

Agenda – Y Pwyllgor Cydraddoldeb a Chyfiawnder Cymdeithasol

Lleoliad:	I gael rhagor o wybodaeth cysylltwch a:
Fideogynhadledd drwy Zoom	Claire Fiddes
Dyddiad: Dydd Llun, 15 Tachwedd 2021	Clerc y Pwyllgor 0300 200 6565
Amser: 12.45	SeneddCydraddoldeb@senedd.cymru

- 1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau**
(12.45)
- 2 Cynnig o dan Reol Sefydlog 17.42(ix) i wahardd y cyhoedd o'r cyfarfod heddiw ar gyfer eitemau 3 a 7**
(12.45)
- 3 Blaenraglen waith**
(12.45 – 13.30) (Tudalennau 1 – 7)
Egwyl
(13.30 – 13.45)
- 4 Gofal plant a chyflogaeth rhieni – sesiwn dystiolaeth 1**
(13.45 – 14.30) (Tudalennau 8 – 34)
Catherine Fookes, Cyfarwyddwr, Rhwydwaith Cydraddoldeb Menywod Cymru
Shavanah Taj, Ysgrifennydd Cyffredinol, TUC Cymru
Cerys Furlong, Prif Weithredwr, Chwarae Teg
Egwyl
(14.30 – 14.45)
- 5 Gofal plant a chyflogaeth rhieni – sesiwn dystiolaeth 2**
(14.45 – 15.30) (Tudalennau 35 – 39)
Dr Gwenllian Lansdown Davies, Prif Weithredwr, Mudiad Meithrin, CWLWM
Jane O'Toole, Prif Swyddog Gweithredol – Clybiau Plant Cymru Kids' Clubs,
CWLWM



Sharon Davies, Pennaeth Addysg, Cymdeithas Llywodraeth Leol Cymru

Egwyl

(15.30 – 15.45)

6 Gofal plant a chyflogaeth rhieni – sesiwn dystiolaeth 3

(15.45 – 16.30)

(Tudalennau 40 – 51)

Johan Kaluza, Uwch Gynghorydd yr Adran Dadansoddi Polisi, Asiantaeth

Tegwch rhwng y Rhywiau, Sweden

Alison Cumming, Cyfarwyddwr, Dysgu Cynnar a Gofal Plant, Llywodraeth yr

Alban

7 Papurau i'w nodi

(16.30)

7.1 Gwybodaeth ychwanegol gan y Gweinidog Cyfiawnder Cymdeithasol ynghylch dyled a'r pandemig – 5 Tachwedd 2021

(Tudalennau 52 – 56)

8 Gofal plant a chyflogaeth rhieni – trafod y dystiolaeth

(16.30 – 16.45)

Mae cyfyngiadau ar y ddogfen hon

Eitem 4

Yn rhinwedd paragraff(au) vi o Reol Sefydlog 17.42

Mae cyfyngiadau ar y ddogfen hon

Gofal plant a chyflogaeth rhieni: y pandemig a thu hwnt

Tachwedd 2021

Cyflwyniad

Chwarae Teg yw prif elusen Cymru ar gyfer cydraddoldeb rhywedd. Rydym yn gweithio er mwyn sicrhau Cymru decach lle mae pob menyw yn cyflawni ac yn ffynnu, gan sicrhau bod menywod yn mwynhau cydraddoldeb economaidd, yn cael eu cynrychioli'n deg ym mhob agwedd o fywyd ac nad ydynt mewn perygl o dlodi, trais nac allgáu cymdeithasol.

Mae gofal plant yn parhau i fod yn rhwystr sylweddol i fenywod rhag camu i mewn i'r gweithle a symud ymlaen ynddo, gan arwain at anghydraddoldeb yn y farchnad lafur ac anghydraddoldeb incwm parhaus. Mae hyn yn gadael menywod yn fwy agored i galedi ariannol a thlodi, ac mae cost economaidd ehangach hefyd.

Croesawyd buddsoddiad mewn darpariaeth gofal plant yn ystod tymor diwethaf y Senedd, ond mae gwaith i'w wneud o hyd i ddarparu'r system addysg a gofal y blynyddoedd cynnar sydd ei hangen ar Gymru er mwyn sicrhau canlyniadau addysgol da a chefnogi menywod, yn enwedig yn y farchnad lafur. Bydd yn anodd, os nad yn amhosibl, gwireddu uchelgeisiau ar gyfer Cymru gyfartal, oni bai ein bod yn datrys y broblem gofal plant.

Negeseuon Allweddol

1. Mae diffyg gofal plant fforddiadwy a hygyrch yn parhau i fod yn rhwystr allweddol i fenywod rhag camu mewn i'r gweithle a symud ymlaen ynddo. Ar hyn o bryd, mae gofal plant yng Nghymru yn glytwaith o ddarpariaeth sy'n rhy aml yn gymhleth, yn anhygyrch, yn anhyblyg ac yn ddrud.
2. Croesawyd y buddsoddiad ychwanegol mewn darpariaeth gofal plant yng Nghymru dros y pum mlynedd diwethaf drwy'r Cynnig Gofal Plant, ac mae'n cael ei werthfawrogi'n fawr gan y rhai sy'n gymwys. Roedd Gweithredu'r Cynnig yn fan cychwyn da tuag at ddarpariaeth fwy cyffredinol, gan adeiladu ar gymorth presennol y Cyfnod Sylfaen a dod â buddsoddiad newydd i'r sector gofal plant. Mae'n bwysig bod gwaith yn parhau y tymor hwn i gryfhau'r system addysg a gofal y blynyddoedd cynnar ymhellach yng Nghymru.
3. Mae angen system addysg a gofal y blynyddoedd cynnar integredig ar Gymru, sy'n sicrhau cyrhaeddiad addysgol uchel tra'n fforddiadwy ac yn hygyrch, er mwyn cefnogi menywod i gamu mewn i'r gweithle ac i symud ymlaen ynddo. **Y nod yw darparu gofal plant llawn amser rhad ac am ddim, o ansawdd da i bob plentyn 0-4 oed.** Rydym yn cydnabod y bydd hyn yn cymryd amser ac arian, ond yn y pen draw bydd nid yn unig yn sicrhau Cymru fwy cyfartal ond bydd hefyd yn arwain at fanteision economaidd. Mae nifer o gamau y gellid eu cymryd y tymor hwn yn y Senedd tuag at y nod hwn ac i wella'r ddarpariaeth gofal plant. Mae hyn yn cynnwys:
 - a. Dod ag addysg a gofal plant y blynyddoedd cynnar ynghyd fel un adran o fewn y llywodraeth er mwyn cydlynu polisi a chryfhau arolygiaeth Weinidogol.

- b. Buddsoddi mewn seilwaith gofal plant i gefnogi cydleoli'r blynyddoedd cynnar a gofal plant mewn un lleoliad.
- c. Ymestyn y cynnig gofal plant presennol i blant o ddwy oed a buddsoddi mewn gofal plant a gofal gwyliau cofleidiol er mwyn sicrhau eu bod ar gael ac yn fforddiadwy i bawb. Gellid ystyried gosod costau ar raddfa amrywiol wrth i oriau gynyddu.
- d. Datblygu siop un stop ar gyfer gwybodaeth er mwyn egluro'r cymorth gofal plant sydd ar gael i rieni, ni waeth a yw'n gynllun a weinyddir gan Lywodraeth Cymru, Llywodraeth y DU neu Awdurdod Lleol.

Ymateb Manwl

1. I ba raddau y mae'r ddarpariaeth gofal plant bresennol yng Nghymru yn cefnogi rhieni'n ddigonol, yn enwedig mamau, i gamu mewn i waith, parhau i weithio a symud ymlaen yn y gweithle, a pha newidiadau y gallai fod eu hangen er mwyn gwella effeithiolrwydd y ddarpariaeth gofal plant wrth wneud hyn

- 1.1. Mae diffyg gofal plant fforddiadwy a hygyrch yn parhau i fod yn rhwystr allweddol i fenywod rhag dod i'r gweithle a symud ymlaen ynddo. Derbynnir yn gyffredinol bod "cyfranogiad llafur llawn menywod yn gofyn i ofal plant fod ar gael yn llawn amser ac i fodloni gofynion gwaith yn ystod oriau gwaith y rhieni a'r gwyliau ysgol."¹
- 1.2. Ar hyn o bryd, mae gofal plant yng Nghymru yn glytwaith o ddarpariaeth sy'n rhy aml yn gymhleth, yn anhygyrch, yn anhyblyg ac yn ddrud. Mae cymhwysedd yn gysylltiedig ag oedran eich plentyn, os ydych yn gweithio, a ble rydych yn byw. Mae hyn yn creu dryswch a chafwyd problemau gyda rhieni'n cael eu gadael gyda biliau gofal plant annisgwyl o ganlyniad.²
- 1.3. Mae cost gofal plant yn afresymol i lawer nad ydynt yn gymwys i gael darpariaeth â chymhorthdal. Mae gofal plant llawn amser yng Nghymru i blant dan ddwy oed yn costio £227.64 yr wythnos.³ Incwm wythnosol cyfartalog menywod yng Nghymru yw £380, sy'n golygu bod gofal plant llawn amser yn cymryd 60% o'u hincwm.⁴
- 1.4. Mae argaeledd gofal plant hefyd yn her, gyda dim ond hanner awdurdodau lleol Cymru yn darparu digon o ofal plant i fodloni'r hawliau ar gyfer addysg y blynyddoedd cynnar am ddim.⁵ Mae argaeledd yn waeth i'r rhai sydd â phatrymau gwaith cyfnewidiol neu anhraddodiadol, a gall anhyblygrwydd darpariaeth â chymhorthdal arwain at gostau a phwysau ychwanegol ar fywydau gwaith menywod.
- 1.5. Mae angen system addysg a gofal y blynyddoedd cynnar integredig ar Gymru sy'n sicrhau cyrhaeddiad addysgol uchel tra'n fforddiadwy ac yn hygyrch i gefnogi menywod i ddod i'r gweithle a symud ymlaen ynddo. Y nod yw darparu gofal plant llawn amser am ddim, o ansawdd da i bob plentyn 0-4 oed. Rydym yn cydnabod y bydd hyn yn cymryd amser ac arian, ond mae camau y gellid eu cymryd y tymor hwn tuag at y nod hwn ac i wella'r ddarpariaeth gofal plant:

¹ Adroddiad y Comisiwn Ewropeaidd o'r Comisiwn i Senedd Ewrop, y Cyngor, Pwyllgor Economaidd a Chymdeithasol Ewrop a Phwyllgor y Rhanbarthau (2018) *Barcelona objectives on the development of childcare facilities for young people with a view to increase female labour participation, strike a work-life balance for working parents and bring about sustainable and inclusive growth in Europe*; OECD (2017), *Starting Strong 2017: Key OECD Indicators on Early Childhood Education and Care* https://read.oecd-ilibrary.org/education/starting-strong-2017_9789264276116-en#page32 [CYRCHWYD 11 Ebrill 2019]

