



Clybiau Plant Cymru Kids' Clubs

A company limited by Guarantee and Registered Charity

Annual report and financial Statements of the Board of Trustees

Year ending 31 March 2020

Company Number: 4296436

Charity Number: 1093260

Clybiau Plant Cymru Kids' Clubs exists to help communities in Wales by promoting, developing and supporting quality, affordable, accessible Out of School Childcare Clubs.

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Chairpersons and Chief Executive Officers Report

Clybiau Plant Cymru Kids' Clubs celebrated its 18th birthday in the financial year and we reflected on the difference we have, as an organisation, made to the Out of School Childcare sector over this period. With our support, since our inception in October 2001, clubs in Wales have increased by 169% to 1,585 and during this period we have delivered over 20,000 courses with over 87,000 attendances.

Using the impact of our previous Moondance project we were able to successfully apply for a National Lottery Fund, People and Places grant and our Connecting and Supporting the Out of School Childcare Community project commenced in January 2020. The project will allow us to build on our achievements and continue to develop the sector, as part of the Welsh foundational economy. Through this project and through the continued funding from Local Authorities we will be able to support Clubs in every county and deliver on our Strategic Objectives to continue to work effectively towards our commitment to all children, their families and the communities in Wales ensuring that they have access to quality Out of School Childcare. These projects have contributed to us achieving 87% of our fundraising target. The volume of work undertaken in writing funding applications has been immense and will enable us to further the vision of the organisation through.

The impact of the pandemic on Clybiau Plant Cymru Kids' Clubs strategic plan post financial year end, is as yet unclear. It is evident that already the sector, as is the whole country, feeling the enormous strain to survive, nervous about the future, whatever it holds. Writing this report as the sector tries to reopen and revive, it is obvious that the Out of School Childcare Sector and our support for it, will be fundamental to the recovery of the Welsh economy

The need for Clybiau Plant Cymru Kids' Clubs to continue to be the voice of the Out of School Childcare Sector and to work with Welsh Government and our other strategic partners closely and cohesively through the next year and into the future is apparent. The work already done in this context has demonstrated the intrinsic values that the staff working with the organisation hold and their desire to do all that they can to help Out of School Childcare Clubs go on to thrive is perceptible.

On behalf of the sector we wish to formally thank the staff within the organisation for adapting quickly to the rapidly changing situation towards the end of the financial year and managing their work life balance, working from home in challenging circumstances. As the Chief Executive Officer and Chairperson of the Board of Trustees we welcome the resilience that the staff have demonstrated in supporting the sector.

We will as a whole team reflect on our strategic plans and objectives, many of which will of course remain the same, that is to ensure that:

We work effectively with communities, Out of School Childcare Clubs, partners and others to develop sufficient, quality, affordable, accessible Out of School Childcare to support the wellbeing of families and the economy of Wales.

Through developing strong governance and improved sustainability, whilst aiming to support the highest quality in childcare services for families in Wales, improving the use of the Welsh Language within settings and the organisation and through providing quality training.

Whilst reviewing our objectives we will build on the strengths of the Out of School Childcare Community by supporting them to survive, revive and go on to thrive. Our staff team will continue to develop the resources necessary to support Settings in all aspects of the pandemic, with the templates and guides to needed to see the Sector through these challenging times. The training team will develop the tools to deliver online training and qualifications ensuring the continuation of a highly qualified Sector.

We trust that whatever the uncertainties the future brings that the Out of School Childcare Sector will survive and go on to thrive.



Amy Baugh
Chair of the Board of Trustees



Jane O'Toole
Chief Executive Officer

Report of the Directors and Trustees

The trustees are pleased to present their annual directors' report together with the financial statements of the charity for the year ending 31 March 2020, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019).

This is the 19th annual report of the company.

Our Mission, values, vision and strategic objectives

Mission

Clybiau Plant Cymru Kids' Clubs exists to help communities in Wales by promoting, developing and supporting quality, affordable, accessible Out of School Childcare Clubs.

Aims, Objectives and Activities

The aims for which the Charity is established are to:

- Promote the care and education of children in Out of School Childcare Clubs and to promote the provision of facilities for the play, recreation and other leisure time occupations of such children in the interest of social welfare with the objects of improving their conditions of life.
- Advance the education and training of persons providing such care and educational and recreational facilities.
- Conduct research into all aspects of the care, education and recreation of such children and to publish the useful results of such research.

The overlying principles which are employed to achieve our aims that set out how as a charity we further our legal purposes are through the following objectives:

- Support an affordable, accessible, quality Out of School Childcare Club in every community which wants one.
- Meet the needs of all children, including those with special needs, and of all parents/carers including working parents/carers, as far as is possible, and actively seek their views.
- Provide quality support services, information and training for Out of School Childcare Clubs.
- Value the staff and volunteers and deal with them in an open and fair manner.
- Enable people within the organisation to have every opportunity for self-development and training and be a best practice employer.
- Work in partnership with other organisations to help us achieve our mission statement.
- Communicate the benefits of quality Out of School Childcare to schools, parents (working and otherwise), the Government and the public at large.

Values

Clybiau Plant Cymru Kids' Clubs work is underpinned by our commitment to all children, their families and the communities in Wales ensuring that they have access to quality Out of School Childcare.

Clybiau Plant Cymru Kids' Clubs is in a unique position to deliver the promotion of, the support to, and the development of accessible, affordable quality childcare clubs in local communities across Wales

- It is an organisation with fresh and forward thinking ideas for developing and supporting childcare
- Staff are keen to promote quality services in childcare clubs.
- Links have been made through Childcare Business Development Officers into each county's Children's Partnership
- It has staff with commitment, experience and a willingness to actively improve services across Wales, be responsive to change and work in partnership with the Welsh Government and others.
- Staff have a belief in quality services for children but with the views of parents in mind
- A belief in providing quality training for staff development
- It believes quality standards in clubs can be driven forward through exciting and innovative ways of making training available to Playworkers
- It strives for equality of opportunity for all
- It is a voice for the Out of School Childcare Club sector in Wales and reflects the views of all who are involved

Vision

Clybiau Plant Cymru Kids' Clubs Vision for Out of School Childcare in Wales is to ensure that:

We work effectively with communities, Out of School Childcare Clubs, partners and others to develop sufficient, quality, affordable, accessible out of school childcare to support the wellbeing of families and the economy of Wales.

Welsh Families; are safe in the knowledge that their child is being cared for in a setting that has been registered and inspected by qualified childcare inspectors and can access:

- Quality CIW registered Out of School Childcare Clubs including holiday care in the area that they want
- Provision facilitated by experienced, qualified Playworkers who understand about the importance of play to children's social, cognitive, emotional and psychological development
- Tax Free Childcare
- The Childcare Offer

Communities can access quality, affordable accessible Out of School Childcare enabling parents/carers to work or train, which will allow:

- greater access to employment
- Employers will have a more flexible workforce as there will be greater opportunities for families to access childcare
- Provision of local employment through Playworker jobs
- Capacity to provide local Childcare Clubs, with sufficient space and management skills.
- The opportunity to be involved in the way a local business is run and develop new skills through sitting on the Voluntary Management Committee

The **Welsh Economy** is supported by assisting the Welsh Ministers in their Programme for Government through

- The Childcare Offer
- The Active Offer
- Million Welsh Speakers
- 10 year Childcare, Play and Early Years Workforce Plan.
- Building a Brighter Future
- 7 Well being Goals

Childcare Providers have access to appropriate and sufficient support, especially face to face support wherever possible facilitating:

- Advice on a range of business, childcare, play and other relevant issues affecting the sector.
- Access to qualifications
- Timely and accurate information
- Suitable representation for the sector at local and national levels.

Strategic Objectives

Clybiau Plant Cymru Kids' Clubs' have set out our strategic objectives in following 5 categories, all of which of which contribute to our top strategic goal of commitment to all children, their families and the communities in Wales ensuring that they have access to quality Out of School Childcare.

1. The development of strong Governance

Our role includes supporting Out of School Childcare Clubs through training to establish good governance through a review of current structure, with Business and Committee skills. Also ensuring a strong induction and ongoing training for our Board of Trustees and working to support the wellbeing of staff.

