List of Required Qualifications

to work within the Playwork Sector in Wales

This list should be used in conjunction with the qualification list produced by the Care Council for Wales and any other sector skills council with responsibility for parts of the early years workforce working in different sectors (e.g. health, education). It should also be used in conjunction with service standards and regulations, where stipulated by the Care and Social Services Inspectorate Wales (CSSIW).
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Foreword

SkillsActive, the Sector Skills Council for Active Leisure, Learning and Well-being, was established in 2003 by government licence as an independent, employer-led organisation whose role is to ensure that the skills system is driven by the needs of employers from the voluntary, public and private sectors in playwork, sport, fitness, the outdoors, caravans, hair and beauty. The organisation’s vision is more people, better skilled, better qualified and our mission is to deliver the workforce for the nation’s well-being. We do this by engaging employers, registering individuals and endorsing providers, ensuring the right skills and qualifications are available and that the workforce is equipped to deliver the highest quality of service.

This List of Required Qualifications to work within the Playwork Sector in Wales is fundamental to our work and supersedes all previous versions.

Qualifications that are recognised by employers, fit-for-purpose and support high quality professional development are crucial to raising the status and contributing to the professionalization of the play workforce in Wales.

SkillsActive would like to thank Play Wales, the Welsh Government and all those partners who have contributed to the development of this List of Required Qualifications to work within the Playwork Sector in Wales.
Section 1: Introduction and Guidance

The List of Required Qualifications to work within the Playwork Sector in Wales provides guidance for employers and practitioners, training providers, regulatory bodies and other organisations on the required occupational qualifications for those working in the playwork sector with children under the age of 8 years.

This list should be used in conjunction with the qualification list produced by the Care Council for Wales and any other sector skills council with responsibility for parts of the early years workforce working in different sectors (e.g. health, education). It should also be used in conjunction with service standards and regulations, where stipulated by the Care and Social Services Inspectorate Wales (CSSIW).

1.1 Playwork service areas within the SkillsActive footprint

The SkillsActive ‘footprint’ for playwork covers the facilitation and provision of play opportunities outside of the educational curriculum for school age children, and encompasses provision in the voluntary, maintained and private sectors, in the following play settings: adventure playgrounds, holiday play schemes, out of school care (including breakfast clubs, lunch clubs, after school clubs, holiday clubs (3-16 years)), school and community play centres, mobile play projects, specialist play projects, indoor play centres and family activity centres, and play ranger provision. The required qualifications listed in this document have been designed to be suitable, at the appropriate level, for all those working in the playwork settings listed above. In addition, there are people working in play development and childcare business support roles and while it is recognised that these roles enhance the development and delivery of play provision, the scope of this document is specifically those staff working in settings listed in the National Minimum Standards for Regulated Childcare and does not cover staff working outside of those settings in support and development roles.

See Appendix 1 for a detailed description of the types of setting which fall under the Care Council for Wales remit.

1.2 Definitions of job roles covered by the National Minimum Standards for Regulated Childcare

1.2.1 Playworker

A playworker facilitates the provision of play opportunities as a member of a team in a non-supervisory role (although their job title may vary)

1.2.2 Senior Playworker / Playworker in Charge

A senior playworker or playworker in charge facilitates the provision of play opportunities and can often take an unsupervised or supervisory role leading the team (although their job title may vary)
1.2.3 Playwork Manager
A playwork manager usually facilitates the provision of play opportunities and has a supervisory role, sometimes working across multiple sites. They might also work as a Play Development Officer or Co-ordinator (although their job title may vary).

1.3 Status of the Qualifications List
Q: Is the Qualification List mandatory?
A: Practitioners included in the qualified staff ratios will need to hold one of the qualifications named on the Qualifications List to be able to practice within the service areas that sit within SkillsActive’s playwork footprint, cited in 1.1 above.

1.4 Qualifications required to meet the National Minimum Standards for Regulated Childcare
The National Minimum Standards describe the minimum requirements for regulated childcare settings and aim to ensure safe and quality services. They are published by the Welsh Government and are used by the Care and Social Services Inspectorate Wales (CSSIW) when they undertake registration and inspections. There may be additional qualifications that are not required by the National Minimum Standards but are a requirement of Welsh Government policies.