² BBC "Childcare Offer for Wales: Parents 'shocked' by bills" 5 Ionawr 2020 <https://www.bbc.co.uk/news/uk-wales-politics-50957390> Cyrchwyd Mehefin 2020

³ Coram Family and Childcare (2021) *Childcare Survey 2021*

⁴ SYG *Arolwg Blynyddol o Oriau ac Enillion 2021 Canlyniadau dros dro* Cyrchwyd drwy Nomis 27.10.21

⁵ Coram Family and Childcare (2021) *Childcare Survey 2021*

- 1.5.1. Dod â'r cyfrifoldeb am ofal ac addysg y blynyddoedd cynnar ynghyd fel un adran o fewn y llywodraeth er mwyn cydlynu polisi a chryfhau arolygiaeth Weinidogol.
- 1.5.2. Cydreddeg cymwysterau, rheoliadau ac arolygiadau ar draws darpariaeth y blynyddoedd cynnar a gofal plant
- 1.5.3. Creu llwybr dilyniant clir i'r rhai hynny sy'n ymuno â'r gweithlu blynyddoedd cynnar a gofal plant sy'n arwain at gymwysterau lefel gradd
- 1.5.4. Buddsoddi mewn seilwaith gofal plant i gefnogi cydleoli'r blynyddoedd cynnar a gofal plant mewn un lleoliad.
- 1.5.5. Ymestyn y cynnig gofal plant presennol i blant o ddwy oed a buddsoddi mewn gofal plant a gofal gwyliau cofleidiol i sicrhau eu bod ar gael ac yn fforddiadwy i bawb. Gellid ystyried gosod costau ar raddfa amrywiol wrth i oriau gynyddu.
- 1.5.6. Datblygu siop un stop ar gyfer gwybodaeth er mwyn egluro'r cymorth gofal plant sydd ar gael i rieni, ni waeth a yw'n gynllun a weinyddir gan Lywodraeth Cymru, Llywodraeth y DU neu Awdurdod Lleol

2. Yr effaith y mae'r Cynnig Gofal Plant yn benodol wedi'i chael o ran cyflawni amcan Llywodraeth Cymru o "helpu rhieni, yn enwedig mamau, i ddychwelyd i'r gwaith neu gynyddu'r oriau y maent yn gweithio" A yw darpariaeth gofal plant a ariennir gan Lywodraeth Cymru yn ddigon hyblyg i gefnogi cyflogaeth rhieni, yn enwedig mamau, sydd mewn gwahanol grwpiau demograffig ac yn profi amgylchiadau gwahanol

- 2.1. Croesawyd y buddsoddiad ychwanegol mewn darpariaeth gofal plant yng Nghymru dros y pum mlynedd diwethaf drwy'r Cynnig Gofal Plant, ac mae'n cael ei werthfawrogi'n fawr gan y rhai sy'n gymwys. Mae gwerthusiadau o'r Cynnig wedi dangos bod y gofal plant ychwanegol y gall pobl ei gael yn galluogi rhai i ddychwelyd i'r gwaith yn llawn amser ac yn gadael teuluoedd â mwy o incwm gwario, gan leihau pwysau ariannol.
- 2.2. Fodd bynnag, mae rhai heriau gyda'r Cynnig y mae angen eu goresgyn os yw am gefnogi mamau'n effeithiol i ddychwelyd i'r gwaith neu gynyddu eu horiau.
- 2.3. Yn gyntaf, mae'r cymorth yn canolbwyntio ar blant tair a phedair oed. Erbyn hyn, mae llawer o rieni eisoes wedi gwneud penderfyniadau ynghylch sut i addasu eu patrymau gwaith i ddarparu ar gyfer cyfrifoldebau gofalu. Mae hyn yn aml yn arwain at fenywod yn lleihau eu horiau neu'n gadael y gweithlu'n gyfan gwbl, gan fod gofal plant i blant o dan dair oed yn parhau i fod yn rhy ddrud.
- 2.4. Mae cyflwyno'r Cynnig wedi'i gymhlethu ymhellach o ganlyniad i'r ddwy gydran – addysg blynyddoedd cynnar drwy'r Cyfnod Sylfaen a gofal plant ffurfiol – yn cael eu darparu mewn gwahanol ffyrdd ar draws gwahanol ardaloedd awdurdodau lleol.⁶
- 2.5. Gall y materion hyn fod yn arbennig o ddifrifol i fenywod ar incwm isel. Canfu ein hymchwili i dlodi menywod yn 2019 fod costau gofal plant hyd at dair oed yn waharddol i'r holl fenywod heblaw'r rheini sy'n ennill uwchlaw'r cyfartaledd.⁷ Canfuom hefyd nad yw gweithio'n opsiwn i lawer o fenywod mewn galwedigaethau tâl isel, oni bai bod ganddynt deulu i ddarparu gofal, ac er bod y Cynnig Gofal Plant yn cael ei werthfawrogi gan fenywod sy'n gweithio 30+ awr yr wythnos, am fod pedair o bob deg menyw yn gweithio'n rhan-amser, nid yw bob amser yn addas iawn ac nid yw ar gael o gwbl i fenywod ar yr incymau isaf.⁸

⁶ Llywodraeth Cymru (2019) *Gwerthuso Gweithredu Cynnar y Cynnig Gofal Plant i Gymru: Crynodeb Gweithredol Blwyddyn Dau*

⁷ Winkler, V. (2019) *Yn Gaeth: Tlodi Ymhlith Menywod yng Nghymru Heddiw*, Chwarae Teg

⁸ Ibid.

2.6. Mewn rhai ffyrdd, roedd gweithredu'r Cynnig yn fan cychwyn da tuag at ddarpariaeth fwy cyffredinol, gan adeiladu ar gymorth presennol y Cyfnod Sylfaen a dod â buddsoddiad newydd i'r sector gofal plant. Mae'n bwysig bod gwaith yn parhau y tymor hwn i gryfhau'r system addysg a gofal y blynyddoedd cynnar ymhellach yng Nghymru.

3. Effaith argaeledd gofal plant cyfyngedig ar lefelau cynhyrchiant Cymru

- 3.1. Gwyddom fod gofal plant aneffeithiol yn atal menywod rhag camu mewn i'r gweithle a symud ymlaen ynddo. Mae hyn yn cael effaith economaidd. Amcangyfrifodd ymchwil a gynhaliwyd gennym yn 2018 y gellid ychwanegu £13.6bn at economi Cymru erbyn 2028, pe baem yn cydraddoli cyfraddau cyflogaeth menywod a dynion, yn cynyddu'r oriau cyfartalog y mae menywod yn gweithio ac yn cynyddu nifer y menywod sy'n gweithio mewn sectorau cynhyrchiant uchel.⁹ Mae gwell darpariaeth gofal plant yn hanfodol er mwyn gwireddu'r potensial economaidd hwn.
- 3.2. Wedi dweud hynny, mae hefyd yn bwysig edrych y tu hwnt i fesurau traddodiadol fel cynhyrchiant a CMC/GYC. Mae gwerth enfawr i Gymru a'r DU am y gwaith di-dâl a wneir i raddau helaeth gan fenywod, er nad yw'n cael ei gyfrif mewn mesurau economaidd traddodiadol. Yn 2016, roedd gwerth gwaith di-dâl a wnaed yn y DU yn werth £1.24tr.¹⁰ Heb y gwaith di-dâl hwn, ni allai llawer o agweddau o'n bywydau bob dydd a'n heconomi weithredu.
- 3.3. Gyda ffocws cynyddol gan Lywodraeth Cymru ar les a chydarddoldeb, mae hefyd yn bwysig ystyried sut y gallai mwy o ddarpariaeth gofal plant helpu i gau'r bylchau rhwng y rhyweddau, a bod o fudd i les pobl drwy well diogelwch ariannol, mwy o amser hamdden a llai o straen o gydbwysu gwaith cyflogedig a gwaith di-dâl.

4. Sut mae trefniadau gofal plant wedi effeithio ar gyflogaeth rhieni yn ystod y pandemig coronafeirws, yn enwedig mewn perthynas â mamau. Y gwersi y gellid eu dysgu i ddarparu gwell cymorth yn ystod unrhyw gyfnodau clo yn y dyfodol neu gyfyngiadau llym

- 4.1. Canfu ein hadroddiad [*Jygro Cyson o Ddydd i Ddydd: Gofal Plant ac Addysg Gartref yn ystod y Cyfnod Clo Cyntaf, wrth i ysgolion a meithrinfeydd gau, mai menywod yn bennaf oedd yn ysgwyddo'r cyfrifoldeb am ofal plant ac addysg yn y cartref, ac fe'u gadawyd wedi blino, eu llethu a'u tanbrisiu o ganlyniad.*](#)¹¹ Mae hefyd yn hanfodol bwysig nodi nad yw'r argyfwng hwn wedi cael effaith gyfartal ar bob menyw. Roedd llawer o grwpiau o fenywod yn wynebu heriau ac anfantais ychwanegol, gan gynnwys rhieni sengl a menywod ar incwm isel, y mae effaith ariannol yr argyfwng yn achos pryder sylweddol iddynt.¹²
- 4.2. Dengys dadansoddiad o'r Sefydliad Astudiaethau Cyllid (IFS) fod menywod yn ystod y cyfnod clo cyntaf yn fwy tebygol o fod wedi rhoi'r gorau i'w swyddi neu wedi cael eu rhoi ar ffyrlo, bod mamau'n treulio llai o amser ar waith cyflogedig a mwy o amser ar waith di-dâl, gyda mamau ar gyfartaledd yn gwneud dim ond 35% o nifer yr oriau gwaith di-dor y gwnaeth tadau.¹³

⁹ Chwarae Teg (2018) *Gwerth Economaidd Cydraddoldeb Rhywiol*

¹⁰ <https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/householdsatelliteaccounts/2015and2016estimate> Cyrchwyd 27/10/21

¹¹ Chwarae Teg (2021) *Jygro Cyson o Ddydd i Ddydd: Gofal Plant ac Addysgu Gartref yn ystod y Cyfnod Clo Cyntaf*

¹² Ibid.

¹³ IFS "How are mothers and fathers balancing work and family under lockdown" <https://ifs.org.uk/publications/14860> Cyrchwyd 27/10/21

4.3. Dangosodd y pandemig pa mor ansicr yw'r system gofal plant sydd gennym, sy'n dibynnu'n drwm ar waith di-dâl menywod. Dangosodd hefyd fod gofal yn dal i gael ei ystyried yn gyfrifoldeb i fenyw, a welwyd yn y ffordd y syrthiodd gofal ychwanegol i fenywod unwaith nad oedd y trefniadau ffurfiol ac anffurfiol arferol ar gael mwyach.