2. Improve sustainability

Sustainability of the sector through applying for project funding to support the clubs, ensuring membership benefits are meeting the needs of the clubs. promoting our own profile and working in partnership with other organisations and developing new remote support services. Promoting UK and Welsh Government incentives, business health check and working with Welsh Government to review the current legislation and National Minimum Standards to promote the need for Holiday Clubs

3. Aim for the highest Quality in childcare services for families in Wales

Improve the organisation quality by working towards to PQASSO and developing a scheme to assess quality within clubs. Promoting continuous professional development and underpinning knowledge within Out of School Childcare clubs. Encouraging the sector to work towards qualifications required by the September 2021 deadline. Increasing the activity ideas available for the sector through projects.

4. Improve the use of Welsh Language

Improve the Welsh language skills of staff and increasing the amount of Welsh used within the organisation. Working with Welsh Government and Locals Authorities to promote the need for Registered Welsh Medium Out of School Childcare club and for English medium clubs to work toward the Active Offer through the improvement of Welsh Language within clubs through resources, workshop and support.

5. Provide Quality training.

Ensure that all staff have the opportunity to access continuous professional development opportunities for both self development within their roles as well as in Playwork. Upskilling both internal and club staff and offering apprenticeships, e-learning opportunities and digital inclusion training. Developing new low cost no cost activities training opportunities and Playwork qualifications for the Out of School Childcare sector.

Review of the Year

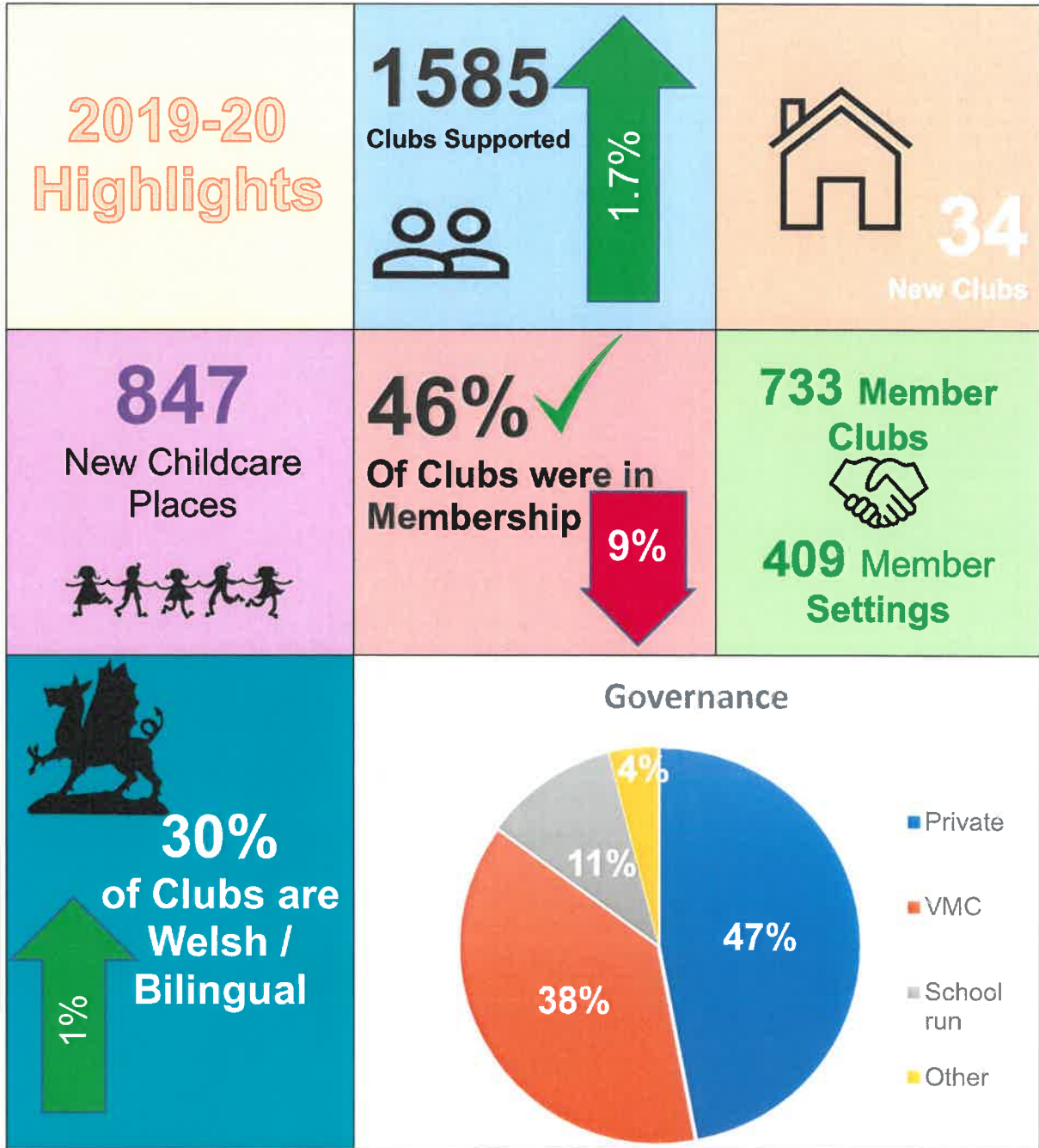
Clybiau Plant Cymru Kids' Clubs' Board of Trustees are the only **Volunteers** engaged by the organisation and whilst their contribution is significant to the running of the organisation, their input and involvement is not material to the ability of the organisation to undertake any particular activity.

In delivering and planning activities for the year, the Trustees have considered the Charity Commission's guidance on **public benefit** and the overlying principles above are used to plan the organisations' activities.

The aim and principles form a strategic plan which is agreed by the Board of Trustees. This Annual Report of the Board of Trustees identifies **achievements and benefits to the public** against these principles, this year we have set out our achievements and success against our strategic objectives:

At the Board of Trustees meetings, progress against targets is assessed and decisions taken to amend accordingly. This report outlines the work carried out in the past year, which fully reflects the purposes that the charity was set up to further: **Out of School Childcare in Wales.**

Review of the Year



The number of clubs during the period increased by 1.7 % 34 to 1585, this represents another year on year increase which may be an indication that UK and Welsh Government schemes and the increase of employment, are encouraging extension of current or development of new provision. The management types of clubs demonstrate another decrease 2% year on year for Voluntary Managed settings down to 38%, school run settings remaining the same as the previous year and other management types have also decreased to 4%, resulting in Privately managed clubs increasing to 47% of settings. This shows that the role of third sector childcare providers is becoming more difficult and the need to improve the governance of these clubs to ensure their ongoing sustainability for the childcare sector within Wales.

The language of clubs remains fairly consistent with a small increase of 1% in bilingual clubs to 14% with the decrease in English to 70% and Welsh remaining the same at 16%.

1. The development of strong Governance

1,247

Attendances at
Business Skills



15

Settings working
towards CIO Status



7

CIO Registrations
achieved



Clybiau
Plant
Cymru



KIDS' CLUBS

1

Out of School Childcare
Assessment (OSCA)
developed



1

Stepping Out: guide
to Out of School
Childcare updated



25

Staff attendances at
Sophrology wellbeing
sessions



Throughout this year we have as an organisation reviewed our own governance and built on the new Board of Trustee recruitment and retention structure. Our Board of Trustees has continued to have a full induction and training through the year with regular emails and help sheets and they have been provided with training opportunities. They have also received continuous professional development opportunities through a monthly subscription to Governance and Leadership magazine. The Board have met on 4 occasions with the march meeting cancelled due to the Covid-19 outbreak.

During the year we consulted with staff and held strategic planning days. These regional days helped to look at the strategic objectives and look at how we can better support staff within their roles and to help improve morale and ensure their wellbeing. During these sessions we examined the qualities within the organisation and examined how as individuals and as an organisation we could improve. We examined our values and expectations and addressed how we could all work together in a positive way with a strong organisational culture built on respect and support for each other, working as strong cohesive teams. We have supported staff to improve their own wellbeing with training in Sophrology.

Whilst we have not progressed towards our quality mark PQASSO this year, we have built on the foundations of quality within the organisation and will look to progress this in the future.

