

Welsh Language Impact Assessment

Title: <u>10 Year Plan for the Early Years, Childcare and Play Workforce in Wales</u>	WLIA Reference No <i>(completed by WLU): 14/09/4</i>			
Date: 15 September 2014				
Contact details:	Early Years Team Welsh Government Cathays Park Cardiff CF10 3NQ earlyyears@wales.gsi.gov.uk			
Programme/Project Type <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Project or programme <input type="checkbox"/> Legislation <input type="checkbox"/> Research, evaluation <input type="checkbox"/> Grant <input type="checkbox"/> Services <input type="checkbox"/> Business change <input type="checkbox"/> Contracts, tenders <input type="checkbox"/> Infrastructure <input type="checkbox"/> Construction, Capital <input type="checkbox"/> ICT <input type="checkbox"/> Other (Please specify below)				
Costs: How much is the projected whole life cost for the programme/project? If below £25k, then a full WLIA is not always required (see guidance).				
Under £25k	£25k - £49k	£50 - £249K	£250K - £1m	Over £1m
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Of the above, please provide details if there are any identified costs directly associated with the Welsh language? <p>As the 10 Year Workforce Plan is at the draft stage, costs have not been fully scoped. However, it is anticipated that existing costs associated with the Welsh Language would form part of the overall cost of implementing the proposals in the plan, including funding of approximately £2 million per year for the Cam Wrth Gam training programme which offers Welsh-medium provision to childcare practitioners.</p> <p>Equally, the Welsh Government currently funds the work of Cylchoedd Meithrin and Ti a Fi groups to provide Welsh medium activities for children from birth to school age. The groups also provide a social network for families to use Welsh with their children.</p>				

How long is the programme/project expected to run?					
Up to 1 yr	Up to 2yrs	Up to 5yrs	Up to 10yrs	More than 10 yrs	Unknown
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Key milestone dates for the programme/ project:					
September 2014: Launch of consultation on Draft 10 Year Workforce Plan December 2014: Consultation closes, responses considered by Ministers Spring 2015: Final 10 Year Workforce Plan published and implementation of proposals commences					
STAGE 1: PLANNING					
What are the aims and objectives of the policy?					
What are the desired outcomes/ what constitutes 'success'?					
<p><i>Building a Brighter Future: Early Years and Childcare Plan (2013)</i> committed us to consult on the right approach for the childcare workforce in Wales in relation to minimum qualification levels, graduate leadership, continuous professional development and career pathways.</p> <p>Ministers agreed that in 10 years time we want to have a highly skilled early education, childcare and play workforce that:</p> <ul style="list-style-type: none"> - is highly regarded (a career of choice); - understands how children learn and develop; - structures activities and time to support all children develop their full potential; - are proactive learners in their own right; and - is bilingual. <p>To make this vision a reality, it was agreed to develop a draft plan for the early years, childcare and play workforce for the next ten years; moving towards a profession which is highly regarded, able to recruit high quality applicants, and to retain a skilled workforce which is actively pursuing continuous professional development.</p> <p>The Draft 10 Year Plan for the Early Years, Childcare and Play Workforce in Wales, which was developed through a process of extensive engagement with key stakeholders, presents proposals under three high-level themes:</p> <ul style="list-style-type: none"> - Leadership - Attracting high quality new entrants - Raising skills and standards across the existing workforce <p>We know that high-quality early education and childcare leads to better outcomes for children, particularly those from disadvantaged backgrounds. We want our early years, childcare and play practitioners to be equipped to provide the best possible support to children, to encourage them to develop to their full potential.</p> <p>As set out above, one of the high-level aims of the Draft 10 Year Workforce Plan is to develop an increasingly bilingual workforce. Key to achieving this aim will be to develop Welsh language skills within the sector.</p>					

What policy options have been considered?

and

What impacts will there be if the policy is *not* implemented?

Unless this policy is taken forward within the timescales set out in the Draft 10 Year Workforce Plan, it is unlikely that we will be able to secure a high-quality workforce for the future. This will have several consequences:

1. There will be a negative impact on children's learning and development in the early years, which will continue to have an effect on their attainment throughout their whole school career.
2. Careers in early years, childcare and play will be increasingly perceived as low-skilled employment routes, not accurately reflecting the vital role these practitioners can have on children's learning and development.
3. Wales will fall behind other parts of the UK where steps are being taken to introduce professional qualifications for this workforce, or to encourage graduate leadership within the sector.