5. Yr hyn y gall Cymru ei ddysgu o fodelau eraill o ddarpariaeth gofal plant sy'n cael eu gweithredu yng ngweddill y DU ac yn rhyngwladol, a'r ymarfer sy'n dod i'r amlwg o ran cefnogi cyflogaeth rhieni, ac i ba raddau y gallai'r modelau hyn fod yn drosglwyddadwy i gyd-destun Cymreig

5.1. Mae'r heriau sy'n gysylltiedig â darparu gofal plant yn debyg mewn llawer o wledydd. Mae materion a nodwyd yn aml yn cynnwys fforddiadwyedd, hygrychedd, hyblygrwydd ac ansawdd. Yn wir, cyflwynodd Comisiwn yr UE yn 2018 fframwaith ansawdd cynhwysfawr ar gyfer systemau addysg a gofal y blynyddoedd cynnar (ECEC) yn seiliedig ar bum egwyddor¹⁴:

- Mynediad a fforddiadwyedd i bob teulu
- Cymhwysterau a DPP y gweithlu
- Datblygu'r cwricwlwm gydag addysgu cyfannol mewn ffordd gyfranogol gyda phlant a rhieni
- Monitro a gwerthuso gwasanaethau a chyfleusterau addysg a gofal y blynyddoedd cynnar
- Llywodraethu ac ariannu

5.2. Daw'r gost i'r amlwg fel mater allweddol mewn llawer o wledydd. Mae gwahanol wledydd wedi mabwysiadu dulliau gwahanol o fynd i'r afael â chost gofal plant, gan gynnwys¹⁵:

- Isafswm y lefelau o ofal plant ar gyfer gwahanol grwpiau oedran (e.e. yr Almaen a'r DU)
- Cymorthdaliadau i rieni newydd (e.e. Gwlad Belg, yr Iseldiroedd)
- Gostyngiadau treth i deuluoedd
- Gofal plant sy'n dibynnu ar brawf modd a ffioedd wedi'u capio (e.e. Sweden)
- Mynediad Cyffredinol (e.e. y Ffindir a Denmarc)
- Cymhellion cyllidol i gwmnïau (e.e. mae Awstria yn caniatáu didyniad o incwm trethadwy i gwmnïau sy'n darparu gwasanaethau gofal plant yn fewnol neu'n rhoi buddion i weithwyr ar ffurf gwasanaethau gofal plant)

5.3. Gellir tynnu ar nifer o wersi o ymarfer rhyngwladol er budd Cymru:

5.3.1. Mae darpariaeth lwyddiannus yn gofyn am ymrwymiad a buddsoddiad gwleidyddol parhaus. Nid oes rheswm pam na all addysg a gofal y blynyddoedd cynnar sicrhau canlyniadau da i blant tra hefyd yn cefnogi rhieni'n effeithiol i chwarae rhan lawn a gweithredol yn y farchnad lafur.

5.3.2. Mae'n amlwg na ellir ystyried polisi addysg a gofal y blynyddoedd cynnar ar ei ben ei hun. Er ei fod yn rhan hanfodol o'r ateb i anghydraddoldeb economaidd menywod, er mwyn cefnogi rhieni i gysoni gwaith a bywyd teuluol yn effeithiol, rhaid i ni ystyried sut mae darpariaeth addysg a gofal y blynyddoedd cynnar yn rhyngweithio â materion fel absenoldeb rhiant a gweithio hyblyg.

5.3.3. Mae manteision amlwg i weld addysg a gofal y blynyddoedd cynnar fel un maes polisi a sicrhau bod y cyfrifoldeb am hyn yn rhan o un weinyddiaeth neu asiantaeth y Llywodraeth. Mae hyn yn cefnogi dull mwy cydlynol o gynllunio a darparu. Gall edrych ar addysg a gofal y blynyddoedd cynnar yn fwy yn yr hir dymor yn hytrach nag ar grwpiau oedran penodol hefyd gefnogi cydlyniant a sicrhau bod cymorth yn parhau i rieni plant oedran ysgol.

¹⁴ Comisiwn yr UE *Barcelona Objectives*

¹⁵ Ibid.

- 5.3.4. Mae gan y gwledydd mwyaf llwyddiannus systemau sy'n cefnogi rhieni i weithio'n llawn amser. Mae gwledydd sydd wedi blaenoriaethu darpariaeth ran-amser, megis yr Iseldiroedd, wedi gweld mwy o gyflogaeth ran-amser ymhlith mamau, y gwyddom sy'n cyfrannu at anghydraddoldeb incwm.
- 5.3.5. Gall cydleoli gwasanaethau gofal plant leddfur'w pwysau ar rieni sy'n ceisio cydbwysu gwaith a chartref, yn enwedig mewn canolfannau sy'n cynnig gofal plant o 7.00-19.00.
- 5.3.6. Gall siop un stop ar gyfer gwybodaeth, fel sy'n cael ei weithredu yng Nghanaada, helpu i fynd i'r afael â'r dryswch y mae rhieni'n teimlo ynghylch gwahanol ddarpariaeth a'r hyn y mae ganddynt hawl iddo.

6. Sut y byddai angen i Lywodraeth Cymru ystyried goblygiadau ariannol ac ymarferol fel argaeledd gofal plant mewn unrhyw ddatblygiadau polisi yn y dyfodol er mwyn ymestyn darpariaeth gofal plant

- 6.1. Nid oes amheuaeth y bydd darparu'r system addysg a gofal y blynyddoedd cynnar cyffredinol sydd ei hangen ar Gymru yn costio arian, a bydd yn cymryd amser i'w chyflawni. Byddai buddsoddiad ychwanegol mewn gofal plant ar lefel Llywodraeth y DU sy'n arwain at arian ychwanegol yn dod i Gymru yn cael ei groesawu a byddem yn annog Gweinidogion Cymru i gyflwyno'r achos hwn yn gryf i San Steffan. Rydym yn cefnogi galwadau gan Grŵp Cyllideb Menywod y DU ac eraill am gynnydd mewn gwariant gofal plant yn Lloegr i £15.5bn y flwyddyn.¹⁶
- 6.2. Fodd bynnag, mae camau y gellir eu cymryd heb y newid hwn mewn cyllid ar lefel y DU, a gallai Gweinidogion Cymru wneud penderfyniadau gwahanol i flaenoriaethu buddsoddiad mewn gofal yn well, sydd, yn ein barn ni, yn hanfodol er mwyn darparu'r economi werdd, deg a gofalgwr sydd wir ei hangen arnom.
- 6.3. Rydym wedi amlinellu uchod (yn 1.5) y camau y credwn y dylid eu cymryd ar y llwybr tuag at ddarpariaeth gyffredinol ac rydym yn cefnogi buddsoddiad parhaus mewn seilwaith gofal plant a'r gweithlu gofal plant, sy'n hanfodol er mwyn tyfu'r elfen bwysig hon o'n heconomi. Dylid ystyried y modelau gorau o ran darpariaeth gofal plant, gyda chydbwysedd da rhwng y sector preifat, menter gymdeithasol, nid-er-elw a'r sector cyhoeddus.

I gael rhagor o wybodaeth, cysylltwch â:

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¹⁶ UK Women's Budget Group (2021) *Comprehensive Spending Review 2021: A Joint Representation from the UK Women's Budget Group*

Pwy ydym ni?

Ein gweledigaeth yw Cymru decach lle gall pob menyw gyflawni a ffynnu. Ein cenhadaeth yw ysbrydoli, arwain a darparu cydraddoldeb rhywedd yng Nghymru.

Mae Chwarae Teg wedi ymrwymo i Gymru lle mae pob menyw'n cael ei chynrychioli, ei grymuso ac yn gallu ffynnu ar bob lefel yn yr economi a bywyd cyhoeddus waeth beth fo'i chefnidir neu ei statws cymdeithasol.

Mae Chwarae Teg yn elusen gofrestrdedig. Rhif elusen: 1084466 - FAIRPLAY (Workforce) Ltd.



Childcare and parental employment: the pandemic and beyond

1. The extent to which current childcare provision in Wales sufficiently supports parents, particularly mothers, to enter, remain and progress in employment, and what changes might be needed to improve the effectiveness of childcare provision in doing this.

1.1 Funding

- Existing funding schemes to support childcare affordability have a positive impact on those who are eligible and on the childcare sector itself
- Brevity of time frames for certain schemes (i.e. age range of Childcare Offer [CO]) and the eligibility requirements (must be working) can lead to some parents (often mothers) needing to limit their working hours, avoid progression opportunities or refrain from re-entering the workforce altogether; or resorting to unregulated/informal childcare options

Action required: exploration of expansion of existing financial support schemes in terms of eligibility (including those not currently working, to support them into employment), and age ranges to ensure that long-term impact can be made on as many families as possible

1.2 Closures and sustainability of provision

- Need to ensure that there are sufficient, quality childcare opportunities available for all ages (early years and preschool, and to wrap around the school day for older children) and in the language of choice (welsh/English/bilingual – expanding Welsh medium in particular to reflect the 11% gap in provision noted by Arad) to meet the needs of working parents and children.
- 19% of Out of School Childcare Clubs have closed since March 2020 ([State of the Sector Report, Clybiau Plant Cymru Kids' Clubs, 2021](#))
- Closure of elements of services (e.g. out of school provision no longer offered by some Day Nurseries due to demand for EY places) may be masked in CIW statistics
- New provisions opening might be masking local impact of closures and the availability of childcare in specific communities.
- Specific concern given the decline in registered childminders in Wales in recent years
- Continued funding for Mudiad Meithrin's Cynllyn SAS required (Sefydla a Symud / Set Up and Succeed) to ensure new provision continues to meet demand and is sustainable.

Action required: Ensure continued availability and accessibility of funding opportunities to mitigate impact of Covid-19 and other pressures on sustainability of Providers and to prevent further closures, with parity in support provided for all service Provider types.

1.3 Location – School Sites

- School based childcare (versus community venue-based options) preferable for parents/carers and more sustainable option for Providers (transport).
- Progression to Welsh medium education is also higher when Cylchoedd are based on school sites (96% versus 90%). Also refer to 1.7
- However, access to school sites by childcare providers is often hindered by:
 - Issues with opening up/locking up
 - Childcare not being sufficiently considered in the planning stages when building new schools
 - Increasing demand for school places leading to a lack of available room for onsite childcare
 - Issues around ownership/ management of Capital Build (for e.g. CO) premises on school sites, particularly where funding has been provided to facilitate childcare provision.
 - Increased rental costs charged by schools and Local Authorities
 - Continued concerns around Covid-19 and reluctance to allow mixing of year groups

Action Required: Childcare on school sites needs to be considered from the early planning stages, engaging with relevant stakeholders to ensure the space is designed in a CIW registerable way and there needs to be continued partnership working between Education and Childcare to ensure that community needs can be met in terms of both education AND childcare. This needs to include consideration of local Childcare that is not able to be based on school-sites to ensure that displacement does not occur.