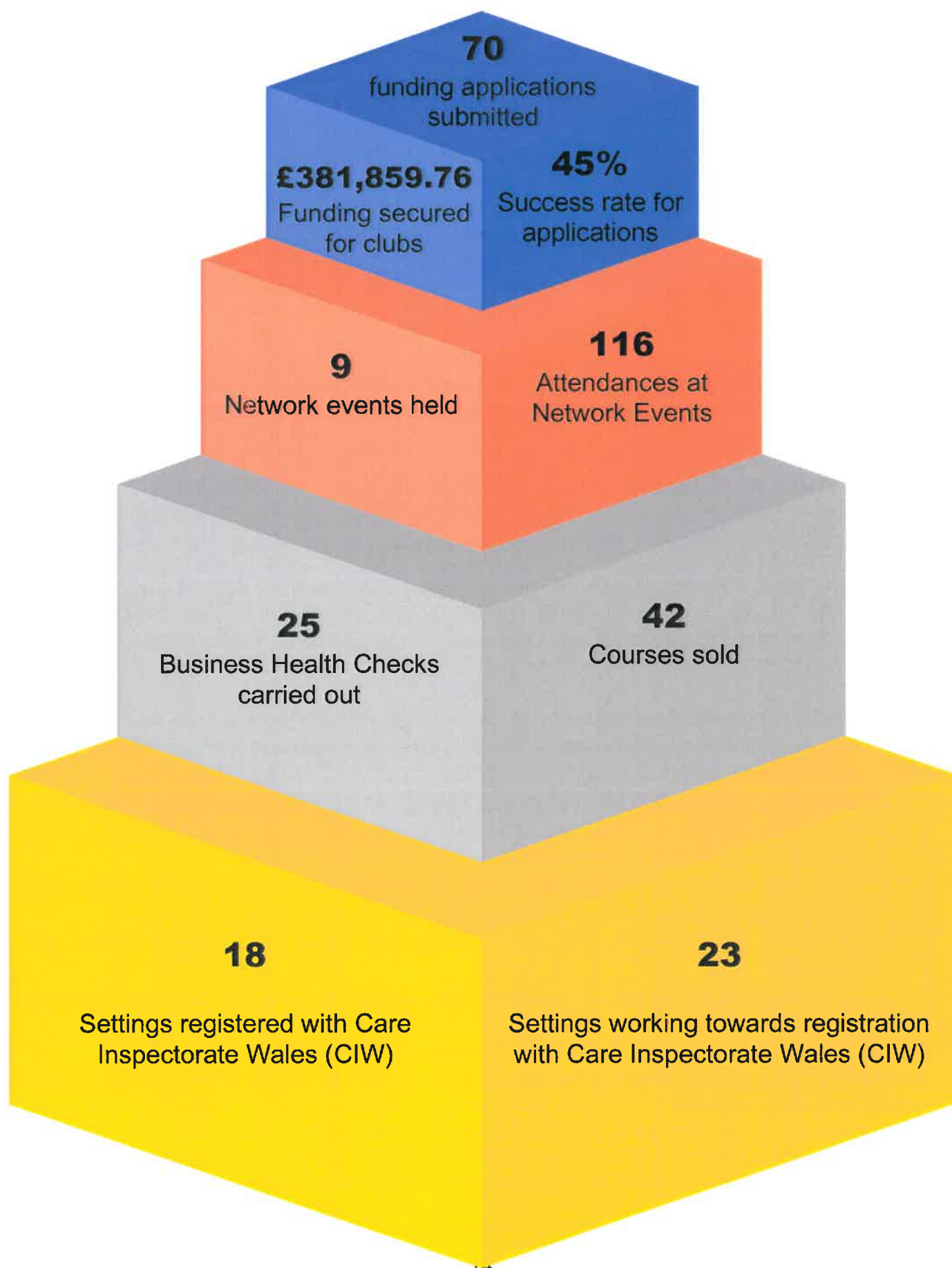
Our work with the sector on their Governance has been enhanced with a successful application to The National Lottery, People and Places grant – **Connecting and Supporting the Out of School Childcare Community**

In January 2020, our 3 year project commenced which aims to work with Playworkers and Managers to develop and strengthen Out of School Childcare Clubs started. 3 Regional Childcare Business Development Officers across Wales started to support Clubs in the following ways:




- develop **90 individual action plans** from quality assessments to build on **strengths**;
- provide **1079 bespoke childcare business support** sessions to improve governance and business skills;
- **Improved governance** of Settings e.g. through recruitment of active, knowledgeable, skilled committee members and reflection of management structures, unincorporated settings supported to become a CIO.
- help with **90 registrations** with Care Inspectorate Wales and with initiatives that improve affordability such as The Childcare Offer and Tax-Free Childcare;
- deliver **27 termly Regional Network Events**, with **Clubs developing** the format and content;
- **collaborate with others** representing and supporting the sector to ensure accurate advice.

Our review of support for the sector allowed us to complete an update of our comprehensive guide to setting up an Out of School Childcare Club “Stepping Out”. This complete resource for the sector supports the good governance through draft policies and procedures. We have also developed an Out of School Childcare Assessment (OSCA) to support clubs to review their own quality and develop action plans to improve their own Governance and play opportunities.

2. Improve sustainability



The sustainability of the Out of School Childcare sector is always a challenge, we have worked throughout the year on a number of projects which have helped clubs market themselves by delivering in club workshops, which have allowed the Playworkers to be trained in low cost – no costs activities, this ensures that they can continue to provide exciting stimulating play opportunities in the future which in turns assists with the marketing of their setting making it more appealing to the children and their families.

	<p style="text-align: center;">159</p> <p style="text-align: center;">Workshops delivered in Clubs</p>
<p style="text-align: center;">2,197</p> <p style="text-align: center;">Playworker attendances at workshops in Clubs</p>	
	<p style="text-align: center;">1,872</p> <p style="text-align: center;">Child attendances at workshops in Clubs</p>

During the year we have promoted the benefits of registration with Care Inspectorate Wales and developed flyers to promote these benefits for Clubs, Schools and Parents, each with a focus on the respective audience. We have worked with Welsh Government to promote the benefits of using registered Holiday Childcare for the delivery of the Holiday Hunger Programme and worked with the clubs and the Diocese of St Asaph to provide healthy lunches in the clubs and provide positive play opportunities for Children who may not otherwise have this opportunity.

In order to help support the sustainability of the Out of School Childcare sector each year we set a target to raise funds for the organisations which support the sector with projects to improve sustainability and quality. An enormous amount of effort goes in to achieving this

target which was £220,000 this year. During the year around 70 applications were made, totalling £1,895,588, with a success rate has increased to 45% saw us bring in £852,010.

Our Childcare Business Development Officers also supported Settings to successfully apply for £381,859.76 directly supporting their own sustainability.

Within the year we have been successful in attaining a National Lottery fund, People and places award

Network Events

We delivered 9 Regional Network Events for Out of School Childcare Clubs in 2019/2020, these events supported Settings to improve their sustainability through the information and support provided:

1. Our **3 Autumn Network Events** were delivered in partnership with Care Inspectorate Wales (CIW) and included information on the Self-Assessment of Service Statement (SASS) and CIW online and staff supervision and appraisal. 100% of attendees found it useful; 94% were interested in attending future networks and; 100% were very likely to implement learning. We took on board what Clubs told us they would like included at future network meetings to plan the Spring Network Events.
2. **At our Spring Network Events**, we delivered a range of practical support on how to introduce Welsh into play settings, team building and motivation and presentations on staff induction along with a short safeguarding update.
3. Our **3 'Playwork Toolbelt (Building a Stronger Playforce)'** included theory based workshops on: ACES; Playwork principles and the Play cycle and; Playvolution. There were also practical based workshops on: Playing Out with the Elements; Loose Parts; Engaging with Risky Play and; Storytelling.

3. Aim for the highest Quality in childcare services for families in Wales



During the year we have supported Welsh Government by sitting on strategic partnerships along with other partners, **CWLWM** - Childcare in Wales Learning and Working mutually, **AWARE** - All Wales Representatives of EYDCP's, **CIW** - Care Inspectorate Wales, **SCW** Social Care Wales, **PETC Wales** – Play Education and Training Wales, **QSAG** (Qualifications Strategic Advisory Group.)

Being members of these partnerships, has allowed us to represent the voice of the Out of School Childcare sector, to feed into the work of Welsh Government and deliver updates and developments to keep the sector informed.

Our work with **Welsh Government** has afforded us the opportunity to provide in depth papers to highlight various issues within the sector these range from the issues of Head Teachers responsibility as RI/RP and the need for registered Welsh Medium Out of School Childcare across Wales. We have highlighted the need to increase the amount of CIW registered clubs and to ensure they incorporate. We have also explored the implications of that Early Childhood Education and Care (ECEC) could have on the sector. We will continue to represent on these subjects in the future. Additionally, during the year, we have fed into 12 Consultations and have supported review of the National Minimum Standards working to

develop the resulting action plan. We worked with strategic partners in a Welsh Government in depth review of the support available for Childcare Business in Wales, also represented both the Out of School Sector and CWLWM partners on the Welsh Government Play review. Much of this work has been paused due to the current crisis but will be resumed in the near future. We have supported the work on the Children's (Wales) Bill and ALN code.