1.5 Past qualifications accepted for practice
These are qualifications which are no longer available but which continue to meet the qualification requirements for the National Minimum Standards or Welsh Government policies. It is important to engage in regular professional development to keep up to date with best practice.

1.6 Criteria for qualifications to appear on the Qualifications List
For a qualification to be accepted and placed on the list, it will have needed to meet a set of criteria know as ‘design principles’. The design principles require qualifications to:
- Be based on the core national occupational standards for a given role which are developed in partnership with the sector and deemed fit for purpose by the sector
- Be externally verifiable
- Contain an element of assessment of performance in addition to assessment of knowledge and understanding
- Promote the acquisition of knowledge, understanding, skills and competence for the given role
- Be easily aligned to qualifications frameworks across the UK and EU to support cross-border transferability (i.e. Credit and Qualifications Framework for Wales, Qualifications and Credit Framework, Scottish Credit and Qualifications Framework, and European Qualifications Framework)
1.7 **Qualifications that do not meet the design criteria**

There are a number of qualifications which do not appear on the list. This is because they do not meet the design principles for full qualifications. The qualifications which are not on the list are:

1.7.1 At level 2 and 3, the Diplomas in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF, the Level 3 Diploma for the Children and Young People’s Workforce (QCF), the level 2 and 3 NVQs in Children’s Care, Learning and Development, and NVQs in Child Care and Education do not cover the core national occupational standards for playwork and are therefore not deemed to be fit for purpose for work in a playwork setting.

1.7.2 At level 2, the QCF Awards and Certificates offered by CACHE (500/9066/5 & 500/9044/6), City and Guilds (500/8744/7 & 500/8659/5), Pearson Edexcel / EDI (500/9269/8 & 500/9270/4) and SQA (500/4733/4 & 500/4731/0; 600/6932/6 & 600/6933/8) do not cover the core national occupational standards or contain assessment of practice and are not therefore full qualifications.

1.7.3 At level 3, the QCF Awards and Certificates offered by CACHE (501/0992/3 & 501/0993/5), City and Guilds (501/1484/0 & 501/1486/4), Pearson Edexcel / EDI (501/1311/2 & 501/1312/4) and SQA (600/4292/8 & 600/4312/X) do not cover the core national occupational standards or contain assessment of practice and are not therefore full qualifications.

1.7.4 City and Guilds level 2 Certificate in Playwork (500/4301/8) is not a full qualification.

1.7.5 City and Guilds level 3 Certificate in Playwork (500/1204/6) is not a full qualification.

1.7.6 At level 4, the QCF Awards and Certificates in Playwork offered by CACHE (600/4052/X & 600/4042/7) and City and Guilds (600/4888/8 & 600/4889/X) are not full qualifications.

1.8 **The Award in Transition to Playwork from Early years**

At level 3, the QCF Awards in Transition to Playwork (from Early Years) offered by CACHE (600/0500/2), City and Guilds (600/1229/8), Pearson EDI (600/3253/4) and Pearson BTEC (601/1139/2) and the Award in Playwork for Early years and Childcare Workers offered by CACHE (100/6071/6) which, along with the entry requirement to hold a level 3 early years qualification, cover the knowledge and understanding for playwork do not contain assessment of practice in a playwork context.

We recognise that this qualification has been accepted to date by CSSIW in regulated settings, and we do not want to disadvantage those holding this qualification or planning to undertake it. We therefore recommend that this qualification continues to be accepted in its current form until September 2018, during which time the qualification must be re-framed to include an assessment of practice.
1.9  **Equivalence and prior learning**
There may be some circumstances where a qualification can be deemed equivalent to one of those specified on the list. In such cases, this should be discussed with CSSIW in the first instance. CSSIW may contact SkillsActive for advice, if required. In the specific case of the Level 4 NVQ in Playwork, it has been agreed that, as a significant number of the units are at a higher level, this qualification will be accepted as the equivalent of a Level 5 Playwork NVQ for registration and inspection purposes. Awarding organisations are also able to recognise prior learning and, where appropriate, accept this towards the achievement of a different qualification. The awarding organisation should be approached directly for further information.