1.4 Inclusion

- Families with disabled children are more likely to live in poverty
- Local Authority Childcare Sufficiency Assessments identify that there is insufficient childcare provision for these children.
- Welsh Government's tackling poverty strategy must plan to and provide care opportunities with adequate and suitable early education for all children, regardless of the type of additional learning need or disability they may have.
- There must be sufficient childcare for children of all ages who have additional learning needs / disabilities, to ensure that opportunities are inclusive and to support parents/carers to enter/remain/progress in employment.
- Scrutiny of the impact of the Additional Learning Needs and Education Tribunal (Wales) Act is also essential, not only in terms of impact on children themselves but also on those who work with children and young people.

Action Required: Ensure that there is funding available and support to develop and sustain provision for children with complex needs, as well as funding and support to ensure that all childcare provision can be inclusive and accessible.

1.5 Community led Childcare

- Every community is different, and a choice of childcare provision that reflects the variety in these communities supports community cohesion (service type, language type, management type).
- The number of community-led, voluntary run Settings has diminished year on year, particularly impacting rural/disadvantaged areas (where there is already reduced childcare availability), leading to lower income/rural families being disproportionately affected in terms of ability to enter/remain/progress in employment (where privately managed provision replaces these settings, it will often require higher fees to cover costs).
- PACEY Cymru notes that childminding can also be an option to support rural communities where other childcare provision is not sustainable, including atypical hours, but childminder numbers are declining (see 1.2).

Action Required: Parents/carers and children have the right to access childcare that meets their needs and to be able to choose which childcare to use.

1.6 Atypical Hours

- Lower paid workers often work atypical shift patterns, and so the lack of availability of registered childcare during these hours can perpetuate this.

Action Required: Establish and sustain atypical childcare models

Targeted, pre-registration funding to increase the numbers of registered childminders that is long-term, available and easily accessible across all areas of Wales to support atypical working patterns (see 1.2)

1.7 Welsh medium childcare

- Insufficient Care Inspectorate Wales registered Welsh medium childcare provision across Wales, for all age ranges (pre school and school age). Welsh medium Out of School Childcare is more likely to be unregistered (36% versus 17% of English medium, [Clybiau Plant Cymru Kids' Clubs Impact Report March 2021](#))
- The availability of early years and school age childcare on or close to school site can impact on parental choice of school, and so may result in parents opting for English medium education.
- This lack of availability may also lead parents/carers to remain economically inactive.

Action Required:

Establish, register and sustain Welsh medium childcare. Extension of existing early years Welsh medium provision to include childcare for school age children.

Targeted recruitment of people with Welsh Language competency into the childcare and Playwork sector.

Continued support to the childcare sector to upskill staff in Welsh Language to enable more Providers to meet the Active Offer.

Continued funding for Mudiad Meithrin's Cynllyn SAS (Sefydlu a Symud / Set Up and Succeed) to ensure new provision continues to meet demand and is sustainable

2. What impact the Childcare Offer in particular has had in achieving the Welsh Government's objective of "helping parents, particularly mothers, to return to work or increase the hours they work".

ARAD evidence on the Childcare Offer suggests that it has allowed for more flexibility, an increase in earnings for some families and more disposable income. However:

- Only 47% of the eligible population are using the offer, 3% of applications are for children with additional needs.
- 11-17% of parents said in CO surveys that they could not access Welsh medium childcare.
- Scheme does not currently support childcare costs before age 3 and after 4 when there is often still support required to ensure parents/carers are able to remain economically active.
- The costs of providing childcare are high because of the regulation and requirements in meeting ratios of qualified staff; however many of these childcare and playwork practitioners are on minimum wage.
- There is a need to enable and encourage individuals to train and apply to work in specific areas, for example early years care and education, childcare and playwork. Expanding the Childcare Offer to include parents in training or education would be a way of doing this.
- PACEY Cymru note that the Welsh Government has enabled childminders to receive Childcare Offer funding for the care of a child who is also a relative but who does not live with them, such as grandchildren. This has enabled those working parents to keep their children at the childcare setting of their choice, providing continuity of care and supporting parents to return or increase their hours in work.

Action Required: There is a need to look at models of funded, registered childcare being provided when a child turns 2. This comes with associated recruitment challenges and further discussions on remuneration and skills gaps.

Support to ensure that existing provision (all Provider types and for all ages of children) is encouraged and supported to achieve registration with CIW (benefits of registration can be found [here](#)).

3. The impact of limited childcare availability on Wales' productivity levels.

3. 1 Holiday Childcare

- Accessibility and cost of care during the school holidays in particular can be a challenge for working mothers.
- Other initiatives and programs used as unregulated childcare such as SHEP, Playworks Holiday Programme, can impact on the short-term viability and long-term sustainability of existing Care Inspectorate Wales (CIW) registered settings, particularly those offering holiday childcare, unless services collaborate when planning, and unless registered childcare is considered at a strategic level.

Action: Ensure the [Exceptions Order](#) is reviewed and supports the sustainability of regulated childcare (see 8.1). Ensure a holistic approach is taken to existing and future schemes to support children's rights, wellbeing, the childcare sector and the economy.

3. 2 Atypical Hours

See 1.6. Implications on take up of job roles that require atypical hours.

3. 3 Closures and sustainability of provision

See 1.2. If there is a lack of availability of childcare provision, this will impact the ability of parents/carers to gain/retain employment and thus have a negative impact on the local economy.

4. How childcare arrangements have affected parental employment during the coronavirus pandemic, particularly in relation to mothers. What lessons might be applied to provide better support during any future lockdowns or increased restrictions.

- Anecdotal reports - burden of childcare fell on mothers during lockdown, with many having to remain on furlough, reduce working hours or battle the increased stress and mental wellbeing implications of juggling childcare, homeschooling and working from home.
- Schools provided different criteria for access to school hubs. Equitable processes in any future instances of lockdown are needed.
- Need education and childcare to work together to ensure community needs can be met – collaborative solution finding that puts equal emphasis on both education and childcare.

Parent/Carer quotes from the State of the Sector Survey (Clybiau Plant Cymru Kids' Clubs, 2021)

- “No childcare during lockdown meant I was forced to work full time whilst having my son with special needs at home the whole time. It affected my mental wellbeing and also his social skills were severely affected.”
- “Had to cut down hours at work significantly and claim certain benefits which I had never had to claim before.”
- “It has had a real impact on my mental health this year and potential to earn income. It has meant that the youngest child (4) has had limited interaction with children her own age.”
- “I desperately need my after school and breakfast club to reopen. I am losing at least £300 a month because my partner needs to work part time and I cannot do overtime. I experience in work poverty.”
- “School run holiday club has not run due to low uptake which makes it very difficult during holidays when I have to work.”

5. Whether Welsh Government-funded childcare provision is flexible enough to support employment of parents, particularly mothers, in different demographic groups and experiencing different circumstances.

- Limited registered Welsh language provision (see 1.7)
- Different perceptions towards childcare of different cultural groups within communities – Settings need to market in a way that is welcoming/accessible to all demographics in the community and to ensure their service meets the needs of all.
- There is a need to prioritise increasing the number of early years/childcare practitioners who are Black, Asian or Minority Ethnic. Putting plans in place will allow more children to see their race represented among their carers and role models.
- PACEY Cymru believe childminders have the potential to offer more flexibility to meet individual family's childcare needs and working patterns, however this depends on sufficient availability across all areas, including in rural and areas of deprivation.

6. The impact of high-quality formal childcare provision on reducing the attainment gap, and the potential benefits of extending childcare provision to tackle inequalities.

- Quality, affordable childcare enables parents/carers to access employment/training opportunities, lifting families out of poverty and breaking the often-generational link of poverty, educational attainment and career opportunities.
- Positive data around the impact of access to high quality childcare in mitigating attainment gaps at school entry (and [the importance of equity in this access](#)). If existing funded childcare opportunities (e.g. the Childcare Offer) were extended to children from low-income/non-working families, this could help to support school readiness and development opportunities
- Access to quality play experiences, such as those offered by childcare providers for school age children, is also linked to social, cognitive, emotional and physical development. Thus, exploration of additional affordability schemes to support equitable access to school age childcare would also benefit children.
- Efforts to widen access to these early years and school age childcare opportunities (including widening the regulated provider types that can offer these opportunities e.g. childminders) and to support affordability for parents/carers will be a positive investment and reduce reliance on costly and less effective school intervention programmes.

Action required: Opportunities for universal access to funded provision across Wales explored.

7. What Wales can learn from other models of childcare provision operating in the rest of the UK and internationally and emerging practice in terms of supporting parental employment, and the extent to which these models might be transferrable to the Welsh context.

- The Scottish Government - funded childcare for one- and two-year-olds, starting with those from low-income households. Plans for free [wraparound childcare](#) for the lowest-income families. Children in that bracket will receive free care before and after school and also over the holidays. This will address some of the issues outlined in 1.1
- [The OECD Building a high quality Early Childhood Education and Care workforce](#) seeks to:
 - Ensure that unfavourable working conditions do not accumulate on some ECEC staff and that the status and reward of ECEC professionals are commensurate with staff responsibilities.



Working to address the need to improve the status of the Childcare and Playwork workforce, professionalising it and validating and rewarding working conditions.

8. How financial and practical implications such as availability of childcare would need to be considered by the Welsh Government in any future policy developments to extend childcare provision.

8.1 Review of the exceptions order (National Minimum Standards)

- A continued commitment to prioritise the review of the **exceptions order** ([National Minimum Standards](#)) and ensure that changes are made to support **quality services and safeguarding** of children. All children have the right to access quality, regulated childcare facilitated by qualified staff and where suitable policies and procedures are in place to safeguard them, and unregulated provision (e.g. sports camps and activity clubs) are having a negative impact on the sustainability of registered provision.

8.2 Accessible Funding to support ongoing sustainability

- Funding and support must be made available for all types of childcare (Out of School Childcare, childminders, day nurseries, playgroups/Cylch Meithrin) as well as all management types (limited companies, sole traders, unincorporated committees, charities and CIOs) to ensure that no one 'falls through the cracks' post Covid-19 and to prevent any further closures that will impact communities across Wales.

8.3 Priority given to supporting retention and recruitment within the childcare sector

- Requirements from funders such as Local Authorities and the Welsh Government are placing increasing workload pressures on childcare providers.
- We would like to see a continued commitment to recognise the professional status of the workforce (as outlined in the Childcare, Play and Early Years Workforce Plan, 2017) and consideration of ways in which pay could be brought in line to reflect this, as well as public promotion of the professional status of the workforce.
- Retention/recruitment issues are leading Settings to run at reduced capacity, temporarily close, consider de-registration or permanently close.

8.4 Commitment to ensuring that the Early Childhood Education and Care (ECEC) approach considers barriers, as well as unintended consequences and is implemented in a way that supports children, families and the childcare sector itself.