As part of our **CWLWM** work, we collated all 22 **Childcare Sufficiency Audits** and mapped the common themes facing the childcare sector across Wales. We used this mapping to develop articles to support the sector these were published in both our own and the CWLWM newsletter.

Our representation of the sector on the **CIW strategic partnership** has allowed us to work closely in the development of CIW online, which saw us feeding back and testing the system and supporting documentation. We have also worked with CIW to develop their ratings guidance and the SASS ensuring that it met the needs of the sector. Our partnership with CIW has also allowed us to submit questions that arise from settings in relation to registration and inspection. During the year we worked with Play Wales to train CIW inspectors as "Playwork Champions" we hope that this deeper understanding of Playwork will improve the experience for settings and the children they care for when interact with CIW. CIW also attended our Network events during the autumn to update the sector about CIW online and the SASS.

Throughout the year we have supported **Local Authorities** by attending local EYDCP meetings, also attending the **AWARE** group to represent both the Out of School Childcare Sector and the CWLWM Partnership. We have supported the development of the Childcare Offer and its Capital and Small Grants also sitting on local grant panels.

As part of our work with **Play Wales** we have developed a Playwork qualification flowchart, this will allow the Childcare sector to see at a glance which qualifications they need to meet NMS and regulations if working within Playwork. We have also collaborated with Play Wales and **Adult Learning Wales** to standardise the delivery of the L2APP and MHAPS as the only providers who currently have permission to deliver these. Following our inclusion and input observations have been added to the assessment procedures as a standard that will in turn raise the quality of the training and the qualification.

We have undertaken qualification audits with our settings and reported the results to both Welsh Government and Awarding bodies to ensure the continuation of **Playwork qualifications** in Wales. Using our expert knowledge of both the National Occupational Standards and Playwork qualifications the Training Team conducted a mapping exercise to identify how current and appropriate the qualifications are. This information was then shared with the Welsh Government, PETC and Awarding bodies to lobby for a review of the qualifications. This has led to Cache embarking in a review of the Qualifications starting with the Level 3 Award in Transition to Playwork (From Early Years). In addition to our work to update Playwork Qualifications, we have also worked to increase the funding released for Progress for Success Learners to ensure that level funding enabled the Learners to do the qualification in a timescale that is in line with the 2021 target.

During the year we have submitted evidence to NCFE CACHE to allow them to request an extension of the Playwork Level 5 Advanced Practitioner qualification, which has resulted in them remaining on the Apprenticeship framework. We have also requested that both the Playwork level 2 and 3 qualifications and the Transition to Playwork (from Early Years)

qualifications are all reviewed and updated. We will continue to work collaboratively with awarding bodies to ensure the continued availability of Playwork qualifications

A bilingual member of our Training team has represented the sector as a Playwork ambassador on We Care campaign and attended a seminar in conjunction with Social Care Wales and Careers Wales to promote the Out of School Childcare sector and specifically Playwork as a career to secondary school pupils.

We have created a new flyer, (Power of Playwork) that supports the sectors understanding of Playwork Qualifications and how the right training by qualified and experienced staff can benefit the sector. Using comments from end of learning questions the benefit of staff complete a Playwork qualification was promoted.

In partnership with the UK Space Agency we were able to engage with 3 major playdays and promote freely chosen play with a science based theme. Empowering children to create their own play spaces with cardboard boxes, explore technology with tools and instruments and create space rocks to hide in the community. The play day activities were warmly received and high levels of engagement 321 attendances logged in one day.

We have embarked on gaining accreditation through Cyber Essentials, to ensure the safety and security of the data that as an organisation we hold. Through reflecting on our operations with staff and members of the Board of Trustees we have improved the quality of our processes and procedures as well as working with the staff to improve their own wellbeing. Staff have received training on Mindfulness and Sophrology and we have encouraged staff to access benefits of Simply Health and Perkbox which have their own support helplines should staff require.

Clybiau Plant Cymru Kids' Clubs has supported the Continued Professional Development of Clubs in a range of ways to ensure that we are providing varied and meaningful support to the clubs. There have been 3 Network Events aimed at Playworkers, with one held in each region. These events were based on the Playworkers Toolbelt and had an introduction to many of our workshops, there was also information given to Playworkers on Adverse Childhood Experiences and the important role they have in negating the negative impact adversity can have on children. The network events also provided the Playworkers with ideas that they could implement to improve the play experiences of children in Wales. In addition to the network events the Training Team also provided bespoke training for Local Authorities to support quality and improvement for settings, in total 254 attendances. Childcare Business Development Officers also provided valuable support to clubs to support them to provide high quality services with a total of 1247 visits completed in total this year.

Providing **Underpinning Knowledge** for Playworkers is an integral part of the Out of School Sector providing quality for children and Families. Courses this year have included; Equality and Inclusion, Playing Loose, Safeguarding, Den building and workshops to promote STEM to name a few. There has been 260 Playwork Attendances with 97% of participants saying they would rate are training. We have reviewed and updated 3 of our courses; Advanced Safeguarding, Equality and Inclusion, and redevelopment of Same Stripes, reflecting on the needs of the sector and ensuring the quality of the product that we deliver.

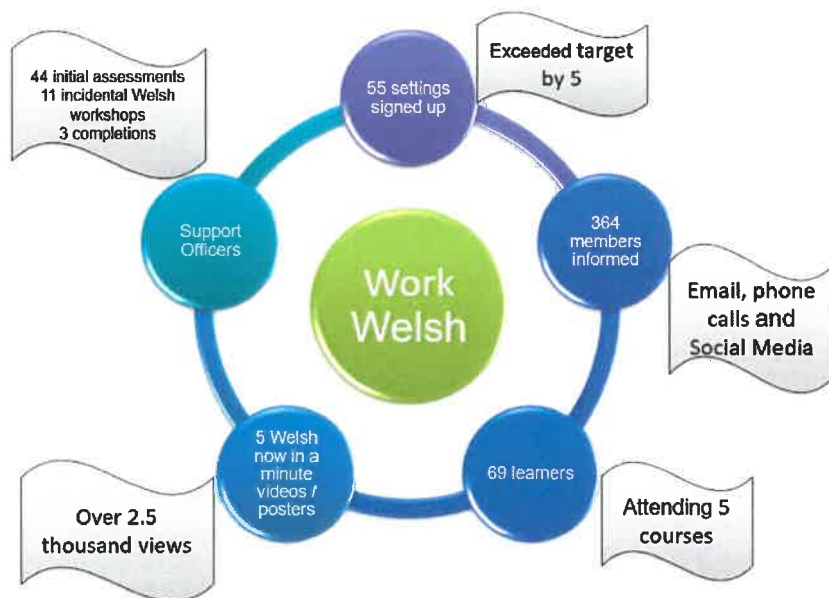
Social media has been a great platform for us to promote and share **activity ideas** and promote Play in general. In March work was completed ready for the new financial year to do a Facebook and Instagram serious on the Playwork Curriculum and fun was to engage

children with new play experiences. Every Y Bont has activity ideas which are low cost or no cost, providing a resource for playworkers to utilise. When Training Officers complete workshops in clubs, they introduce the Playworkers and the Adults with new activities that they can introduce within the clubs. By including and encouraging Playworkers to engage in the activities it creates a legacy of the workshops. This year 325 Playworkers engaged with one of our workshops alongside the children they care for. We have developed 4 new activity workshops and these include, Space, Money Fundamentals, Getting IT Right, First aid Awareness for Children,

Whilst we did not progress with **PQASSO Essentials** we have developed our own Out of School Childcare Club quality check that looks at both the governance of the clubs as well as the quality of the Playwork that they provide. The OSCA (Out of School Childcare Assessment) will be rolled out to clubs across the next year, allowing settings to develop action plans

4. Improve the use of Welsh Language

Clybiau Plant Cymru Kids' Clubs has taken an active role to assist the Welsh Government's target of a million Welsh speakers by 2050 through the Work Welsh project. The Work Welsh project began with assessing the level and use of the Welsh language in Childcare (Gwiriwr) and the development of childcare sector specific Welsh language courses (Camau). Clybiau Plant Cymru Kids' Clubs has engaged with the Out of School Childcare sector as part of these projects.



