

EARLY YEARS WALES MEMBERSHIP INFORMATION PACK



2025 - 2026

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A word from our CEO

David Goodger



Welcome to your membership information booklet for **2025/2026**. Inside this booklet you will find details about our offer to our members and the relevant information to help you decide which membership category is right for you.

We are reinstating our paid for membership for the first time since 2019. Over the last few years, we have not made any charge to members renewing their membership. Initially, supported by the Welsh Government, we were able to provide membership fully funded under the Covid-19 response funds.

As a values-led organisation, last year our Trustee Board voted to extend the funded membership offer using our designated reserves to fund the membership for childcare providers. We were grateful to Moondance Foundation who agreed to sponsor our free member offer for home-based childcare providers and charity providers. We did this to offer the maximum benefit to the sector from our services. Over the last year, I have been supported by my Board in setting a deficit budget to provide our services for free, and to enable us to give a little in helping each provider to manage a challenging financial period whilst the Welsh Government decided what to do with the Childcare Offer for Wales rate.

However, as a charity, we are unable to sustain the level of deficit we incurred in 2024/25. We are still predicting a deficit in 2025/26 and are investing our reserves to maintain our services to you and, as you will see, set highly competitive prices for membership as we return to charging. Our Cwlwm funding has only received one uplift from the Welsh Government since 2018, meaning our budgets are extremely stretched with the increased costs we meet as a business. Our membership costs less than 22 pence per day for all categories.

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At the same time, we are proud to reflect on how far we have come over the last five years and our member offer has substantially more to it than ever before. We maintain a core offer providing members with support, advice, and resources that were in place since our inception in the 1960's as Wales PPA. We have a vibrant and exciting training offer, support providers with the Welsh language and their active offer, provide support for early education, have an innovative and professional quality assurance scheme, a respected and engaging member magazine, and a team advocating for the sector and responding to and informing new policies that the Welsh Government debate, create, and implement.

As CEO, I am incredibly proud of the achievements of the team. Our Annual Report from 2024 demonstrates not only the range of our work, but the incredible quality and impact of our work in the childcare sector in Wales.

We are not standing still in 2025/26..we are enhancing our website to make this a better experience for our members, and to present our work in an easier to reach format. We have increased the member benefits, including substantial savings on **resources** and **training** with priority access to opportunities we promote for the sector. We have new, sector-leading opportunities in our training, and an increased range of materials to help providers **support** parents and caregivers of children in the early years. And, in 2025, alongside an **online conference** that facilitates inclusivity of access to all members, our **roadshows** will come to your regions, allowing you to connect with us as we connect high-quality speakers with you for **networking** and **professional learning**. Whether joining us at training, online events or emailing or picking up the phone with an enquiry, I know you will be met with a professional, responsive, and helpful service.

My vision is that, through working with our members we can raise the value and status of our sector in Wales; we can support the workforce enhancing the fantastic work they do with children; and we can support the children and families looking after children in their early years. **Together we will play, learn, thrive!**

A handwritten signature in dark ink, reading "Dave Goodyer". The signature is fluid and cursive, with a long horizontal line extending from the start of the name.