- We want to see the reinforcement of a commitment to moving to the ECEC approach and revised plans and timescales for this.
- Funded services need to include childminders universally across Wales, where meeting the criteria, in order for them to be available as a childcare choice for parents.
- Barriers including access to registerable venues, extension of existing provision and recruitment of suitably trained staff will need to be considered and addressed, to ensure that there are sufficient childcare places available to meet demand, and that provision of care within ECEC does not lead to reduced availability for younger and/or older children.
- Further exploration is required in terms of how Playwork provision, particularly holiday childcare that is not registered as education provision and does not (nor should not) provide education but rather is managed in line with the Playwork Principles, will fit within/alongside the ECEC framework. If ECEC leads to Playwork provision (such as CIW registered holiday clubs) being precluded from offering care to certain age ranges, and thus unable to access schemes such as the Childcare Offer, this is likely to decimate the sector.
- Consideration needs to be given to the quality measures to ensure that there is clarity to avoid confusion and unnecessary burden for childcare providers.

CHILDCARE PROVISION AND LABOUR MARKET PARTICIPATION

This written evidence focuses on the questions regarding to which extent the current childcare provision system supports parents, particularly mothers, to enter, remain and progress in employment. This memo also tries to answer questions regarding the coronavirus pandemic and how the childcare provision has been affected by the pandemic.

To understand how preschools and other forms of childcare provisions support parents, particularly mothers, to enter, remain and progress in employment one needs to first understand women's position in the labour market. The Swedish labour market is largely constituted by both men and women, but it can be characterized as gender segregated. On average men work a bit more and women are to a larger extent part-time employed¹. The policy focus has shifted towards the establishment of foreign-born women in the labour market, because of structural obstacles for the group to enter the work force. However, an overall high level of female participation in the labour market and women's financial contribution to the family has been a central goal for the Swedish gender equality policies over decades. Policies like abolishing joint taxation, expansion of the welfare state, the parental leave system, which by and large is gender neutral, and an extensive publicly funded preschool system are all vital policy initiatives that have paved the way for women joining the labour market.

¹ Employment amounted to for men, 20-64 years, reaches 79 % and 78 % for women in 2020. Labour force participation amounted to 86 % for men and 84% for women.

Childcare provision in Sweden

All children from the age of one have a right, to at least partially, partake in public preschool, subsidised by the government and with a payment ceiling. The right to childcare provision extends to the end of the spring semester the year a child turns 13². As a norm, children from the age of six must attend school. After school hours children are offered care provision through the age of 13.

Preschool can be limited to three hours per day or 15 hours per week if parents are on parental leave or unemployed³.

Preschool and childcare effect on employment

Sweden has a well-developed preschool system where a large majority of children are enrolled. In 2020, 85,4 % of children between the age of 1-5 were enrolled in the system, which is an increase from 2010, when 82,7 % of children were enrolled, even though Swedish-born children attend preschool to a larger extent than foreign-born children⁴. The development of the preschool system has been central policy for promoting both gender equality and increasing labour-market participation for both men and women. Studies and inquiries have shown that the Swedish preschool system has had a clear positive effect

² This right can also be extended for children with disabilities.

³ Some municipalities offer more than 15 hours per week for unemployed parents and parents on parental leave.

⁴ Statens skolverk. Official Statistics of Sweden.

on labour market participation for both men and women, which also translates into a net positive effect on the national economy⁵.

The preschool system has gradually evolved from single-mother households to today's system with an extensive right to childcare provision. As unemployed parents were added into the system it had a direct effect on unemployment of women. Vikman⁶ has shown that the reform increased the likelihood of unemployed women to get a job if the child went to preschool. The probability increased even more if the mother had two or more children. Largest effects were seen among women with primary school education and women with university level education (2+ years at university). No effects of the reform were found for unemployed men.

In the evaluation of the subsidies and payment ceiling, no clear effects were found on employment and labour market participation⁷. However, this was explained through the already large participation in preschool activities by children of employed parents (which also supports the aim of the preschool system to facilitate parents' labour market participation). However, a study conducted in Oslo concluded that free preschool had a positive effect on

⁵ Se i.e. SOU 2020:67. Förskola för alla barn – för bättre språkutveckling i svenska.; Prop. 1999/2000:129. Maxtaxa och allmän förskola m.m.; Gunnarsson, L., Korpi, B. M., & Nordenstam, U. (1999). *Early childhood education and care policy in Sweden: Background report prepared for the OECD thematic review*. Ministry of Education and Science in Sweden [Utbildningsdep.], Regeringskansliet.

⁶ Vikman, U. (2010). Hur påverkar tillgång till barnomsorg arbetslösa föräldrars sannolikhet att få arbete?. *Arbetsmarknad & Arbetsliv*, 16(4), 45-54.

⁷ Skolverket. 2007. Rapport 294. Fem år med maxtaxa: Uppföljning av reformen Maxtaxa och allmän förskola m.m.

employment for foreign-born mothers⁸. Even though, Sweden has an income-related preschool payment system, this is an interesting result because of the policy focus on increased establishment of foreign-born women in the labour market. Together with accessibility to preschools in close proximity to the home, which has shown to be an important factor⁹, the cost of enrolment can become an obstacle for these groups of women.

Cash for care system

Sweden has in the past, both introduced and discontinued a cash-for-care system directed towards parents, on a part time basis, as an alternative to full-time preschool. In this regard Sweden differs from the rest of the Nordic countries which currently have different forms of cash-for-care-systems. The main reason for discontinuing the system has been its negative effects on female participation in the workforce. Last time the system was used in Sweden, only 7,9 % of the applicant parents were men and a similar uneven distribution can be found in both Norway and Finland¹⁰. Research on cash-for-care systems has shown that for women, especially women with low education or foreign-born women, who already have a weak connection to the labour

⁸ Drange, N. (2018). Promoting integration through child care: Lessons from Norway. *SNS Analys*, nr 50.

⁹ Vandenbroeck, M., Lenaerts, K. & Beblavý, M. (2018): *Benefits of Early Childhood Education and Care and the conditions for obtaining them*. EENEE Analytical Report No. 32.

¹⁰ Försäkringskassan 2013:5. Vårdnadsbidrag: En översikt av systemen i de nordiska länderna och sammanfattning av forskningen kring dess effekter.

market, this creates an obstacle for entering the work force¹¹. Similar findings have also been recorded in the parental leave insurance.

Childcare provision and the Corona pandemic

Sweden did not have a general lockdown, nor did preschools and other childcare facilities have a general closing during the pandemic. If a preschool closed it related to staffing issues, i.e. a large proportion of the staff infected with covid-19. Only 3,100 parents have used the special insurance within the temporary parental benefit system which was put into place to handle school shutdowns during the pandemic¹². Instead, the Swedish strategy was based on maintaining childcare provision for parents to keep working and for social reasons and stability for the children.

Instead, recommendations were made to preschools to guarantee the safety of staff and children. These recommendations included not to partake in preschool activities if you had any symptoms. They also included extending the withdrawal period, which in turn increased temporary parental care. These policies were made possible mainly through a temporary parental benefit system which serves to temporarily compensate parents for loss of income (up to 80 % of income) when they care for a sick child. During 2020 this system was used to an extent that has not been seen before¹³. However, the pandemic and the increase in use of this system has placed additional constraints on

¹¹ Försäkringskassan 2013:5; Segendorf, Å. O., & Teljosuo, T. (2011). Sysselsättning för invandrare: En ESO-rapport om arbetsmarknadsintegration.

¹² Försäkringskassan. Socialförsäkringsrapport 2021:1. Socialförsäkringen och coronapandemin: En översikt av nyttjandet av socialförsäkringen under coronapandemin 2020.

¹³ Ibid.

parents, especially single parent households (mainly mothers), with low incomes. During 2020 there has therefore been a drastic increase in number of households with a low income standard, which has broken the previous positive trend¹⁴.

¹⁴ Försäkringskassan 2021. Barnhushållens ekonomi: Resultatindikatorer för den ekonomiska familjepolitiken 2021.

WELSH PARLIAMENT – EQUALITY AND SOCIAL JUSTICE COMMITTEE

INQUIRY ON CHILDCARE AND PARENTAL EMPLOYMENT

WRITTEN EVIDENCE FROM THE SCOTTISH GOVERNMENT

SCOTLAND'S EARLY LEARNING & CHILDCARE INVESTMENT

1. Introduction

All 3 and 4 year olds and eligible 2 year olds in Scotland are now entitled to 1140 hours of funded early learning and childcare (“ELC”) under the provisions of the Children and Young People (Scotland) Act 2014 (“the 2014 Act”), as amended.

The Scottish Government first committed to almost doubling the entitlement to funded ELC from 600 to 1140 hours per year from August 2020 in the *One Scotland Programme for Government 2014-15*¹. The Covid pandemic necessitated a one year delay to the full roll-out to 1140 hours to August 2021, although local authorities commenced phased implementation of the expansion from 2018 and so many families were able to benefit ahead of statutory roll-out.

The expansion to 1140 hours is intended to deliver three main benefits for children and families:

- children’s development improves and the poverty related attainment gap narrows;
- more parents will have the opportunity to be in work, training or study; and
- increased family wellbeing through improved health and wellbeing of parents and children.

The expansion required a significant joint effort of national and local government in Scotland. Underpinning legislation was passed by Parliament; total additional national investment of £2 billion over 5 years to 2021-22 is funding the required local capital programmes and expansion of the early years workforce; and policy frameworks are focussed on using the opportunity of the expansion to continually improve the quality of ELC experienced by children.

2. Expansion of Early Learning and Childcare in Scotland

2.1 Background

Early learning and childcare (ELC) was first defined in the 2014 Act as ‘a service, consisting of education and care, of a kind which is suitable in the ordinary case for children who are under school age, regard being had to the importance of interactions and other experiences which support learning and development in a caring and nurturing setting’.

¹ <https://www.gov.scot/Resource/0046/00464455.pdf> (webarchive.org.uk)

The 2014 Act expanded the statutory entitlement from 475 to 600 hours, and introduced eligibility for 2 year olds in a targeted offer that seeks to provide early access to funded ELC for those children that the evidence suggests stand to benefit most from the overall expanded entitlement.

Statutory eligibility criteria for the 2 year old offer includes looked after children and children who are subject to a kinship or guardianship order, as well as children whose families receive certain qualifying benefits², and children in families receiving support through an asylum claim. Local authorities have wide discretion to make the 2 year old offer available to families who they believe would benefit and we introduced a non-statutory eligibility for children with a parent who is care experienced alongside the 1140 hour statutory entitlement in August 2021.

Education authorities (local authorities) are under a statutory duty to ensure that funded places are available for all eligible children in their area. They can offer this through their own settings, and can commission providers in the private and third sectors, including childminders, to offer it (referred to as ‘funded providers’ or ‘partner providers’).