55 Out of School Childcare Settings signed up to the project, hoping to improve and increase the use of the Welsh Language in their setting.

Our Work Welsh Language Support Officers completed;

- 44 initial assessments
- 11 Incidental Welsh workshops
- 5 **'Welsh Now in a Minute' videos** were made and shared on Clybiau Plant Cymru Kids' Clubs website, YouTube channel and other social media; these videos were well received and have had over 2.5 thousand views.

Posters on each of the themes were also created as a visual aide memoire for the Playworkers and Children in the Settings.

Our Welsh Language Development Officers also informed Cwmni Spectrum of interested cohorts of Learners, their current levels of Welsh based on Gwiriwr assessment, and locations. This has resulted in the following:

- 5 Mynediad (Gwaith Chwarae) Welsh Language courses arranged
- 69 Learners from 11 Out of School Childcare Clubs attending courses
- 6 learners from 2 Out of School Childcare Clubs attending a Sylfaen Welsh Language course.

As part of our commitment to the improve the use of the Welsh Language within the organisation, all staff have been encouraged to participate in the National Centre for Learning

Welsh online courses to improve their knowledge and use of Welsh. 16 members of staff registered for the online course, 8 staff members completed the course with 6 continuing to work towards completion. The use of incidental Welsh in the offices has been introduced along with frequently used phrases on cards to support staff members use of Welsh in the work environment, also an organisational challenge was set up using the Duolingo app.

While the overall figure for Welsh language provision has remained the same, 3 Welsh language settings closed in 2019-20, however our Childcare Business Development Officers have supported the opening of 3 new Welsh language provisions. Clybiau Plant Cymru Kids' Clubs recognises the importance of increasing Welsh language provision and along with have gathered data to inform Welsh Government on the current Welsh and bilingual provision in each county along with data on those that are not registered with CIW, we are also looking to work collaboratively with Mudiad Meithrin to increase Welsh medium childcare provision.

5. Provide Quality training.

<p style="text-align: center;">78</p> <p style="text-align: center;">Apprenticeships in Playwork delivered</p>	<p style="text-align: center;">194</p> <p style="text-align: center;">Qualifications claimed</p>	<p style="text-align: center;">36</p> <p style="text-align: center;">Essential Skills delivered</p>
<p style="text-align: center;">6</p> <p style="text-align: center;">Level 2 Diploma in Playwork completed</p>	<p style="text-align: center;">21</p> <p style="text-align: center;">Level 3 Diploma in Playwork completed</p>	<p style="text-align: center;">25</p> <p style="text-align: center;">Apprenticeship Frameworks claimed</p>
<p style="text-align: center;">104</p> <p style="text-align: center;">Level 3 Award in Transition to Playwork (from early years) delivered</p>	<p style="text-align: center;">30</p> <p style="text-align: center;">Staff undertook Continued Professional Development</p>	<p style="text-align: center;">131</p> <p style="text-align: center;">Attendances at All Wales Basic Safeguarding Awareness sessions</p>
<p style="text-align: center;">11</p> <p style="text-align: center;">All Wales Basic Safeguarding Awareness sessions delivered</p>	<p style="text-align: center;">2</p> <p style="text-align: center;">NCFE CACHE level 5 Diploma in Advanced Playwork (Wales) achievements</p>	<p style="text-align: center;">95%</p> <p style="text-align: center;">Will implement what they have learned in their Setting</p>
<p style="text-align: center;">5</p> <p style="text-align: center;">Working towards NCFE CACHE level 5 Diploma in Advanced Playwork (Wales)</p>	<p style="text-align: center;">97%</p> <p style="text-align: center;">Would recommend Clybiau Plant Cymru Kids' Clubs as a Training Provider</p>	<p style="text-align: center;">4.7 / 5</p> <p style="text-align: center;">Rating for the training delivered</p>

During the year we have continued to deliver quality training for the Out of School Childcare Sector, we have developed new low cost – no costs activity ideas and delivered activity workshops both in club with children and Playworkers as well as directly for Playworkers through project and Local Authority funding.

Our delivery of Playwork qualifications has continued both through our sub contract to Torfaen Training under the Welsh Government **Work Based Learning Programme**, and Progress for Success funding, during the year we worked with **78 learners 28 new sign ups**, also through Local Authority funding from Newport City Council. The achievement rate for Clybiau Plant Cymru Kids' Clubs Apprentices for this year is 82% and we had **25 learners achieve their full framework**.

We have also developed new partnerships with ACT and Cambrian Training Company and look forward to progressing with these contracts after restrictions due to Covid-19 have been lifted.

We have successfully developed and delivered NCFE CACHE level 5 Diploma in Advanced Playwork (Wales) to 4 participants with 3 achieving the qualification within the year. We look forward to being able to upskill our staff to achieve this qualification next year and be able to offer it to a wider number of participants also.

Our training team has successfully claimed **194 Qualifications**,

- **36 Essential Skills** as part of apprenticeships
- **6 Level 2 Diplomas in Playwork** as part of apprenticeships
- **21 Level 3 Diplomas in Playwork**
- **2 Level 5 Advanced Diplomas in Playwork**
- **25 Apprenticeship Frameworks**
- **104 Level 3 Awards in Transition to Playwork (From Early Years)** thanks to funding from Local authorities

We have delivered the **Level 3 Awards in Transition to Playwork (From Early Years)** in 8 counties through Local authority funding Cardiff, Rhondda Cynon Taf, Gwynedd, Anglesey, Newport, Merthyr Tydfil, and Conwy. A further course funded through coalfields has also been delivered in Blaenau Gwent. Through these courses 104 Learners have been supported to achieve and ensuring that Clubs are able to meet the requirement of staff having a Playwork Qualification by September 2021.

We have also continued to work with the **6 CACHE Level 3 Diploma in Playwork signed up** in Newport and also delivered our first **Level 2 Award in Playwork Practice** with **7 Learners**.

The impact of our training has seen us deliver **397 courses** within the year with **5,295 attendances**. During this our 18th year we also passed the deliver 20,000 courses since our inception with almost 88,000 attendances.

We continue to deliver High Quality Training with our Trainers scoring an average of **4.7 out of 5** for the training delivered and **97%** of learners saying they would recommend Clybiau Plant Cymru Kids' Clubs as a training provider

We have delivered **38 different** course types during the year, to support a variety of opportunities for the sector.

Staff Continuing Professional Development (CPD): There have been a number of CPD courses and events attended/booked by the team this year. 30 out of 31 requests to attend training have been agreed.

Feedback

We regularly seek feedback from both employers and learners, discussing the feedback from an employer who has had a number of learners with Clybiau Plant Cymru Kids' Clubs, they told us:

“We really appreciate the professional support received from Clybiau. We are happy that previous comments put forward in relation to the importance of taught sessions was taken on board and acted upon.”

Feedback received from learners demonstrates the quality of the training we provide:

91% of apprentices gave our training the highest rating possible. *“Brilliant Course which has helped me with progression in my job and feel more confident with my ability”*

82% of Apprentices on completing their apprenticeship would recommend Clybiau Plant Cymru Kids' Clubs. 10% more than reported last year. *“I would like to thank my Training Officer from the bottom of my heart for taking the time to support and help me to be able to carry out the test today. Without their ongoing tutoring for the past few months I would off not be confident to sit the exam today thank you”*

97% of learners who attended the Level 3 Award Transition to Playwork (from Early Years) highly rated the support they have received from the training team *“Any help that was needed the Training Officer was always there to answer questions and help me, They're a very welcoming warm and friendly tutor. Thank you :)”*

93% of learners from the Level 3 Award Transition to Playwork (from early years) really valued the advice given by Clybiau Plant Cymru Kids' Clubs *“I have really enjoyed the course it has helped me enormously and through reflection I have made changes to how I work with children and young people. I recommend that all people who work with children go on this course.”*

Torfaen Training rate all sub-contactors, including Clybiau Plant Cymru Kids' Club using three ratings:

- 'P rating' relates to fundable caseload and timely achievement of the apprentices; currently rated as Green.
- 'Q rating' relates to the quality of paperwork and procedures; currently rated platinum (the highest rating)
- 'C rating' An overall look at both performance and quality;

Clybiau Plant Cymru Kids' Clubs' current rating is **Platinum**.

Comments

"Training was excellent – felt ease to voice opinions and was approachable and easy to understand."

"I thought that the session went really well fun for staff and children."

"Very Friendly and she knew what she was talking about. The information was accurate and understandable. This has helped me gain more knowledge."