1.10  **Qualifications gained outside of Wales**
The Qualifications List only specifies those playwork qualifications which are available in Wales, although many of these are also available in England and Northern Ireland. In addition, because recognised qualifications are based on national occupational standards, Scottish Vocational Qualifications (SVQs) at the appropriate level are also acceptable as they meet the design principles listed above.

1.11  **Induction for playwork and out of school childcare practitioners**
We recommend that all playwork practitioners should receive induction training which includes health and safety, and child protection policies and procedures during their first week of employment. In addition, should employers wish to enhance this with an induction to the sector, the unit contents of the QCF Award in Playwork at the appropriate level can be used to support the staff member in gaining the relevant knowledge and understanding for their role.

1.12  **Continuing professional development**
Continuing professional development (CPD) can be described as on-going learning and development to update, improve and extend professional practice throughout a person’s career. It encompasses an approach to learning which recognises every day experiences as learning opportunities and is a personal commitment to continuously updating knowledge and skills. To support staff in accessing and engaging with CPD, SkillsActive has developed a Skills Protocol for employers to sign, demonstrating their commitment to planning CPD with and for their staff which can be found at [http://www.skillsactive.com/welsh-playwork-skills-protocol](http://www.skillsactive.com/welsh-playwork-skills-protocol). In addition, engagement in CPD is a requirement for renewal of membership of the Register of Playwork Professionals, designed as a demonstration by members of their commitment to updating and improving their knowledge and practice as playworkers, and their professional approach to their work with children and young people. More information on the Register of Playwork Professionals can be found at [http://www.playworkregister.org](http://www.playworkregister.org).

1.13  **Work-based qualifications for career progression and continuing professional development**
In addition to the full, playwork qualifications which provide opportunities to support career progression, there are a number of optional units at levels 2 and 3 (and at level 4 and 5, a number of stand-alone CPD units) which are suitable for those working in a variety of settings and can be undertaken as continuing professional development. The full list of unit titles for each level is available on the SkillsActive website www.skillsactive.com

1.14 Higher education qualifications for career progression and continuing professional development
SkillsActive recognises the value that study in higher education can bring to a playworker’s knowledge and practice, and provides an endorsement service for those higher education institutions offering playwork at level 4 and above. For further information on endorsed playwork higher education qualifications, see the SkillsActive website www.skillsactive.com

1.15 Delivery and assessment of qualifications
The quality and reputation of qualifications rely on the knowledge, skills and competence, both occupational and subject, of trainers and assessors delivering them. Working with employers, trainers and awarding organisations, SkillsActive has developed a statement of occupational competence which provides guidance on the criteria which those people who are involved in the delivery and assessment of qualifications and training are expected to meet. This statement can be found on the SkillsActive website www.skillsactive.com

1.16 Welsh language and culture
SkillsActive encourages the promotion of Welsh language awareness and cultural sensitivity. The importance of understanding language development and bilingual development within the Welsh context should not be undervalued. Some of the qualifications listed in this document are available through the medium of Welsh and, where these are required, advice should be sought from the appropriate awarding organisation. Alternatively, advice on delivery in Welsh can be gained from Clybiau Plant Cymru or from Play Wales.

1.17 Summary of Changes
- At level 2 and 3, the Diplomas in Children’s Care, Learning and Development (Wales and Northern Ireland) QCF, the Level 3 Diploma for the Children and Young People’s Workforce (QCF), the level 2 and 3 NVQs in Children’s Care, Learning and Development, and NVQs in Child Care and Education do not cover the core national occupational standards for playwork and are therefore not deemed to be fit for purpose for work in a playwork setting. These qualifications were not specified as acceptable on the last published List; this new List seeks to clarify that by itemising those qualifications which do not meet the design criteria.
- The SQA Level 3 Diploma in Playwork Principles into Practice (QCF) has been added to the list
Section 2: Qualifications required by National Minimum Standards to work in Play Provision with children under the age of 8 years