Meet the team

David

Chief Executive Officer



Julie

Head of Training, Learning and Development



Leo

Head of Policy and Advocacy



Lisa

Finance Manager



Moya

Head of Membership and Local Authority Contracts



Deb

Development Worker



Donna

Development Worker & Central Support Co-ordinator



Elaine

Development Worker



Karen

Central Support Co-ordinator
Q&A Co-ordinator



Melanie

Development Worker & Central Support Co-ordinator



Natalie

Development Worker



Charlotte

Communication and Marketing Co-ordinator



Claire

Quality Assurance Co-ordinator



Emily

Support Officer



Kaycie

Welsh Language Support Worker



Kelcie

Early Years Education Officer



Matt

Welsh Language Project Lead



Siobhan

Welsh Language Development Officer



Dawn

Membership Administrator



Felicity

Business Administration Officer



Liz

Finance Administrator



Contact us

For contact details, please see our website
www.earlyyears.wales/meet-team



Membership Categories



Basic

Open to all individuals



Childcare Provider

Open to any childcare provider – providing full member benefits to the setting



per additional site



School

Open to any school



Homebased Childcare

Open to childcare providers that operate from residential properties



Parent and Toddler

Open to services providing parent and toddler provision



Parent

Open to parents of children in their early years



Student*

Open to students on childcare training pathways

*academic email address required

Included in membership

	Basic (Individuals)	Childcare /School	Homebased	Toddler Group	Parent	Student
Discounts Training/Publications		up to 25%	up to 25%	up to 25%		up to 25% Relevant offers only
Priority Access Training/Conference						
Coming soon WhatsApp messaging service <small>*additional sign up required</small>						
Business Support						
CEO e-bulletin						
Parent Support e-bulletin, webinars						
Corporate Third-party discounts Towergate, TTS, Redwing,.. Boogiemites +						
smalltalk subscription Digital Only						
Forums						
Steering groups Policy and Advocacy						
Templates Policy and Procedure +		*	*	*		
Bitesize Learning						

	Basic (Individuals)	Childcare /School	Homebased	Toddler Group	Parent	Student
Training Trustee/ Director						
Asynchronous Learning						
Guidelines Parent and Toddler						
Support Grant Funding* *Subject to criteria						
Start-up assistance Registration and CIW						
Governance Support Fast track CIO Service						
Quality for All Scheme						
Enhanced Learning Projects with coaching support						
Curriculum support Funded Non-Maintained						
Access to Camau						
Provider Camau Support						
Welsh Promise Support						
Cydweith Cymraeg See page 12						

Included in membership continued

	Basic (Individuals)	Childcare /School	Homebased	Toddler Group	Parent	Student
Policy & Advocacy Summary	✓	✓	✓	✓	✓	✓
Job vacancy Advertising	✗	✓	✗	✓	✗	✗
Advertising <small>Search for Childcare</small>	✗	✓	✓	✓	✗	✗
Digital Assets Pack	✓	✓	✓	✓	✗	✗
Acrylic or vinyl Membership Banner	✗	✓*	✓*	✓*	✗	✗

Early Years Wales Member Support

As a member of Early Years Wales, you benefit from our **support** across a wide range of services. Our member shop allows you to access high-quality resources including downloads and **publications** we prepare for your benefit. You have access to our **policy and procedures** pack at reduced prices along with opportunities to **promote** your setting through your work with us and **advertising** vacancies that you have. Our Membership team are there to support you with your practice. This can include information about **policy, practice, staffing, grant funding** and much **more**. Additionally, as a member you benefit from **priority** bookings and opportunities with our third party partners.

Through our network opportunities, and through our communications with you, members hear about the developments for the sector that are happening in Wales. We **represent** your views with policy makers in the Welsh Government, with ministers, and with other strategic partners like Care Inspectorate Wales.

We value your membership, and hope you value being part of Early Years Wales. As with all partnerships, the more we collaborate, share and work together the more you will feel you get out of your membership.

Look out for your monthly e-bulletin with all our latest opportunities, and your periodic magazine **smalltalk** which shares member **exclusive** opportunities and in-depth articles of interest.

Foundation Learning & Curriculum support

Our Early Years Education Officer, Kelcie Stacey, hosts a series of regular drop-ins for conversations about the curriculum. These opportunities allow you to share good practice with other providers, ask questions about curriculum implementation, pedagogy, and assessment, and raise issues that you would like the Welsh Government to be aware of.

In addition, for more bespoke support and advice, Kelcie is available to work with providers and practitioners to help.