"Excellent trainer-encouraged and motivated the children throughout the session. Built

"Great course with good explanation making it easy to absorb and understand."



"Trainer was very good and easy for children to understand can't wait until the next one."

KIDS' CLUBS

"The trainers were fantastic with the children and explained the activities really well to children. All children were engaged."

"I really enjoyed all of the activities and the fact that they are easy and cheap"

"That was a great training session, all the children in different age group, they all enjoyed it, especially using the tools. I did not expect that- think that was an amazing idea."

"The children were encouraged to participate and contribute thoughts and outcomes giving them the confidence in group activities"



What our members said

"we have recently been assigned a new officer who has been great help, we had organised a meeting but unfortunately were unable to hold the meeting due to Covid 19. The advice we have received from our new officer in the past few weeks has been really good. As for training, we have not taken up any training, apart from two sessions that we were lucky to win, playing in the outdoors and one from the windfarms which were both brilliant and well taught."

"...our childcare business development officer came and introduced herself to me today and she was a lovely lady to deal with."

"Fantastic support from our CBDO regarding re-registration of Club with CIW"

"Excellent support throughout, always willing to offer support, guidance and encouragement.."

"Great quick response to queries, just like asking a trusted friend. Always helpful and resourceful and really enjoyed our workshops this year.."

"The training has been invaluable and thoroughly enjoyable. All interactions with staff have been professional and positive."

"The TO is amazing! So approachable, friendly and knowledgeable. She is always on hand if I need any information, she shares valuable resources with me and has been so supportive through me completing my Playwork Level 3.."

"Clybiau's support has been fantastic and the girls are always on the end of the phone"

"The CBDO is always on hand to answer any questions I have. I wouldn't have been able to complete the SASS or the registration with CIW for my new club with out her. The TO always keeps me up to date with any training that is available. The girls in the office are always willing to help if my CBDO is not available. Diolch Clybiau"

www.clybiauplantcymru.org

Clybiau Plant Cymru Kids' Clubs
Bridge House, Station Road, Llanishen, Cardiff, CF14 5UW
Company limited by guarantee 4296436 Registered charity 1091260



We also celebrated **15 years of being a membership organisation**, allowing representatives from Out of School Childcare Clubs to join our Board of Trustees and represent the voice of Out of School Childcare in Wales. A number of Clubs have been members for 15 years, and this is what they had to say:

"We are very proud to be a part of a fantastic association, you are all amazing and very helpful too always offering advice that is fast and efficient. Nothing is too much trouble for any of you and despite me being a big pain (I know I am one!!!) you are still there to help me. Even during these difficult times you are still there which means a lot. I would recommend all small businesses of this nature to join Clybiau as the benefits are massive!" **Clwb Enfys, Conwy**

"We would not exist or have survived 17 years without our Umbrella Organisation (Clybiau) being there for us in all weathers! - Many thanks for all your help over the years." **Clwb Allysgol Corneli Sger Out of School Club, Bridgend**

"Clybiau Plant Cymru are a great accessible service and the staff are always willing to help when needed. We have been members of Clybiau for many years and they have helped in many ways, for example: with the running of our club, policies, training, applying for grants and much more. The training we have received has been fun and very informative and we always look forward to what is next." **Gwynedd After School Club, Flintshire**

"Clybiau Plant Cymru Kid's Clubs has supported us from the start. They have been there with help and advice every step of the way. They have supported us in gaining grants through various sources, training our staff, managing our own policies and procedures and offering enhanced experiences for our children as well. Their website is full of useful, practical information and advice and is our first point of contact should we have any issues or require any assistance. We would be lost without them."

LAFS, Flintshire

"Staff are really helpful and polite. Really helpful when need help" **Bloomfield After School Club, Pembrokeshire**

"Apparently it is 15 years since Clybiau Plant Cymru Kids' Clubs membership was formed and we at Clwb Hwyl Henryd have been members since that first year. I don't know who chose to join the new organisation but it was a good decision. Over the years Clybiau Plant have supported us financially, working on both subsistence and capital grants, helped us technically with running the organisation, provided moral support for inspections and helped us practically with staff training including Playwork NVQs." **Clwb Hwyl Henryd, Conwy**

"Clybiau Plant Cymru Kids' Clubs have always supported the Twyn Out of School Club/Holiday Club for as long as I can remember. I have worked at the club for over 20 years and have always been a member and have always helped us with queries and concerns when they've popped up.

They have been there to help, provide training, support, pointed us in the right direction when we've needed grants and help when needed.

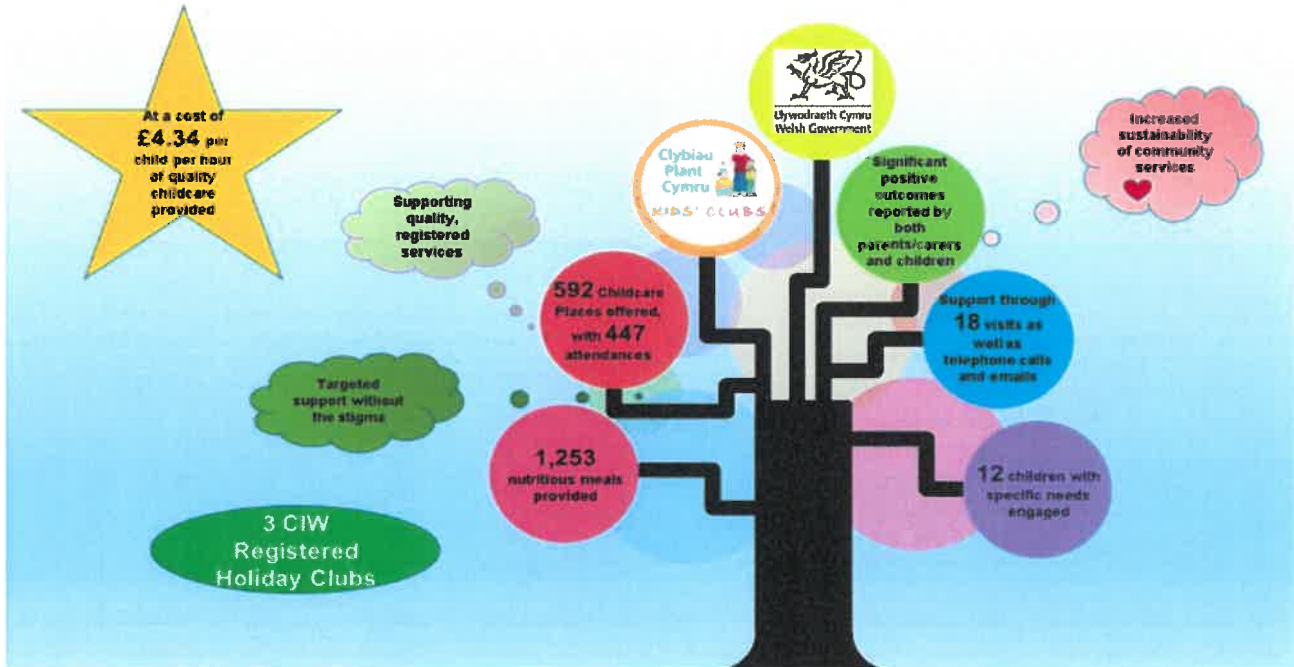
They are continuously updating us with new legislations and regulations that come from government. Even now during these difficult times members of the team phone the groups to check that everyone is safe and up to date with the Covid 19 info.

Unfortunately we have not had a Clybiau Plant Cymru Kids' Clubs Development Officer in Caerphilly for a few years but we know that you are always on the end of the phone if and when needed. We would like to thank you for your continued support" **The Twyn Out of**

Projects

All Wales

Holiday Hunger



Clybiau Plant Cymru Kids' Clubs was allocated £25,000 as part of the 'Holiday Hunger Pilot', with funding from the All Wales Play Opportunity Grant 2019-20. Through the funding, we supported 3 Care Inspectorate Wales Registered Out of School Childcare Clubs across Wales to offer means-tested Fully Funded Places within their Clubs during Summer and October half term, 2019.

Attending an existing, quality, registered Holiday Childcare provision enabled children to try new things (64%), eat nutritious meals (97% - "I like how it was homemade, it was delicious!"), try new foods/drinks (64%), spend time with friends (97%) and meet new people (97%). This is just a snapshot into the multitude of benefits and quality play experiences offered by registered childcare provisions.

A number of benefits were also identified in terms of the parents themselves: helping with childcare arrangements (80%), cost of holidays (50%) and providing activities for their children (70%).