Does the programme demonstrate a clear link with the Welsh Government's strategy for the Welsh language - *laith fyw: laith byw*?

It is anticipated that the 10 Year Workforce Plan will support the policy objectives in *laith fyw: laith byw*, the Welsh Government's Welsh language strategy.

When implemented over a 10 Year period, we would expect the Workforce Plan to help to increase the use of Welsh in the early years childcare and play sector. By developing the Welsh language skills of practitioners, both the quality and quantity of Welsh language interactions in schools and settings is likely to improve.

It is also anticipated that the 10 Year Workforce Plan will increase the number of Welsh speakers, over time. This should be achieved by increasing the skills and confidence of Welsh-speaking practitioners, and also by increasing the opportunities for children in the early years to hear the Welsh language spoken by others, and, for children from English-speaking households to begin to interact in Welsh. In the longer term, this could help Welsh language transmission in households.

Support for leadership development within the sector should contribute to strengthening the infrastructure of Welsh-medium early years, childcare and play provision.

What are the impacts/ effects (both positive and/or adverse) on the Welsh language you have identified at the initial planning stage

i.e. Welsh speakers, Welsh language communities, Welsh medium education, Welsh learners, services available in Welsh?

As stated above, one of the key objectives of the 10 Year Workforce Plan is to support the development of a bilingual workforce for the early years, childcare and play sector. As such, we would anticipate the impact of the plan on the Welsh language would be positive. For example, if implemented, the proposals in the 10 Year Workforce Plan should contribute towards:

- An increase in the numbers of Welsh Speakers
- An increase in the provision of Welsh-medium early education and childcare
- Greater ability for settings to recruit high-quality early years practitioners with an appropriate level of Welsh language skills.

Who are the stakeholders? Are the needs of Welsh speakers and learners addressed? To what extent are Welsh language interest groups likely to respond positively to the proposals?

The 10 Year Workforce Plan aims to support Welsh speakers to further develop their Welsh language skills, but also build the confidence of non-Welsh speakers to support children's Welsh language development by using basic Welsh words and phrases in their day-to-day routines. As such, it encompasses a broad range of stakeholders including:

- All early years, childcare and play practitioners (both Welsh speaking and non-Welsh speaking)
- Children in the 0-7 age range (early years)
- Parents of children in the early years (both Welsh Speaking and non-Welsh speaking)
- Prospective entrants to the early years, childcare and play workforce (both Welsh Speaking and non-Welsh speaking)

Mudiad Meithrin, a voluntary organisation specialising in Welsh-medium early years provision, has been involved in the development of the Draft 10 Year Workforce Plan and has been supportive of our ambition to develop Welsh language skills within the sector.

Where an assessment was not completed, or no impacts were identified, please provide a full account for record keeping purposes?

(This could be used in the Welsh Language Tribunal in future)

N/A

What actions/ further work has been identified at the initial planning stage?

e.g. data requirements, need for peer review, external engagement with Welsh speaking groups, identify stakeholders or consultation list, need to contact Welsh Language Unit for advice)?

Data requirements:

- Information on Cam Wrth Gam trainees (or future training schemes) and where they are employed – this will enable us to gauge the impact of the programme on building Welsh Language capacity within the sector.
- Evaluations of basic Welsh-language skills courses currently being piloted within the sector, to assess their efficacy in building confidence of non-Welsh speakers.

External engagement:

- We will engage with practitioners in Welsh-medium schools/settings through the consultation process, where we will be seeking views on the Welsh language potential impacts as well as the proposals more generally.

. Declaration

Policy lead:

****Please delete as appropriate:***

The policy **does / does not* have an impact upon the Welsh language. Where there were identified adverse impacts or missed opportunities, the appropriate amendments and actions have been put in place.

Name:

Department: Department for Education and Skills and Communities and Tackling Poverty Department

Date (s): 15 September 2014

Signature:

Planned Review Dates: post-consultation: January 2015

SRO ENDORSEMENT and REVIEW

I am satisfied that the WLIA is an accurate reflection of the programme/project at this stage of development. By signing, I am able to confirm that the Welsh Language Standards have been given the appropriate attention. I will re-assess the programme/project at key stages throughout the life of the programme/ project, including policy reviews.

Signed (Senior Responsible Owner)

Date 19/09/14

Signed
(Senior Responsible Owner)

Review Date

Signed
(Senior Responsible Owner)

Review Date

Signed
(Senior Responsible Owner)

Review Date