As a member you will have access to a range of events/training opportunities to support your delivery of the curriculum for funded non-maintained nursery settings. As well as facilitating events/training, you will be signposted to ongoing professional learning opportunities and resources to further deepen your knowledge of how we provide the best possible learning opportunities for children.



Schools, School Leaders, and Head Teachers

Early Years Wales is the organisation to join to understand children in their early years of childhood, and the legislation and compliances required for running childcare. For teachers and school leaders working with children aged 7 and under, our training is incredible value and draws on experts in the field of child development, neurodiversity, early child development, brain science, ALN, anti-racist practice, movement and much more.

As we know, children's chronological age is only one way to understand their needs. Many of our courses are relevant to working with older children too. You'll see from the Foundation Learning section the wide-range of opportunities through this service. Our wider training team have further pedagogy, training, resources and opportunities to share with you, and our Welsh language team provide access to Welsh language training, resources and support too.

Head teachers benefit from the support in managing sites where childcare is co-located. Our bespoke charity governance team can support you with setting-up, running, and managing a charity childcare provision. We can also support you with tendering and procurement processes, start-up registration, and annual returns such as Care Inspectorate Wales' Self Assessment of Service Statement (SASS).

Additionally, as outlined above, we are available to support you with staff development needs. We can run bespoke CPD courses, staff meetings, voluntary board training, and more to help you provide the very best service for children in their early years.

Training

Our training offer supports the childcare sector to access quality training, enabling practitioners to access courses that support them to gain the skills that are needed to progress in their childcare career and access employment opportunities through quality professional development opportunities.

Our training planner provides an opportunity to support both Early Years educators and Home based Learning settings to be the best they can be by identifying the professional development opportunities which are right for you.

These support:

Knowledge – updating knowledge in practice and organisation specific developments.

Skills – demonstrable application of knowledge and the use of skills in the workplace.

Behaviours – demonstrable use of appropriate values, conduct and relationship skills and self-assessment

Reflective practice – review and reflect using feedback on learning and development activities.

We deliver a range of highly effective, quality training opportunities to support the success of early years practitioners so they can provide the best possible outcomes for children, ensuring every child can develop, learn, achieve, and excel. Additional opportunities are added throughout the year in response to feedback by our members

Quality for All (QfA)

QfA is designed to support childcare settings like yours to be the best that they can be and provide the highest quality experiences for children, their families and your staff team.

Completing QfA will help you to prepare for other assessments and inspections by supporting you to be a reflective practitioner.

Other benefits include:

- ★ Professional Discussion with an experienced Quality Advisor.
- ★ Focussing on how well your service is managed, staffed and resourced.
- ★ Planning for future improvements.
- ★ Enabling you to highlight and celebrate activities or achievements.
- ★ Highlighting excellent practice and signposting to support services if needed.
- ★ Opportunity to work towards Quality Cymraeg Assessment.
- ★ Advertising your QfA achievement to promote your service and stand out from the rest.



Policy and Advocacy

Leo Holmes, the Head of Policy and Advocacy, connects you, the childcare practitioner, to the changemakers in our national politics by advocating for the importance of the vital work you perform in supporting future generations in Wales. The overall goal of this work is to push for policy change which adds value to the early years sector, such as increased financial support from the Welsh Government, and a focus on the implementation of Early Childhood Play Learning and Care (ECPLC) policy into primary legislation.

As well as working with external partners in the Senedd to advocate for your needs, Leo collaborates with you, through bi-monthly policy working groups, to hear about how you feel you can be further supported by Early Years Wales. This includes the creation of internal template policies and guidance to assist your setting.

Leo is always on the end of an email to answer your questions and provide assistance with any policy related queries that may arise.



Governance Support

Good governance is highly important for voluntary managed organisations it enables them to be compliant with relevant legislation and regulation. It also promotes attitudes and a culture where everything works towards fulfilling the organisation's vision.

Our small governance team supports over 400 voluntary managed members in all areas of governance, we offer support and guidance with the aim of helping trustees and management committees to develop high standards of governance.