Utilising existing registered Out of School Childcare Clubs where they are in existence to run Holiday Hunger Assisted Places schemes offered **value for money, targeted support, reduced stigma, quality play experiences for children, opportunities to learn new skills and support health and wellbeing, and sustainability for valuable community businesses.**

	<p>Our UK Space Agency funded Project aimed to enthuse children across Wales about Space, and inspire the next generation of scientists and astronauts through developing 6 new Space related activities, utilising our play focused low cost/no cost approach.</p> <p>Our experienced Training Officers attended 3 local Play Day Events during August 2019 to engage with families and communities using the activities developed. A total of 288 children and their families were engaged!</p> <p>In early Autumn we held a “Dress up your Playworker like an Astronaut using Loose Parts” competition on our Social Media page (reaching 18,000 people on Facebook). Across the 6 In-Club Workshops provided to the winning Clubs, we engaged with 17 Playworkers, who will be able to disseminate the information to their colleagues through Staff Meetings, and 78 children.</p>
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We also held 3 Regional Launch Events in Newport, Conwy and Swansea during the Autumn term, in partnership with Dark Sky Wales who featured their inflatable digital planetarium at each Event. Across the 3 events, a total of **40 Playworkers** attended, supporting the dissemination of the information and ideas to a further **640 children** attending the Out of School Childcare Clubs.

	<p>Funding from the Santander Discovery Grant, received during 2018/19, allowed our team of experienced Training Officers to develop a new workshop: “Money FUNDamentals”. The workshop supports children aged 3-14 years to increase their knowledge and awareness of money, budgeting and managing their own projects.</p> <p>8 winning Out of School Childcare Clubs were selected from “fundraising idea” competition entries completed by the children themselves. A total of 82 children and 13 Playworkers took part in the workshops and data collection demonstrated significant increases in the number of children who rated themselves as knowing “A Lot” about budgeting, account keeping, marketing and running fundraising events. 100% of Playworkers engaged reported feeling ‘very confident’ in supporting children with these skills following the workshop.</p>
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Using their newly developed skills, each Club ran a fundraising event/activity, raising a total of **£1,352.16**, with the Clubs enthused to continue including children in their fundraising activities in future. To further support this, Clybiau Plant Cymru Kids' Clubs developed a “How to Guide” which

was made available to Out of School Childcare Clubs pan Wales to support more Settings to involve children in fundraising.

North Wales

Healthy Kids Initiative

Funding received through the **Tesco Bags of Help** (blue tokens) in Conwy enabled the delivery of Focus on Food for Children, Games Galore and Buddying in-club workshops to **139** children and **20** Playworkers, introducing children to ways to make healthy choices while supporting each other.

Let's Get Out and Play

Funding was also received from **Tesco Bags of Help** (blue tokens) in Flintshire enabling the delivery of Playing Out with the Elements, Nature Zone, Den Building and Games Galore in-club workshops to **190** children and **32** Playworkers in 4 Out of School Childcare Clubs in the Holywell area of Flintshire

Gwynt Y Mor Community Extension Fund

Thanks to funding through the Gwynt Y Mor Community Extension Fund, five Out of School Childcare Clubs, 2 in Conwy, 2 in Denbighshire and 1 in Flintshire each received Playing Out with the Elements, Den Building and Renewable in-Club Workshops. **200** children and **30** staff participated in the workshops.

Renewable Energy

Through receipt of funding from the **Burbo Bank Extension Community Fund**, Clybiau Plant Cymru Kids' Clubs delivered a Renewable Energy in-club workshop to 3 Out of School Childcare Clubs. The children attending were encouraged to ask questions during each of the workshops. In answering those questions 10 new activities were developed. The children in those settings then piloted the new activities and their feedback shaped the final activities ready for other children to engage and enjoy. 54 children and 12 Playworkers engaged in the project.

Co-op Local Community Fund

Clybiau Plant Cymru Kids' Clubs are proud to be supported by the to deliver fun new experiences to children aged 3-11. The funding received will be utilised to deliver Games Galore and Buddying in-club workshops to 8 Out of School Childcare Clubs in Conwy County.

South East Wales

Welsh Water

Clybiau Plant Cymru Kids' Clubs received funding from Welsh Water to deliver a 'Healthy Friends' workshop in an Out of School Childcare Club in the Rhondda Cynon Taf area. We ran a competition on Facebook during the Autumn term ("Send us your healthy snack photos") and JAKS Out of School Club was selected as the winner. Unfortunately, due to the outbreak of Covid-19, the workshop had to be postponed and will now be taking place during 2020-21.

As part of the Project, we also shared some 'Healthy Friends' tips within the Spring edition of Y Bont, utilising ideas from our Play Learn & Grow Healthy Pack. This article was shared with all member Out of School Childcare Clubs across Wales, to support them to integrate healthy messages and activities within their day to day practice.

Monmouthshire Welsh Church Fund

During early March 2020, just prior to the county going into lockdown due to the outbreak of Covid-19, we delivered In-Club Playing Out with the Elements workshops in two After School Clubs in Monmouthshire. Within the 2 workshops delivered through these funds, we engaged with **4 Playworkers and 36 children**. 100% of staff reported that they would recommend our training to others ("*The Trainer kept the children entertained and was fun and approachable*"). 94% of children reported that they found the session "Great" and 97% of the children gave the trainer the highest possible rating.

Community Foundation in Wales – Children and Young People’s Fund

Clybiau Plant Cymru Kids’ Clubs has been fortunate in receiving funding from the Children and Young People’s Fund to deliver Science based workshops in Voluntary Managed Out of School Childcare Clubs in Rhondda Cynon Taf. Our experienced Training Officers delivered 27 fun, practical workshops from our suite of Science training on offer (including Just Add Water, Pulleys and Whatnot, Renewable Energy, Making Sense of Senses and Turning Why’s into Wise) during December 2019– March 2020, with all workshops being very well received by the children and Playworkers!

Unfortunately, the final 7 workshops had to be postponed due to the outbreak of Covid-19, and these will now take place in the next financial year.

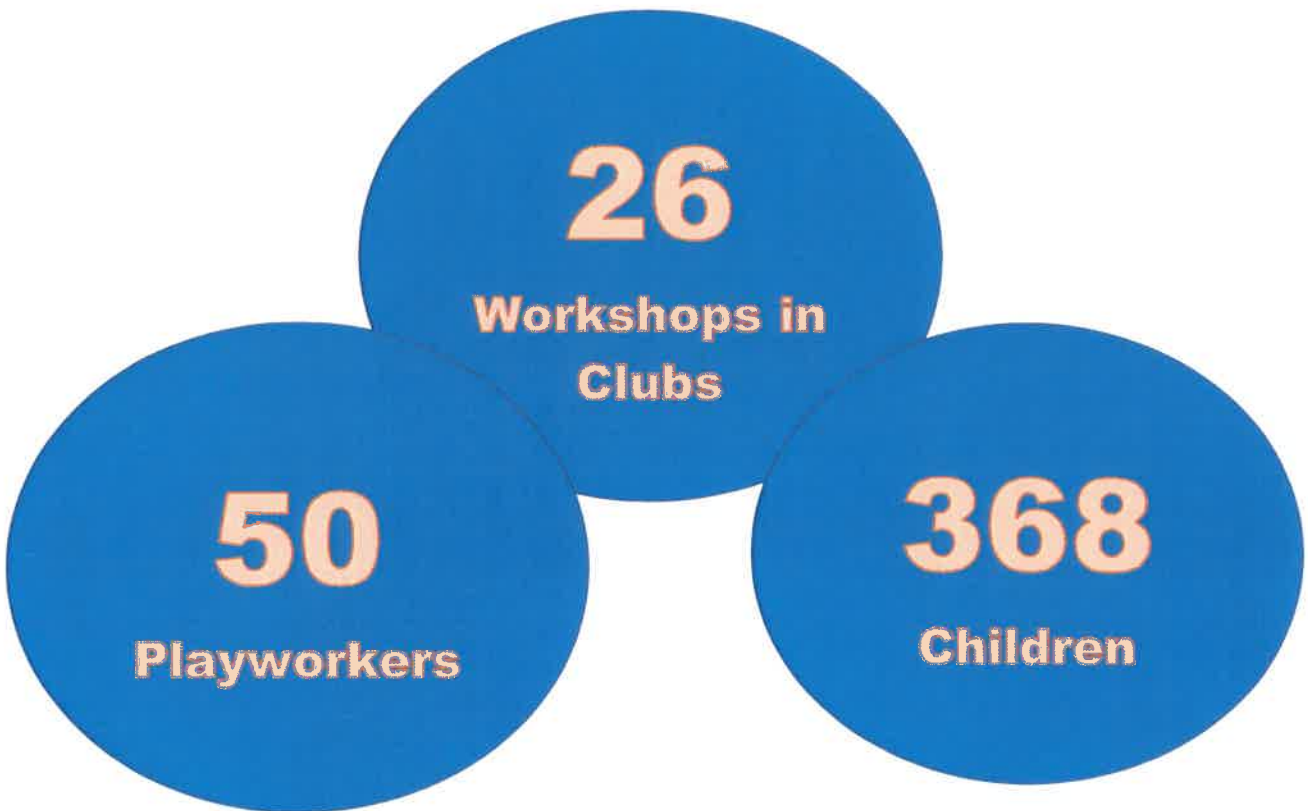
	<p>Tesco Bags of Help – Caerphilly</p> <p>Our Tesco Bags of Help, Caerphilly came to an end in January 2020. During the course of the Project, a total of 11 workshops were delivered (a mix of Playworker workshops, and In-Club workshops). Workshops included Safeguarding, STEM, Playing Out with the Elements, Games Galore and Focus on Food. A total of 42 Playworkers and over 60 children benefited directly from the project, with an additional 240 children benefitting indirectly through Playworkers taking learning and ideas back to their settings.</p>
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	<p>The Oakdale Trust</p> <p>In October Clybiau Plant Cymru Kids’ Clubs was generously awarded £1,000 funding during 2018-19 from The Oakdale Trust to deliver Nature Zone Workshops in deprived areas of South East Wales.</p> <p>A total of 11 Playworkers and 61 children took part in the workshops (with children rating the workshop an average of 4.5 out of 5), developing a greater understanding of their environmental impact and ways to mitigate this, as well as promoting other essential skills such as social skills, team work, confidence and creativity through our delivery methods. By inspiring the children to take a greater interest in the environment and by enabling them to develop a wide range of skills, they will be more likely to grow up into environmentally aware members of the community.</p>
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West Wales