<table>
<thead>
<tr>
<th>Playworker</th>
</tr>
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<tbody>
<tr>
<td>Proportion of the workforce required by National Minimum Standards (March 2012): ‘at least 50% of the non-supervisory staff holds a level 2 qualification which is appropriate to the post.’</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current qualifications required for National Minimum Standards</th>
<th>Past qualifications accepted</th>
<th>Suggested work-based qualifications for career progression and continuing professional development</th>
</tr>
</thead>
<tbody>
<tr>
<td>500/9047/1 CACHE Level 2 Diploma in Playwork (NVQ) (QCF)</td>
<td>500/3786/9 CACHE Level 2 NVQ in Playwork</td>
<td>Level 3 Diploma in Playwork (NVQ) (QCF)</td>
</tr>
<tr>
<td>500/8681/9 City and Guilds level 2 Diploma in Playwork (NVQ) (QCF)</td>
<td>100/2880/8 CACHE NVQ in Playwork</td>
<td>Level 3 Diploma in Playwork Principles into Practice</td>
</tr>
<tr>
<td>600/3262/5 Pearson Edexcel Level 2 Diploma in Playwork (NVQ) (QCF)</td>
<td>500/3767/5 City &amp; Guilds Level 2 NVQ in Playwork</td>
<td>Optional units from Level 2 Diploma in Playwork (NVQ) (QCF) suite</td>
</tr>
<tr>
<td>500/9298/4 Pearson EDI Level 2 Diploma in Playwork (NVQ) (QCF)</td>
<td>100/2915/1 City &amp; Guilds Level 2 NVQ in Playwork</td>
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<tr>
<td>600/7020/1 SQA Level 2 Diploma in Putting Playwork Principles into Practice (QCF), known as P3</td>
<td>100/3187/X Edexcel Level 2 NVQ in Playwork</td>
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<tr>
<td></td>
<td>500/5268/8 Edexcel Level 2 NVQ in Playwork</td>
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<td></td>
<td>500/5467/3 EDI Level 2 NVQ in Playwork</td>
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<tr>
<td></td>
<td>500/4302/X City &amp; Guilds Level 2 Diploma in Playwork</td>
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<td></td>
<td>500/4732/2 SQA Level 2 Diploma in Playwork Principles into Practice (QCF), known as P3</td>
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</tbody>
</table>
## Senior Playworker / Playworker in Charge

**Proportion of the workforce required by National Minimum Standards (March 2012):** ‘the person in charge has at least a level 3 qualification which is appropriate to the post’.

<table>
<thead>
<tr>
<th>Current qualifications required for National Minimum Standards</th>
<th>Past qualifications accepted</th>
<th>Suggested work-based qualifications for career progression and continuing professional development</th>
</tr>
</thead>
<tbody>
<tr>
<td>501/0997/2 CACHE Level 3 Diploma in Playwork (NVQ) (QCF)</td>
<td>100/5795/X CACHE Level 3 NVQ in Playwork</td>
<td>600/4055/5 CACHE Level 5 Diploma in Playwork (NVQ) (QCF)</td>
</tr>
<tr>
<td>501/1488/8 City and Guilds Level 3 Diploma in Playwork (NVQ) (QCF)</td>
<td>Q1050837 CACHE Level 3 NVQ in Playwork</td>
<td>600/6936/3 City and Guilds Level 5 Diploma in Playwork (NVQ) (QCF)</td>
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<tr>
<td>600/3264/9 Pearson Edexcel Level 3 Diploma in Playwork (NVQ) (QCF)</td>
<td>500/5185/4 CACHE Level 3 NVQ in Playwork</td>
<td>600/4053/1 CACHE Level 4 Award in Obtaining Additional Finance for the Organisation</td>
</tr>
<tr>
<td>501/1316/1 Pearson EDI Level 3 Diploma in Playwork (NVQ) (QCF)</td>
<td>500/5323/1 City and Guilds Level 3 NVQ in Playwork</td>
<td>600/4045/2 CACHE Level 4 Award in Working with other Organisations, Agencies and Professionals in a Playwork Context</td>
</tr>
<tr>
<td>600/4314/3 SQA Level 3 Diploma in Playwork Principles into Practice, known as P3</td>
<td>Q1050878 City and Guilds Level 3 NVQ in Playwork</td>
<td>SkillsActive Endorsed Higher Education Qualifications (see <a href="http://www.skillsactive.com">www.skillsactive.com</a>)</td>
</tr>
<tr>
<td>600/0500/2 CACHE Award in Transition to Playwork from Early Years*</td>
<td>100/5855/2 City and Guilds Level 3 NVQ in Playwork</td>
<td>601/5370/2 CACHE Level 5 Diploma in Advanced Playwork (Wales) (QCF)</td>
</tr>
<tr>
<td>Code</td>
<td>Qualification</td>
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<tr>
<td>600/1229/8</td>
<td>City and Guilds Award in Transition to Playwork from Early Years*</td>
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<tr>
<td>Q1050977</td>
<td>Edexcel Level 3 NVQ in Playwork</td>
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<tr>
<td>600/3253/4</td>
<td>Pearson EDI Award in Transition to Playwork from Early Years*</td>
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<tr>
<td>100/5669/5</td>
<td>Pearson Edexcel Level 3 NVQ in Playwork</td>
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<tr>
<td>601/1139/2</td>
<td>Pearson BTEC Award in Transition to Playwork from Early Years*</td>
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<tr>
<td>500/5460/0</td>
<td>Pearson EDI Level 3 NVQ in Playwork</td>
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<tr>
<td>500/1205/8</td>
<td>City &amp; Guilds Level 3 Diploma in Playwork</td>
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<tr>
<td>500/1365/8</td>
<td>CACHE Level 3 Diploma in Playwork</td>
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<tr>
<td>100/6071/6</td>
<td>CACHE Award in Playwork for Early Years and Childcare Workers*</td>
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</table>