We signpost to useful material, provide template documents, factsheets, and policies and procedures to support them with compliance. As governance arrangements, legal requirements or regulation may differ for members so does the support the team offers, supporting members in all areas including as and when issues arise.

When working with members we monitor progress to help keep members on-track. We review status' regularly and highlight potential risks; supporting members to make changes where needed. Members' legal status' are checked and cross-referenced with the Childcare Inspectorate Wales (CIW), Companies House, and Charity Commission registration to reassure providers that all are in agreement.

Members receiving governance support range from, schools registering wraparound, sessional and full day care providers, after school clubs and/or settings that have had the wrong legal status recorded.

Welsh Language Support

Our Welsh Language Project Lead is on hand to support settings with all aspects of Welsh, from supporting settings develop a bilingual workforce, support with delivering an Active Offer, guiding settings through Cwlwm's Welsh quality scheme 'Welsh Promise' and delivering face to face and online workshops on topics such as Welsh language in the Curriculum for Wales and Welsh in the Joint Inspection Framework

Our 'Cydweth Cymraeg' project takes a collaborative approach to Welsh language learning in the early years and delivers exciting and engaging child-centred activities, bringing parents, practitioners, and children together to learn the language and ensure the focus is very much on having fun with the Welsh language.

We are on hand to support Welsh language learners through their language learning journey. Pre and post-training support is provided for those accessing Camau, the National Centre for Learning Welsh's bespoke childcare, early years and playwork sector training course. Bespoke training support is available through one-to-one Teams/Zoom sessions, face to face visits or email.

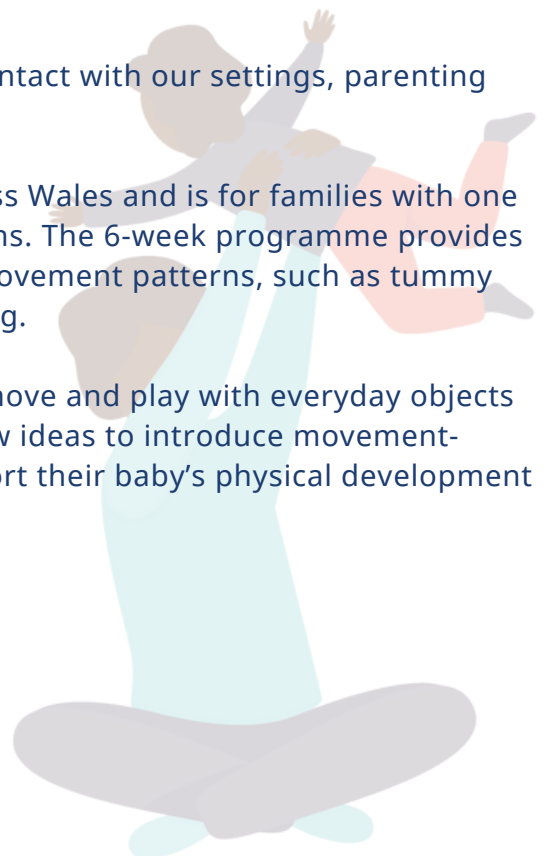


Working with Parents

Early Years Wales aims to support parents through contact with our settings, parenting page and Active Baby at Home Programme.

Active Baby at Home is run in a number of areas across Wales and is for families with one or more baby between the ages of 4 weeks to 8 months. The 6-week programme provides information about physical development, and early movement patterns, such as tummy time, crossing the midline, rolling, sitting, and crawling.

It provides opportunities for both baby and adult to move and play with everyday objects and materials, meet other parents, as well as gain new ideas to introduce movement-based play time into everyday routines that will support their baby's physical development and well-being.



Member discounts available from:



Publications

Early Years Wales have created a variety of publications designed to support you in the day to day running of your provision:



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Play, learn, thrive.



Early Years
Wales
Blynyddoedd
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