The 2014 Act also places duties on education authorities to consult with parents and carers on the delivery of funded ELC, and to have regard to the desirability of ensuring that ELC is made available in a way that is flexible and allows parents an appropriate degree of choice when deciding how to access the service.

2.2 Evidence base and rationale for investment

Accessing high quality ELC is associated with improved outcomes in language, cognitive and other essential skills and, importantly, these benefits have been found to be greater for children from disadvantaged backgrounds.

In summary, the evidence base on early learning finds:

- High quality early learning is associated with sustained improvement in children’s lifelong outcomes in education, employment, and health³;
- Children from disadvantaged backgrounds can benefit most from attending high quality ELC⁴;
- Increased time in ELC (number of years) is a predictor of level of attainment reached at later years⁵;
- Increased time in ELC (hours per week) is associated with higher levels of behavioural self-regulation and improved pro-social behaviour⁶;
- There is no social gradient in access to high quality ELC in Scotland⁷; and
- High quality ELC can address intergenerational poverty, with research finding second-generation effects on education, employment, crime, school suspensions and health⁸.

² <https://www.mygov.scot/childcare-costs-help/funded-early-learning-and-childcare/>

³ <https://www.oecd.org/education/starting-strong-2017-9789264276116-en.htm>

⁴ <https://www.oecd.org/education/starting-strong-2017-9789264276116-en.htm>

⁵ <https://www.oecd.org/education/starting-strong-2017-9789264276116-en.htm>

⁶ <https://www.gov.uk/government/publications/early-education-and-outcomes-to-age-4> (SEED study)

⁷ <https://www2.gov.scot/Resource/0052/00528287.pdf> (Growing up in Scotland Study)

⁸ <https://heckmanequation.org/resource/perry-preschool-midlife-toolkit/>

Consistent across the international research evidence on the impact of ELC is the finding that for positive outcomes on children’s development to be secured, the experience must be of high quality.

2.3 Securing high quality ELC experiences

The Scottish Government has introduced a new National Standard⁹ that all providers of publically funded ELC (across local authority and private and third sector settings) are required to meet in order to deliver the funded entitlement. Some flexibilities are currently being applied under interim guidance¹⁰, last updated in March 2021, to reflect the impact of the Covid pandemic on the ability of ELC settings or local authorities to demonstrate delivery against aspects of the National Standard.

The criteria of the National Standard focus on what children and their families should expect from their ELC experience, regardless of where they access their funded entitlement. It is one of the key mechanisms for ensuring the overall quality of ELC in Scotland continuously improves as the publically funded service expands.

The National Standard is at the heart of the “Funding Follows the Child” approach to implementing the 1140 hours expansion. Funding Follows the Child is focused on delivering high quality ELC and enabling choice for parents. It is ‘provider neutral’ with all providers who wish to deliver funded ELC required to meet the same National Standard, regardless of whether they operate in the public, private or third sectors. The National Standard also applies to childminding services, with some modifications to reflect the nature of those services.

Funding Follows the Child means that a family can access their child’s funded ELC entitlement from any setting which meets the National Standard, has a place available and is willing to enter a contract with their local authority. As at August 2021, around 32% of funded places were provided by the private and third sectors and childminding services, compared to a projection of 26% at the start of the expansion.¹¹

Funding Follows the Child also creates new responsibilities for local authorities to set sustainable funding rates for partners and provide them with the same improvement support as their own settings.

In addition, Scottish Government and partners have delivered the actions set out in the 2017 *Quality Action Plan*¹². These actions are broadly grouped around three areas: workforce development; pedagogical development; and parental and family learning and engagement.

⁹ [Funding follows the child and the national standard for early learning and childcare providers: principles and practice - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/funding-follows-the-child-and-the-national-standard-for-early-learning-and-childcare-providers-principles-and-practice/pages/1-10.aspx)

¹⁰ [Funding follows the child and the national standard for early learning and childcare providers: interim guidance - update March 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/funding-follows-the-child-and-the-national-standard-for-early-learning-and-childcare-providers-interim-guidance-update-march-2021/pages/1-10.aspx)

¹¹ [Early Learning and Childcare Expansion Delivery Progress Report, September 2021 \(improvementservice.org.uk\)](https://www.improvementservice.org.uk/early-learning-and-childcare-expansion-delivery-progress-report-september-2021/)

¹² <https://www.gov.scot/publications/blueprint-2020-expansion-early-learning-childcare-scotland-quality-action-plan/>

2.4 Parental and family outcomes

Reducing child poverty itself is also a critical part of closing the poverty related attainment gap. The policy of expanding publically funded ELC is multi-faceted: intended to impact on parental and wider family outcomes, as well as directly on child outcomes. Expanding ELC supports parents to take up opportunities to train, study, or work – making a key contribution to wider Scottish Government commitment to significantly reduce child poverty by 2030.

*Every Child, Every Chance*¹³ – the Scottish Government’s strategy on tackling child poverty – identifies three key drivers of the child poverty reduction targets: income from work; costs of living; and income from social security. The expansion of funded ELC contributes to two of these by increasing opportunities to increase income from work, and by reducing household costs. The 1140 hours offer saves families up to £4,900 per year for each eligible child taking up their full funded entitlement.

The Scottish Government has created a Parental Employability Support Fund (“PESF”) to provide support to low income families to increase their earnings through employment, by gaining and progressing in Fair Work, providing intensive, person-centred key worker employability support. Over £8.65 million will be invested in the PESF in 2021-12 and the Scottish Government has committed to invest at least a further £15 million across 2022-24.¹⁴

2.5 Delivery and funding

As of August, all 32 local authorities in Scotland are offering 1140 hours of funded ELC to all eligible children, making high quality early learning and childcare available to families. Up to 130,000 children are expected to benefit this academic year as new children become eligible and are enrolled.

Delivery progress data, collated by the Improvement Service and published in September 2021¹⁵, shows that 91,000 children were accessing funded ELC by the end of August 2021. Of these, 97% (88,122 children) were accessing more than 600 hours, and 87% (79,262 children) were accessing the full 1140 hours funded ELC.

The same publication shows that local authorities reported that 17,516 FTE are in place as at August 2021 to deliver the 1140 hours expansion. This is an increase of around 8,000 FTE (83%) from 9,576 FTE in academic year 2016/17. The Scottish Government supported the expansion of the workforce through:

- Working with colleges, skills bodies and training providers to increase enrolments on childcare courses by over 25% between 2017 and 2020, including a 41% increase in Modern Apprenticeship Starts;
- Investing over £11 million to create over 1,400 additional places on degree-level qualifications since 2017-18; and
- Securing fair work practices for all staff delivering the funded ELC entitlement through the National Standard, including a commitment to pay the Real Living Wage.

¹³ <https://www.gov.scot/publications/child-chance-tackling-child-poverty-delivery-plan-2018-22/>

¹⁴ [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/a-fairer-greener-scotland-programme-for-government-2021-22/)

¹⁵ [Early Learning and Childcare Expansion Delivery Progress Report, September 2021 \(improvementservice.org.uk\)](https://www.improvementservice.org.uk/publications/early-learning-and-childcare-expansion-delivery-progress-report-september-2021/)

The 1140 expansion programme is supported by a multi-year funding agreement between Scottish Government and Local Government. Under this agreement, £476 million is being invested in capital projects to deliver new, expanded and refurbished ELC facilities, creating around 22,000 additional physical spaces across over 900 projects. Additional annual revenue funding of £567 million was provided to local authorities in 2021-22 to deliver the expansion.

2.6 Monitoring and evaluation

A monitoring and evaluation strategy has been developed to measure progress on intended outcomes of the expansion of ELC, the centrepiece of which is a new study - The Scottish Study of Early Learning and Childcare (SSELC)¹⁶. SSELC is a cross-sectional and longitudinal study which collects information on child outcomes, family outcomes, and parent outcomes to evaluate the extent to which the expansion programme benefits have been achieved.

Data collection has been divided into a number of phases. In 2018 and 2019, baseline data was collected from children and parents accessing 600 hours of funded ELC. Over the next few years, data will be collected from those accessing 1140 hours of funded ELC. Measuring before and after the expansion allows for an evaluation of the extent to which the expansion's intended benefits have been achieved. Full findings will be published in due course.

3. **Covid 19 response**

At the beginning of the pandemic, in March 2020, the Scottish Government took the difficult decision to restrict access to ELC and childcare services, due to high levels of community transmission of COVID-19 and the need to reduce pressure on the NHS. Due to the emergence of the new variant of COVID-19 in late 2020, these restrictions were unfortunately needed again in January and February 2021.

When access to ELC and childcare has been restricted, we have worked with the sector to ensure access to childcare for key workers and vulnerable families and have always prioritised a return to ELC and childcare for all children, as soon as it is safe to do so, recognising that access to ELC and childcare is fundamental to our children's development and to family wellbeing, as well as parents' ability to work, train or study.

To support ELC and childcare services to operate safely during the pandemic, we have developed operating guidance, based on expert scientific advice, that reduces risk but maintains good experiences for children.

The Scottish Government has provided financial support to the childcare sector to mitigate the financial impacts of Covid. More than £22 million of dedicated support was made available to private and third sector nurseries and school age childcare services over the course of the 2020-21 financial year – through the Transitional Support Fund and the Temporary Restrictions Fund – and £3.2 million worth of business support for Childminding Services.¹⁷

¹⁶ [Scottish Study of Early Learning and Childcare: Three-year-olds \(Phase 3\) Report - Updated 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scottish-study-of-early-learning-and-childcare-three-year-olds-phase-3-report-updated-2021-2022/pages/1140-expansion-programme.aspx)

¹⁷ [Financial sustainability health check of the childcare sector in Scotland - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/financial-sustainability-health-check-of-the-childcare-sector-in-scotland/pages/financial-sustainability-health-check-of-the-childcare-sector-in-scotland.aspx)

4. Further policy commitments

4.1 ELC for 1 & 2 year olds

The *2021-22 Programme for Government*¹⁸ sets out the Scottish Government's ambition to provide funded early learning to all 1 and 2 year olds, starting in the course of this Parliament with low-income households. Work is underway to engage with families, the early learning sector and academic experts to design how the new offer will work in practice, focused on developing an offer that will contribute to supporting the wellbeing of the whole family.

4.2 Wraparound childcare for school age children

Parents have told us that the costs of childcare for their school age children presents a major barrier to them taking up or staying in good quality employment, or increasing their hours. Providing childcare for free to those on lowest incomes will help them enter or sustain employment, and help them lift their families out of poverty.

In 2019 the Scottish Government published a *Draft Framework for Out of School Care in Scotland*¹⁹ for consultation to provide the foundation and structure for the creation of new policies around school age childcare. This was followed by a *Progress Report on School Age Childcare*²⁰ in March 2021.

