidence	1	Evaluations on the NMS consultation events, evidenced that practitioners found the sessions to be useful informative and will support practice.

6.06 Develop learning materials to support an understanding and celebration of diverse cultures.

Actions	1	A variety of resources are actively promoted by Cwlwm partners during religious holidays to celebrate religious festivals
Impact / Output	1	These resources allow provisions to understand and celebrate diverse cultures and festivals.
Sector Evidence	1	Data collected shows that numerous provisions are downloading and requesting learning materials, which is encouraging, as Cwlwm partners endeavour to support the sector to understand and celebrate diverse cultures.

Additional revenue and small capital funding (£1,000,000):

Supporting the Early Years, Childcare and Playwork Sector, both in terms of recovery from the impact of Covid-19 and ongoing sustainability as part of Welsh Government's 'Programme for Government 2021 - 2026'.

The additional revenue funding received, allowed individual Cwlwm partners to:

Mudiad Meithrin



- **Small Grant Funding:** Providing small grant funding to contribute to the sustainability of the sector in Wales. Small grant funding prioritised for settings that need limited funds to either increase the robust management and limit risks of closure; to enhance safe operating practices or to upgrade curricular resources such as small capital items for outdoor play. The additional £80k funding meant that 38 vulnerable Cylchoedd received grant amounts totaling £2926.81 at the end of March 23 (this funding was added to an existing pot of funding).
- **Investment in IT systems:** Upgrading IT systems to retain Cyber Essential best practice standards. Funding allocated to replace outdated systems and ensure future compatibility with essential Microsoft tools.
- **Curriculum support:** Purchasing of 10 Early Years Bilingual 'Relationships And Sexuality Education paper resources' (Teach Health 4 Kids).
- **Supporting the staffing resource** needed to enable work to be carried out in accordance with social partnership principles to co-design / work in collaboration on policy and best practice across the sector: Providing a salary uplift to staff.



Early Years Wales



- **Free membership offer:** Allocation of funding to relieve settings of the financial burden of membership to all members.
- **People training and development:** Bringing forward plans to increase the capacity of training and CPD support to the sector including prioritising Safeguarding (5 x category A, 5 x Category B and 5 x Category C planned, however following the publication of the NMS annex, Category C is being re-evaluated to ensure it aligns completely), learning in support of the Curriculum for Wales for all settings (3 x 60 minute sessions held - presentation led by a setting and facilitated Q&A session), and promoting wellbeing and emotionally intelligent management to increase sector knowledge and promote retention of the workforce (1 x series of 3 coaching workshops hosted online).
- **Ensuring effective Governance and CIO status:** Investing in governance policies and support to ensure that the settings in Wales are CIO status where possible and registered with CIW to promote the most robust protections for volunteer boards and children.
- **Supporting staff costs to enhance business support:** Continuing to fund staff who are able to support the sector with advice, access to grant funding, training, and information to improve the quality of childcare in the sector.
- **Small Grant Funding:** Providing small grant funding to contribute to the sustainability of the sector in Wales. Small grant funding prioritised for settings that are in need of limited funds to either increase the robust management and limit risks of closure; or to enhance safe operating practices (37 grants provided - ranging from £200 - £1,000 dependant on criteria applied for and setting type).
- **Investment in IT systems:** Upgrading IT systems to retain Cyber Essential best practice standards. Funding will be allocated to replace outdated systems and ensure future compatibility with essential Microsoft tools.
- **Investing in staff learning to reduce reliance on third-party systems:** Investment into the skills, knowledge, and expertise to bring in-house some HR and Payroll processes, reducing ongoing costs and potentially working towards being able to support the sector with these essential business services.





NDNA Cymru

Supporting the sustainability of the sector, providing enhanced support to address the more complex and deeper challenges faced by the sector.

Further IT infrastructure improvements to include revisions and enhancements to CRM and website in order to improve experience of both internal and external users.

Free Membership (to new and existing members) to offer to support sustainability during the cost of living increase ensuring that the sector is able to receive ongoing communications and support .

Translation costs to provide bilingual materials, supporting the work towards Cymraeg 2050.

Expansion of online training portfolio to provide further opportunities for CPD for the settings in Wales.

Investment in IT equipment and Microsoft 365 to support the move towards permanent home working in Wales.



Development of a 'Make a difference that lasts a lifetime' video as part of NDNA's First five years counts campaign. To promote and inspire positive perceptions of working in early years, encouraging existing staff to remain and progress, and to support the recruitment of more people into early years careers.

Research with the sector to understand what support staff and practitioners need to develop, improve, and track their professional development, qualification, and skills.

Provide resources for the sector to support the implementation and commitments made within the Welsh Government's Race Equality Action Plan.

Clybiau Plant Cymru Kids' Clubs



Support the core budget salaries costs and core operations

Support the administration and finance function of the organisation. Administrative and Finance staff underpin and support the needs of the whole organisation by providing efficient administration processes so that contractual requirements are upheld and overseeing, monitoring, measuring success and reporting.

Support the translation and marketing function, which has allowed us to achieve Cynnig Cymraeg and deliver a fully bilingual offer to our members, learners, and staff. Our Marketing and Communications Officer, who is currently paid from reserves delivers engaging and relevant content supporting and promoting our core and project work, allowing us to continue to: promote Playwork as a profession; promote training/qualification opportunities e.g.in Playwork, learning Welsh, Anti-Racism; raise the profile of play and registered Childcare; funding opportunities; promote our support available to the sector. The work undertaken by the core teams above enables our operational staff to fully support the Out of School Childcare sector.

Complete the upgrade to meeting areas in regional offices with digital capabilities, allowing staff the opportunity to meet the government's aim of 30% of the workforce's ability to continue to work effectively from home, allowing privacy of those within the office to meet online with others. It is also a sustainable and environmentally sound alternative, reducing the cost of running multiple electrical devices that expend significant electricity.

Support the rewriting of Playwork qualifications to meet the needs of the Sector in Wales and the qualifications framework.

Support all playworkers as learners who have needed more in depth support to achieve Playwork qualifications following the adverse impacts of Covid-19 and the current cost of living crisis (support and information provided for all learners, with intensive support provided to 15 learners, outside of the qualification).





PACEY Cymru



Supporting settings through funded membership so they can access high-quality advice and support in doing so support financial costs to providers and sustainability.

Increased demands for translation services on resources and communications to the childcare sector to meet our requirements under the Welsh Language Standards and to ensure equitable access to resources and support for both Welsh and English language speakers.

Increased staffing capacity to meet the needs of the childcare sector in response to challenges relating to growth in work .

Investment contribution to PACEY systems and equipment specific to Wales (including IT, HR, CRM, website, finance).

Core expenditure commitments in relation to management costs to deliver the above in 22-23 that are not replicated by other funding and will be incurred by the end of March 23.

Cwlwm partners would like to thank Welsh Government officers for their support, co-operation, and advice throughout the year noting that working in partnership yields the best possible outcomes for children and their families (via the sector).



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