

# EARLY YEARS WALES MEMBERSHIP INFORMATION PACK



2024 - 2025

1

2



# A word from our CEO



**Dave Goodger**

CHIEF EXECUTIVE OFFICER

Welcome to your 2024/2025 membership pack - we are pleased to welcome you to Early Years Wales. The following aims to give you an insight into our products, services, and support we provide to our members as an example of the range of member opportunities we promote.

During 2023/2024 we were delighted to see our membership continue to grow, and with the support of our Trustee Board, we have decided to maintain our universal free membership offer for 2024/ 2025, funding this through our invested reserves. We have taken this decision to support the sector, as we are aware there are continued financial pressures that providers are encountering. We believe the continued support we can offer, in addition to the work we do on policy to influence decision makers and the Welsh Government, are purposeful steps towards supporting the early years childcare sector in Wales.

Last year we invested heavily, to update our Quality for All quality assurance scheme, to extend our training and learning opportunities, to update our policies and resources, and to underpin our provider support despite facing financial pressures and budget cuts ourselves. We will continue to enhance our services, products, and learning opportunities to meet the needs of the sector and look forward to announcing future planned developments and opportunities as we bring these online during this year.

We recognise, promote, and celebrate the fantastic work of our sector. We know how important the early years is to a child's lasting progress, health, and wellbeing; we know how important the services you provide are to the families you work with, and the communities you work within. We will continue to advocate for the sector and reflect to all our stakeholders, and the wider community the value of your work.

As you provide for children's developmental needs and help them play and learn, we will continue to illustrate the powerful, lasting, and significant impact your work has and how skilled, passionate, and professional the practitioners in early years are.

Thank you for choosing to be with us,



# About us

## Who we are

We are a membership organisation working with the early years sector in Wales. We believe that parents and professionals who nurture and care for young children should be at the centre of policy-making and supported to ensure that children in Wales have the best start in life.

## What we do

Early Years Wales wants to support all pre-school children, their families and Early Years providers to give every child across Wales the best start in life by:

1. Supporting early years providers
2. Supporting families to participate in play
3. Contributing to policy implementation at national and local levels
4. Developing Partnerships
5. Maintaining and developing the organisation's governance and management
6. Providing high-quality professional development and learning opportunities
7. Developing and sharing high-quality publications and resources for the early years sector

## How we do it

Early Years Wales has always supported parents and families to participate in their children's development. This was a founding objective of the organisation and we continue to develop ways to ensure that families are supported from birth through their early years.

We believe that investment into the early years, and giving children the best start in life throughout the early years provides the route away from systemic inequalities. This investment creates the opportunity for lifelong learning, health and prosperity and provides significant return on investment at individual, community, and population levels.

We are committed to supporting our members by sharing information and providing guidance. We support our members to provide early intervention and family services programmes. We provide high-quality support for members including general and bespoke business support, an in-house quality assurance scheme, an extensive professional development and learning programmes, and representing our members' voice in policy discussions with Welsh Government.

As a charity, we work collaboratively with other organisations including other early years, childcare and play charities, CIW and Estyn, and the Welsh Government

Above all else we are here to offer a listening ear and to support our members to achieve their goals.





## Included in membership

General and bespoke business support (including but not limited to, financial, procedural, policy, flying start and practical support for the sector)

Regular mailings with updates and news from the sector

Assistance with registration, startup processes, and Care Inspectorate Wales requirements

Access to member exclusive template policies & procedure packs\*

Tendering support

Recruitment and retention support

Support, training, and advice on the Curriculum for Funded Non-maintained Nursery Settings, Foundation Learning principles and early years practice

Early Childhood Play, Learning, and Care qualification signposting and support

Additional Learning Needs (ALN) support, information, and implementation assistance

Policies, resources, funding opportunities and support for parent-led groups

Information to help children develop physically, cognitively, socially, and emotionally

Information to support the embedding of play and play-based learning for all children

Developing policies in Wales that enhance ECPLC

Representing our members' views to Welsh Government and Local Government

Training and Continuous Professional Development (CPD) courses

Virtual bite-sized learning opportunities and member networking opportunities including Lunch and Learn sessions, Professional Conversations, a Leader and Manager Network and, our Breakfast Bulletins

Quality Assurance scheme\*

Welsh language development and support

Access to and support with Camau, the bespoke Work Welsh course

Supporting charities and voluntary organisations - providing updates, support, guidance, factsheets, templates and forums for trustees.