The Scottish Government has now committed to expand access to childcare further, by building a system of wraparound school age childcare, providing care before and after school and in the holidays, over the life of this Parliament. Those on the lowest incomes will pay nothing.

In the next year we will publish a 5-year delivery plan setting out the phasing and timescales for delivering this to the end of the parliament.²¹ We have also made commitments in our *Covid Recovery Strategy: For a fairer future*²², published in October 2021, to begin the early phasing in of community level systems of school age childcare in 2022-23, targeted to support the families most likely to be experiencing poverty.

**Scottish Government
November 2021**

¹⁸ [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/programme-for-government-2021-22/html/)

¹⁹ [Out of school care in Scotland - draft framework: consultation - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/out-of-school-care-in-scotland-draft-framework-consultation/html/)

²⁰ [School age childcare: progress report - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/school-age-childcare-progress-report/html/)

²¹ [A Fairer, Greener Scotland: Programme for Government 2021-22 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/programme-for-government-2021-22/html/)

²² [Covid Recovery Strategy: for a fairer future - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/covid-recovery-strategy-for-a-fairer-future/html/)

1. *Darparu ystadegau am nifer yr achosion lle'r oedd caethiwed neu ddibyniaeth yn ffactor yn y ddyled. (tud.19)*

Cafwyd yr ymateb isod gan Cyngor ar Bopeth Cymru, sefydliad arweiniol y Gronfa Gynghori Sengl (SAF).

“Unfortunately, we do not currently collect any performance management data on underlying factors of debt for SAF clients. Our Advice Partners will have case studies/client records which reference addiction as an underlying cause of debt, for example, if the client disclosed this or provided bank statements indicating that gambling was an issue. However, at present there is not a specific way of categorising such underlying factors of debt on our case management system.

I reaffirm that the Action on Gambling Harm project at Citizens Advice is improving our training for all advisers and volunteers to help them identify clients who show possible signs of gambling harm. We know there are other addictions that serve as an underlying cause of debt, but recognise that these are not straightforward to measure.”

Bydd swyddogion yn trafod y potensial ar gyfer casglu data rheoli perfformiad ar ffactorau sy'n arwain at ddyled yn y dyfodol gyda Cyngor ar Bopeth Cymru.

2. *Darparu rhagor o wybodaeth am gynaliadwyedd a'r cymorth a roddir i brosiectau cynghori ar ynni.*

Mae nifer o bartneriaid yn y trydydd sector yng Nghymru yn elwa ar elfen mentrau'r diwydiant y Cynllun Gostyngiad Cartrefi Cynnes (WHD). Yn ddiweddar, cwblhaodd Llywodraeth y DU ymgynghoriad ar fersiwn nesaf y cynllun, lle'r oedd yn ymddangos bod Llywodraeth y DU yn awgrymu gostyngiad yn y cymorth hwn. Yn ein hymateb, nododd y Gweinidogion y dylai buddsoddiad parhaus mewn gwasanaethau cynghori a phrosiectau cymorth eraill a ddarparwyd yn flaenorol drwy'r cynllun WHD barhau i fod ar gael drwy fentrau'r diwydiant. Dylid cadarnhau cyllid ar gyfer prosiectau ar ddechrau'r flwyddyn ariannol er mwyn rhoi hyder i bartneriaid yn y trydydd sector allu cyflawni'n llwyddiannus yn ystod y flwyddyn. Bydd y cynnig i Ofgem ail-gyfrifo a hysbysu cyflenwyr o'u rhwymedigaethau Mentrau'r Diwydiant diwygiedig ar neu cyn 31 Hydref yn arwain at beidio cyllido llawer o brosiectau oherwydd bod y broses o wneud penderfyniadau yn ystod y flwyddyn yn hwyr. Fodd bynnag, penderfyniad cynnar ar gyllid y flwyddyn nesaf fyddai orau.

Darperir cymorth pellach hefyd drwy'r cynllun gwneud iawn am ynni. Penodwyd yr Ymddiriedolaeth Arbed Ynni gan Ofgem ym mis Ebrill 2018 i gyflawni'r cynllun Gwneud lawn am Ynni, sy'n dosbarthu taliadau gwirfoddol a wneir gan gwmnïau ynni a allai fod wedi torri rheoliadau. Ei flaenoriaeth graidd yw cefnogi defnyddwyr ynni mewn sefyllfaoedd agored i niwed. Gall cyfran fach o'r cyllid hefyd gefnogi prosiectau sy'n datblygu neu'n treialu cynhyrchion neu wasanaethau arloesol a fydd yn cefnogi defnyddwyr ynni. Mae'r cyllid ar gael i elusennau yng Nghymru, Lloegr a'r Alban i ddarparu prosiectau a gwasanaethau sy'n bodloni blaenoriaethau'r cynllun. Gall elusennau fynegi diddordeb yn y cynllun ar unrhyw

adeg ac os byddant yn pasio'r broses diwydrwydd dyladwy sylfaenol, gallant wedyn gyflwyno ceisiadau pan fydd cylch ariannu'n agor.

Yng Nghymru, rydym yn cynnal y cynllun peilot i weld sut y gellid gwella gwasanaethau cyngor a chymorth ar arbed ynni i ddeiliaid tai. Bydd hyn yn cael ei gynnwys yn yr ymgynghoriad ar fersiwn nesaf y Rhaglen Cartrefi Cynnes.

3. *Darparu gwybodaeth am strategaeth sy'n dwyn ynghyd achosion dyled a thlodi, yn arbennig yn ymwneud â'r cynnydd mewn yswiriant cenedlaethol, a thoriadau credyd cynhwysol a thlodi tanwydd.*

Gwyddom fod costau byw cynyddol a diwedd y cynnydd o £20 yr wythnos ar y taliad Credyd Cynhwysol yn golygu bod rhai teuluoedd ar incwm isel yn wynebu gaeaf caled. Mae asesiad cynhwysfawr o effaith gyfunol Cyllideb yr Hydref Llywodraeth y DU a gyhoeddwyd gan y [Resolution Foundation](#) yn nodi:

“The Chancellor’s answer to this winter’s cost of living crunch was a significant increase to the generosity of Universal Credit (UC) for working households. The move to ensure that those on the benefit can keep significantly more of each extra pound earned, and raising the amount that households with children can earn before their benefits start to be reduced. But, overall, these changes will be overshadowed by last month’s £6 billion cut to entitlement: three-quarters of families on UC will lose more from the £20 cut than they gain from the Budget changes. Even if we also take into account the impact of the faster-than-average-earnings increase to the National Living Wage, the poorest fifth of households will still be an average of £280 a year worse off overall.”

Mae mynd i'r afael â thlodi ac anghydraddoldeb yn flaenoriaeth ar gyfer tymor y Senedd hon. Drwy'r Rhaglen Lywodraethu rydym wedi nodi ein hymrwymiad i wella canlyniadau ar gyfer aelwydydd incwm isel. Mae hyn yn cynnwys parhau i gefnogi ein rhaglen Dechrau'n Deg flaenllaw; ymrwymiad i adolygu meini prawf cymhwysedd ar gyfer prydau ysgol am ddim; a chyllid ychwanegol ar gyfer gofal plant pan fo rhieni mewn addysg a hyfforddiant. Mae ein cefnogaeth i 'gyflog cymdeithasol' mwy hael drwy fentrau fel ein Cynnig Gofal Plant, ein Cynllun Gostyngiadau'r Dreth Gyngor, ein Rhaglen Cartrefi Cynnes a Phresgripsiynau am Ddim, yn arwain at fwy o arian ym mhocedi dinasyddion Cymru.

Rwy'n parhau i gwrdd â'm cyd-weinidogion i drafod cyfleoedd i fynd i'r afael â thlodi wrth ddatblygu a chyflawni eu hymrwymladau yn y Rhaglen Lywodraethu, ac o fewn eu hystyriaethau o ran polisiau a darparu gwasanaethau. Mae'r trafodaethau hyn yn canolbwyntio ar dystiolaeth o'r hyn sy'n gweithio i fynd i'r afael â thlodi. Maent yn ystyried yr argymhellion sy'n deillio o'r adolygiad Tlodi Plant, er mwyn sicrhau bod rhaglenni a ariennir gan Lywodraeth Cymru yn cael yr effaith fwyaf bosibl ar fywydau plant sy'n byw mewn tlodi. Byddant hefyd yn cael eu hategu gan ganfyddiadau'r gwaith ymchwil a dadansoddi sy'n cael eu cynnal ar hyn o bryd gan Ganolfan Polisi Cyhoeddus Cymru ar fynd i'r afael â thlodi yng Nghymru. Mae hyn yn ystyried strategaethau lliniaru tlodi rhyngwladol a rhaglenni a pholisiau lleihau tlodi effeithiol.

Yn ogystal, mae tlodi wedi bod yn thema drawsbynciol unwaith eto ym mhroses cynllunio'r gyllideb, gyda thrafodaeth thematig gyllidebol weinidogol wedi'i chynnal yn ddiweddar.

4. *Darparu rhagor o wybodaeth am rôl yr uned data cydraddoldeb.*

Bydd Uned Data Cydraddoldeb yn eistedd ochr yn ochr ag Uned Gwahaniaethau Anabledd ac Uned Gwahaniaethau Hiliol. Bydd pob un yn ceisio gwella'r defnydd o dystiolaeth cydraddoldeb a'i hargaeledd yng Nghymru. Mae Llywodraeth Cymru wrthi'n datblygu strategaeth recriwtio ar gyfer yr Unedau ar hyn o bryd. Mae gwaith cwmpasu'r Unedau wedi nodi rhai prosiectau y bydd yr Unedau'n ceisio canolbwyntio arnynt unwaith y bydd yr adnodd yn ei le. Unwaith y bydd gan yr Unedau adnoddau, byddwn yn ceisio datblygu'r rhaglenni tystiolaeth unigol ar gyfer pob Uned. Ar y pwynt hwn, byddwn yn gallu rhoi rhagor o fanylion am union natur y gwaith a beth fydd y blaenoriaethau allweddol.

Disgwylir y bydd yr Uned Data Cydraddoldeb yn edrych ar ffyrdd arloesol o gynhyrchu dadansoddiadau ynghylch rhywedd, gan weithio ochr yn ochr â dadansoddwyr eraill Llywodraeth Cymru. Bydd rhywedd yn parhau i fod yn flaenoriaeth i ddadansoddwyr ar draws y sefydliad. Bydd KAS yn adolygu'r wybodaeth a gyhoeddir gennym ar ryw a rhywedd cyn bo hir er mwyn sicrhau ein bod yn adrodd data'n glir. Bydd hyn yn cynnwys ystyried argymhellion y Tasglu Data Cynhwysol yn ogystal â chanllawiau ystadegau swyddogol eraill.

