



All Day Care Settings in Wales

30 June 2022

Dear Colleague

In January 2021, I wrote to remind you of the [qualification requirements](#) for staff working in all registered daycare settings, including open access play work and out of school childcare settings<sup>1</sup>.

These Welsh Government requirements, set out in our [National Minimum Standards](#) (NMS) for regulated childcare for children up to the age of 12 years old, state that all persons in charge of, and a proportion of non-supervisory staff working in, regulated childcare and daycare settings for children aged 0 to 12 years must hold a relevant qualification. These can be found in the appropriate [framework/flowchart](#)

This was first communicated in 2017 via a [circular letter](#) with a [reminder letter](#) issued in January 2020. My letter of January 2021 also confirmed that, due to the COVID-19 pandemic, the deadline for achieving a required qualification would be extended to 30 September 2022.

I am now writing to remind you of the approaching deadline and the support that remains in place to help achieve this.

The Welsh Government and ESF funded Progress for Success Programme was developed specifically to support practitioners to gain the necessary qualifications to meet the deadline. If you/a staff member has yet to enrol, places are still available on courses and support is available from [training providers](#) to help you overcome any barriers you may be facing.

Intensive courses will also be offered over the summer months (including in Welsh, should there be the demand) to further support settings to meet the deadline. Support and advice is also available from your relevant membership/umbrella organisation - [Play Wales](#); [Clybiau Plant Cymru Kids' Clubs](#); [Early Years Wales](#); [Mudiad Meithrin](#) and [National Day Nurseries Association Wales](#).

In my last letter, I informed you of the actions you should take to ensure staff would achieve the necessary qualifications by 30 September 2022 and that these actions would be

<sup>1</sup> This letter does not apply to Childminders

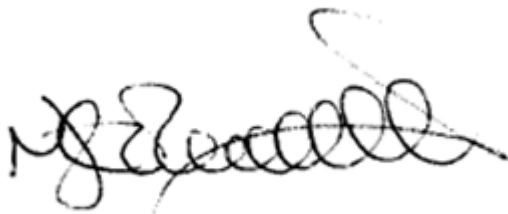
considered by the Care Inspectorate Wales (CIW) as part of their regulatory and inspection role. This is part of their core role to *register, inspect and take action to improve the quality and safety of services for the well-being of the people of Wales.*

I know that many of you will have taken these actions, however, I recognise that the sector is also experiencing recruitment and retention challenges, an issue which has been exacerbated by the pandemic. I acknowledge that in some cases this may affect the completion of a required qualification by the deadline of 30 September 2022

I want to reassure you that when undertaking inspections, CIW will take due regard of the actions settings have taken, or are undertaking, to ensure staff achieve the necessary qualifications. Failure to meet the deadline in full would not necessarily mean the setting had to close or reduce services if there was clear evidence of competence to deliver the service and a clear plan and timetable to meet the requirements. However, if you do have concerns about your ability to meet the deadline and feel that it would impact on the delivery of your service, I would urge you to contact [CIW](#) at the earliest opportunity to discuss.

Although we recognise these are challenging times, I know that we all share the same commitment to the development of a high quality and skilled childcare and play workforce in Wales. I ask that you take note of the support which is available and ensure that you take any necessary action to meet the qualification requirements for your setting.

Yours sincerely



**Nicola Edwards**

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Cc:

Care Inspectorate Wales; Social Care Wales; Play Wales; CWLWM;  
AWARE; WLGA; Local Authority Play Co-ordinators;  
Local Authority Childcare Co-ordinators; Family Information Services