Supporting charities and voluntary organisations - registering a charity including a CIO fast-track service.

Supporting charities and voluntary organisations - factsheets and template documents - Roles & Responsibilities of a Committee/Board publication.

Celebrations and recognition of the impact of the workforce

Member discounts on Accident & Incident Report Books, Registers

Subscription to termly member magazine, *smalltalk* and access to back copies



Advertising on the Early Years Wales 'Search for Childcare' page

Job Vacancy advertising on Early Years Wales website and social media pages

Access to Towergate insurance services at discounted rates

Access to 'uCheck' Disclosure and Barring Check Service at discounted rates

Discounts at TTS, the largest supplier of educational resources, and other commercial partners



# Early Years Wales Small Grants

The main aim of our Small Grants programme is to support members who are struggling with short-term sustainability, adapting to new ways of working, contributing to specific resources, cost of living and/or set-up costs.

It involves a short application, panel assessment and a quick decision.

With the support of our trustees and generous funding from the Moondance Foundation and other sources, we offer grants ranging from £100 to a maximum of £750.

We welcome applications from small settings, community groups, registered charities, sole traders (childminders), any member who needs a little support.



# Foundation Learning & Curriculum support

Our Early Years Education Officer provides dedicated support to members on all aspects of curriculum and assessment. Working alongside settings our Early Years Education Officer is on hand to support curriculum implementation, provide training opportunities and seek effective practice to share amongst members.

Upon request our Early Years Education Officer will work alongside practitioners and their teams to effectively embed the curriculum for funded non-maintained nursery settings and assessment arrangements. Our Early Years Education Officer will share their knowledge and experience to support practitioners to reflect and respond to the individual needs of children. Our support will help you make the best use of your settings, the environment and resources available, and help practitioners recognise the importance of their role in ensuring children have the best start possible on their journey.

As members 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, our Early Years Education Officer will signpost you to ongoing professional learning opportunities and resources to further deepen your knowledge of how we provide the best possible learning opportunities for children.

Through our network of practitioners, we will seek and share effective practice examples from across Wales. Through networking opportunities, one to one discussions and Early Years Wales *smalltalk* Magazine. Practitioners will be given opportunities to work alongside our Early Years Education Officer to capture their effective practice and showcase their work through our 'Foundation Learning Talking point' which features within Early Years Wales *smalltalk* magazine.





# 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:

- ★ Support and mentoring by our QfA co-ordinator.
- ★ Focussing on how well your service is managed, staffed and resourced.
- ★ Planning for future improvements.
- ★ Enabling you to highlight and celebrate activities or achievements.
- ★ Assessors highlighting excellent practice and offering suggestions for further development.
- ★ Use of the Tool as an ongoing living improvement plan to support you to embed and maintain quality practices.
- ★ Advertising your QfA achievement to promote your service and stand out from the rest.



# 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.



# 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.





# Welsh Language Support

Our Welsh Language Project Lead for Early Years Wales 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.



# Publications

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



Member discounts available from:





**Early Years  
Wales**  
Blynyddoedd  
Cynnar Cymru

 02920 451 242  [info@earlyyears.wales](mailto:info@earlyyears.wales)

Early Years Wales 2018. Registered in Wales. Registered Office: Unit 1, Coopers Yard, Curran Road, Cardiff, CF10 5NB. Company limited by guarantee: 3164233. Charity: 1056381



1

3