Mae Admin Data Research Wales yn gwneud cais am gyllid i ddatblygu prosiect i greu set ddata ledled y DU o ddangosyddion amddifadedd unigol / aelwydydd. Byddai'r gwaith hwn yn ategu mynegeion amddifadedd sy'n seiliedig ar ardaloedd (fel Mynegai Amddifadedd Lluosog Cymru (MALIC)), sydd ar hyn o bryd yn ffurfio'r sylfaen dystiolaeth graidd ar gyfer amddifadedd sydd ar gael i ddadansoddwyr a llunwyr polisïau. Disgwylir y bydd yr Unedau'n gweithio gydag ADRU i sicrhau bod y prosiect hwn yn ystyried agweddau ar gydraddoldeb wrth fesur amddifadedd aelwydydd, gan gynnwys rhywedd. Ni ddisgwylir penderfyniad ariannu tan 2022.

5. *Darparu rhagor o wybodaeth am y ffordd y mae Llywodraeth Cymru yn cefnogi'r rhai sy'n gweithio ac sy'n cael eu gwthio i ddyled, ond nad ydynt yn gymwys i gael cymorth gan y llywodraeth.*

Mae Llywodraeth Cymru wedi ymrwmo i helpu pob aelwyd sy'n cael trafferth gyda'u harian. Byddwn yn parhau i ganolbwyntio ar ein hamcanion i leihau nifer y plant sy'n byw ar aelwydydd di-waith, gwella sgiliau rhieni, lleihau anghydraddoldebau mewn canlyniadau addysg, iechyd ac economaidd a gweithredu i gynyddu incwm aelwydydd. Ceir amlinelliad byr o'r gweithgareddau sy'n canolbwyntio ar gefnogi pob aelwyd i wneud y mwyaf o'u hincwm isod.

- a) Mae'r Cynllun Cymorth Hunanynysu yn rhoi cymorth ariannol i'r rhai sy'n gorfod hunanynysu yn ôl y gyfraith, os byddant yn colli incwm ac mae hyn wedi helpu i leihau'r risg y bydd aelwydydd yn wynebu dyled/dyled bellach. O 7 Awst, cynyddodd y taliad cymorth hunanynysu o £500 i £750 ac mae'r cynllun wedi'i ymestyn tan fis Mawrth 2022.

- b) Mae'r Grant Caledi i Denantiaid yn cynnig cymorth ariannol i denantiaid y sector preifat i glirio ôl-ddyledion rhent a gronnwyd yn ystod y pandemig. Mae'r grantiau'n cael eu neilltuo i denantiaid nad ydynt yn derbyn unrhyw gymorth ariannol tuag at eu costau tai o'r system nawdd cymdeithasol.
- c) Mae'r Gronfa Cymorth Dewisol ar gael i gefnogi pobl yng Nghymru sy'n profi caledi ariannol. Nid yw mynediad aelwyd at Daliad Cymorth Brys yn ddibynnol ar dderbyn budd-dal nawdd cymdeithasol.
- d) Mae Llywodraeth Cymru wedi ymrwymo i helpu pawb yng Nghymru i hawlio'r holl gymorth ariannol y mae ganddynt hawl iddo. Yn ddiweddar, lanswyd ei hail ymgyrch genedlaethol i hawlio budd-daliadau lles, sef *'Hawliwch yr hyn sy'n ddyledus i chi'*. Mae negeseuon creadigol yr ymgyrch wedi'u cynllunio i gyfathrebu'n gadarnhaol â phobl heb unrhyw gysylltiad blaenorol â'r system nawdd cymdeithasol.
- e) Mae ymrwymiad Llywodraeth Cymru i gefnogi gwasanaethau cynghori yn sicrhau y gall pobl ledled Cymru gael cyngor diduedd yn rhad ac am ddim ar ddyledion (a chyngor ar faterion lles cymdeithasol eraill). Mae model darparu gwasanaethau'r Gronfa Gyngori Sengl yn seiliedig ar yr egwyddor o ymyrraeth gynnar sy'n anelu at gyrraedd pobl cyn i broblem ddatblygu i fod yn argyfwng.
- f) Mae Llywodraeth Cymru yn gweithio'n agos iawn gydag undebau credyd ac yn darparu cyllid sylweddol fel y gallant hyrwyddo mynediad at gredyd fforddiadwy i bob aelwyd a denu pobl i ffwrdd rhag defnyddio benthycwyr cost uchel a benthycwyr anghyfreithlon. Yn ystod 2020-21, darparwyd cyfanswm o £2.5 miliwn gennym i undebau credyd i gefnogi eu gwaith pwysig.

6. Anfon gwybodaeth am farn Llywodraeth Cymru ar goelcerthi dyledion.

Gwyddom y gall y canlyniadau i aelwydydd sy'n straffaglu â dyled fod yn ddifrifol. Mae cynllun rhyddhad rhag dyledion, gyda Llywodraeth Cymru yn prynu dyled wael a gronnwyd o ganlyniad uniongyrchol i'r pandemig ac yn ei chanslo ar gyfer y rhai mwyaf agored i niwed mewn cymdeithas, yn gynnig y bydd angen ei ystyried yn fanwl ac yn ofalus. Er enghraifft, rhaid i gynllun o'r fath sicrhau cydraddoldeb a thegwch i aelwydydd a oedd yn ei chael hi'n anodd yn ariannol oherwydd y pandemig, ond a dalodd eu hymrwymadau ariannol, efallai drwy ddewis cwtogi ar wariant arall. Byddai angen meini prawf cymhwysedd gwrthrychol a thryloyw ar y cynllun hefyd, er mwyn gwahaniaethu rhwng yr aelwydydd hynny a fyddai wedi gallu talu eu hymrwymadau ariannol ond wedi dewis peidio, a'r aelwydydd hynny nad oedd yn gallu talu.

Mae'n bwysig nodi bod cynlluniau rhyddhad dyledion yn bodoli i helpu pobl i reoli dyled sydd wedi cronni yn ystod y pandemig. Er enghraifft, er bod dyletswydd ar awdurdod lleol i fynd ar drywydd ôl-ddyledion y dreth gyngor gan aelwydydd sydd â'r modd i dalu, gallant ddileu ôl-ddyledion os ydynt yn barnu nad oes gobaith rhesymol o adennill y ddyled. Bydd credydwyr cyllid personol hefyd yn dileu dyled

Ile mae tystiolaeth gymhellol, oherwydd amgylchiadau unigol eu dyledwr, nad oes gobraith y bydd y ddyled yn cael ei hadennill. (Er gwybodaeth, yn ystod y cyfnod rhwng mis Ionawr 2020 a mis Medi 2021, cefnogodd y gwasanaethau cyngor ar ddyledion a ddarperir drwy'r Gronfa Gyngori Sengl dros 30,000 o bobl i ddelio â 113,971 o faterion dyled, gyda chyfanswm dyledion gwerth o £13,983,727 yn cael eu dileu gan gredydwr.)

- 7. Cadarnhau a fydd y cyfnod rhybudd o chwe mis sydd yn ei le ar hyn o bryd yn cael ei ymestyn nes i Ddeddf Rhentu Cartrefi 2016 ddod i rym, a pha asesiadau a wnaed o'r hyn allai ddigwydd pe bai bwlch nes i'r Ddeddf ddod i rym.*

Mae'r mesurau mewn perthynas â thenantiaethau preswyl sydd mewn grym o dan Ddeddf Coronafeirws 2020 yn ymwneud â thri o nodau cyffredinol Deddf 2020, sef: rheoli ac arafu'r feirws; lleddfu'r baich ar staff rheng flaen; a chefnogi pobl. Mae angen cyfiawnhau defnyddio'r pwerau ar y sail honno, felly mae'n bosibl y gallai'r mesurau ddod i ben cyn i'r Ddeddf Rhentu Cartrefi gael ei gweithredu.

Fodd bynnag, gan ein bod yn bwriadu gweithredu Rhentu Cartrefi erbyn toriad yr haf y flwyddyn nesaf, bydd unrhyw gyfnod o droi yn ôl at y trefniadau a oedd yn gymwys cyn i fesurau gael eu gweithredu o dan Ddeddf 2020 yn gymharol fyr. Mae'n bwysig nodi hefyd bod y cyfnod rhybudd o chwe mis sydd mewn grym ar hyn o bryd o dan Ddeddf 2020 yn berthnasol i bob sail ar gyfer troi allan, ac eithrio ymddygiad gwrthgymdeithasol a thrais domestig. O dan Rhentu Cartrefi, dim ond i hysbysiad y landlord a ddyroddir o dan adran 173 ac o dan gymal terfynu landlord mewn contract safonol cyfnod penodol y bydd y cyfnod rhybudd o chwe mis yn gymwys. Bydd hysbysladau eraill, megis mewn perthynas â thorri contract ac ôl-ddyledion rhent difrifol, am gyfnodau byrrach. Felly, bydd newid beth bynnag i'r cyfnodau rhybudd sy'n gymwys o dan Ddeddf 2020. Byddwn, wrth gwrs, yn parhau i weithio'n agos gyda rhanddeiliaid i sicrhau bod y broses o drosglwyddo i'r trefniadau newydd o dan Rhentu Cartrefi mor llyfn â phosibl.

- 8. Darparu rhagor o wybodaeth am yr hyn y mae'r llywodraeth yn ei wneud i gefnogi dioddefwyr camdriniaeth ddomestig sydd o bosib wedi cael problemau dyledion.*

Gwyddom y gall cam-drin domestig a thrais rhywiol gael effaith ddifrifol a pharhaol ar bob agwedd ar fywyd i ddiodefwyr. Mae cam-drin ariannol, math o reolaeth drwy orfodaeth, yn cael ei brofi gan y mwyafrif llethol o ddiodefwyr. Mae diodefwyr yn aml yn ei chael hi'n anodd cael gafael ar y cymorth sydd ei angen arnynt. Mae'n hanfodol defnyddio pob cyfle posibl i ganfod camdriniaeth a sicrhau bod y rhai sydd mewn perygl yn cael y cyfle i gael y cymorth sydd ei angen arnynt. Rhaid inni weld y darlun cyfan ar gyfer pob diodefwr, goroeswr a theulu fel y gellir cefnogi'r rhai sy'n profi cam-drin domestig yn effeithlon ac yn effeithiol.

Eleni, mae Llywodraeth Cymru wedi cynyddu'r dyraniad cyllid i sefydliadau VAWDASV arbenigol y Trydydd Sector 4% i sicrhau y gallant ymateb i'r galw cynyddol o ganlyniad i'r pandemig. Gall sefydliadau arbenigol weithio gyda diodefwyr ar ddull sy'n seiliedig ar gryfderau ac yn cael ei arwain gan anghenion, gan gynnwys cyngor ar ddyledion a chyfeirio at gynghorwyr dyledion arbenigol lle bo angen. Mae sawl sefydliad sy'n cefnogi'r rhai sy'n profi cam-drin domestig yn Bartneriaid Mynediad yn y Gronfa Gyngori Sengl.