Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Learning and induction framework for early years and childcare managers

The Learning and induction framework for early years and childcare managers replaces the All Wales Induction framework for early years and childcare managers.

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Go to https://socialcare.wales/qualifications-funding/induction-frameworks/learning_induction_framework_early_years_childcare_managers for the latest version.

Information about the Learning and induction framework for early years and childcare managers.

Introduction

The **Learning and induction framework for early years and childcare managers (the framework)** covers the knowledge and practice needed for leadership and management in early years and childcare settings. It can be used to support induction into a management role as well as supporting continuing learning and professional development throughout a manager’s career.

This framework replaces the All Wales Induction framework for early years and childcare managers.

What is it?

The framework is a nationally recognised, evidence-based learning and induction process that will help you build confidence in your responsibilities as a manager.

It will support induction into management roles and ongoing professional development, helping you build and maintain the knowledge and skills needed for effective leadership and management in children's care, play, learning and development.

The framework is made up of two parts:

Part A – Knowledge

Part A is based around three main standards that focus on what you need to ***know*** as a manager:

- **Standard 1:** Leading child-centred practice
- **Standard 2:** Theoretical frameworks for leadership and management
- **Standard 3:** Leading and managing effective team performance

Part B – Competency

Part B is based around the six main standards that focus on the competences gained while working as a manager:

- **Standard 1:** Lead and manage child-centred practice
- **Standard 2:** Lead and manage effective team performance
- **Standard 3:** Lead and manage the quality of workplace/setting
- **Standard 4:** Professional practice
- **Standard 5:** Lead and manage practice which promotes the safeguarding of children
- **Standard 6:** Lead and manage health, safety and security in the workplace/setting

Framework documents

Documents

You will need the following documents to complete the framework:

Framework guidebook

Evidence record: Part A (Knowledge)

Evidence record: Part B (Competency)

Before you begin the framework, or support someone else to complete it, we recommend that you read the guidebook first.

Who should complete this framework?

If you are new to an early years and childcare manager role, we recommend completing Part A and Part B of the framework as part of your induction. The framework will help you develop the knowledge and skills needed to lead and manage early years and childcare services effectively.

If you are an experienced manager, we recommend using the framework as part of your continuing professional development. Completing Part A and Part B can help you refresh and strengthen your knowledge, reflect on your practice, and identify areas for further learning and development.

Part A can also support individuals aspiring to move into a management role by helping them build their understanding of leadership and management in the sector.

How will you complete the framework?

There are two documents to complete:

- **Evidence record: Part A (Knowledge)** - to complete Part A of the framework
- **Evidence record: Part B (Competency)** - to complete Part B of the framework

You will complete the framework through recording evidence in the *evidence log* area within each document. The framework encourages a holistic approach, where single pieces of evidence can be mapped across multiple standards.

What the framework covers

This framework sets out standards that match the mandatory learning outcomes for the following Practice qualifications:

- Level 4 Preparing for Leadership and Management in Children's Care, Play, Learning and Development
- Level 5 Leadership and Management of Children's Care, Play, Learning and Development: Practice.

These standards explain the required knowledge and practice for managers in early years and childcare.

While the framework uses the same learning outcomes as these qualifications, it's a workplace framework not an assessed qualification. This means that you complete it by collecting and presenting evidence from your workplace to show your competence. This is then reviewed and used to decide whether you meet the standards.

Roles and responsibilities

Individuals completing the framework

If you are completing the framework, you are responsible for completing the relevant parts and recording evidence that shows you understand the standards and to show how you use them in your role.

Nominated person

A nominated person, such as a Responsible Individual, practice lead or experienced manager, will support the new manager and monitor their progress. They will review evidence, provide feedback and sign off each standard. The nominated person should have working knowledge of the standards they're reviewing and be familiar with the manager's practice.

The nominated person will support the manager throughout the process by discussing their progress, observing their practice and providing feedback. Once all standards have been met, both the manager and the nominated person will sign off the evidence, and download a completion certificate (which should be kept safely as part of your records).

Further resources to help you

Further resources

You may also find the following documents helpful as you complete the framework:

- Sample answers document
- First year as a manager: practice guidance – This guide is a source of information and reference to support a new early years manager or person in charge in their managerial role.

Certificate of completion

When all standards have been met, the nominated person can download the completion certificate below. The nominated person and the manager will both need to sign the certificate.

Keep the completed certificate and completed evidence logs in a safe place as evidence.

Download the completion certificate

Previous version of the framework

If you started completing the All Wales induction framework for early years and childcare managers before 9 November 2026, please use the previous framework pages to complete your learning.

Contact us

If you have a question or if you can't find what you’re looking for, get in touch.