*See Section 1.8 for more information
**Playwork Manager**

Proportion of the workforce required by National Minimum Standards: at present, there is no requirement for managerial staff to hold qualifications. However, to support progression and quality improvement, SkillsActive recommends the following:

<table>
<thead>
<tr>
<th>Current qualifications recommended</th>
<th>Past qualifications which are equivalent</th>
<th>Suggested work-based qualifications for career progression and continuing professional development</th>
</tr>
</thead>
<tbody>
<tr>
<td>600/4055/5 CACHE Level 5 Diploma in Playwork (NVQ) (QCF)</td>
<td>500/1709/3 City and Guilds Level 4 NVQ in Playwork</td>
<td>600/4045/2 CACHE Level 4 Award in Working with Other Organisations, Agencies and Professionals in a Playwork Context (QCF)</td>
</tr>
<tr>
<td>600/6936/3 City &amp; Guilds Level 5 Diploma in Playwork (NVQ) (QCF)</td>
<td>100/6037/6 Pearson Edexcel Level 4 NVQ in Playwork</td>
<td>600/4045/6 CACHE Level 4 Award in Supporting Others in Accessing the Resources they need to provide play environments</td>
</tr>
<tr>
<td>500/5461/2 Pearson EDI Level 4 NVQ in Playwork</td>
<td>600/4051/8 CACHE Level 4 Award in Providing Information to Inform Decision Making</td>
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<tr>
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<td>600/4053/1 CACHE Level 4 Award in Obtaining Additional Finance for the Organisation</td>
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<td></td>
<td>600/4056/7 CACHE Level 5 Award in Providing Leadership in own area of responsibility</td>
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<td></td>
<td>600/4111/0 CACHE Level 5 Award in Managing Finance in Own Area of Responsibility</td>
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<tr>
<td></td>
<td>600/4061/0 CACHE Level 5 Award in Developing and Implementing Procedures to Safeguard Children and Young People</td>
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</tr>
<tr>
<td></td>
<td>SkillsActive Endorsed Higher Education Qualifications</td>
<td></td>
</tr>
</tbody>
</table>
Appendix 1

Early Years and Childcare settings which fall under the remit of the Care Council for Wales:

- Full daycare – day nurseries
- Sessional Care – playgroups and Cylch Meithrin
- Crèches
- Childminding – home-based childcare
- Out of school Care – wrap-around care, care around nursery education for 3 and 4 year olds and Integrated Children’s Centres