Play Outdoors Connect with Nature

We were delighted to be awarded 4 Tesco Bags of Help Awards for our 'Play Outdoors, Connect with Nature' Project linked to the Haverfordwest, Milford Haven, Pembroke Dock and Llanelli Tesco stores in Pembrokeshire to deliver 44 workshops.



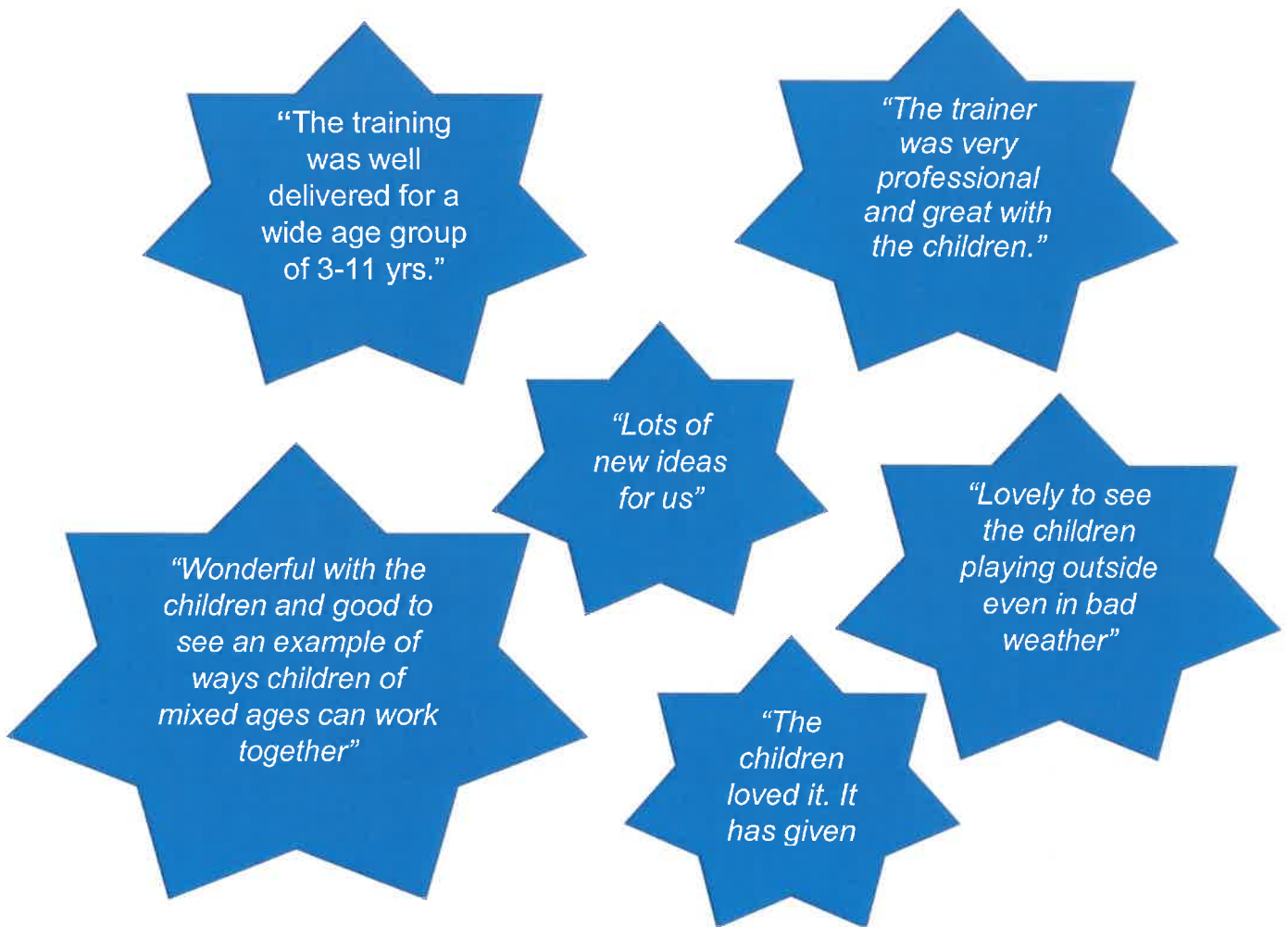
As levels of obesity continue to climb and society has restricted children's play opportunities, this project encouraged **368 children** and **50 Playworkers** in the Haverfordwest and Milford Haven areas to get outdoors, be active, enjoy adventures, connect with nature and encourage play and cooperation in fun, healthy ways through **26 workshops on Den Building, Playing Out with the Elements, Nature Zone and Games Galore Workshops**. Clubs now have a wealth of bilingual play activity ideas they can introduce on an ongoing basis, many of which were developed in partnership with Wales' 3 National Parks and Gower Area of Outstanding Natural Beauty.

Comments included:

From Children



From Playworkers



On the lifting of Covid-19 restrictions, we will be delivering the remaining funded workshops.

Three of 12 planned workshops were delivered through the **Llanelli** Tesco Bags of Help Project and **3 of 6 workshops** were delivered through the **Pembroke Dock** Tesco Bags of Help Project benefitting **67 children and 11 Playworkers**. Both projects will conclude in the new financial year when Covid-19 restrictions have been lifted.

Grow Your Own Feast

In 2019, we developed a new 'Grow to Eat' resource pack to get children in Clubs outdoors growing, harvesting and cooking food, thanks to a grant from the **Ernest Cook Trust**. It aimed to help children connect with the environment and countryside and understand the importance of producing and consuming healthy food in a sustainable way that is not harmful to our shared planet.

Ray Gravell and Friends Charitable Trust

With a donation from Ray Gravell and Friends Charitable Trust to help Playworkers facilitate play with children in Out of School Childcare Clubs in Carmarthenshire, we were able to deliver 7 workshops in Mynydd Y Garreg, Carmarthen, Ferryside, Kidwelly and Llanelli to 16

Playworkers and 101 children, including to those with additional needs. On the lifting of Covid-19 restrictions, we will be delivering the remaining funded workshops.

Advanced Safeguarding

As the chosen provider of Advanced Safeguarding training for childcare settings within Carmarthenshire County Council, Clybiau Plant Cymru Kids' Clubs delivered 9 training courses to 118 Playworkers over the year.

South, Mid and West Wales

Tesco Centenary Project

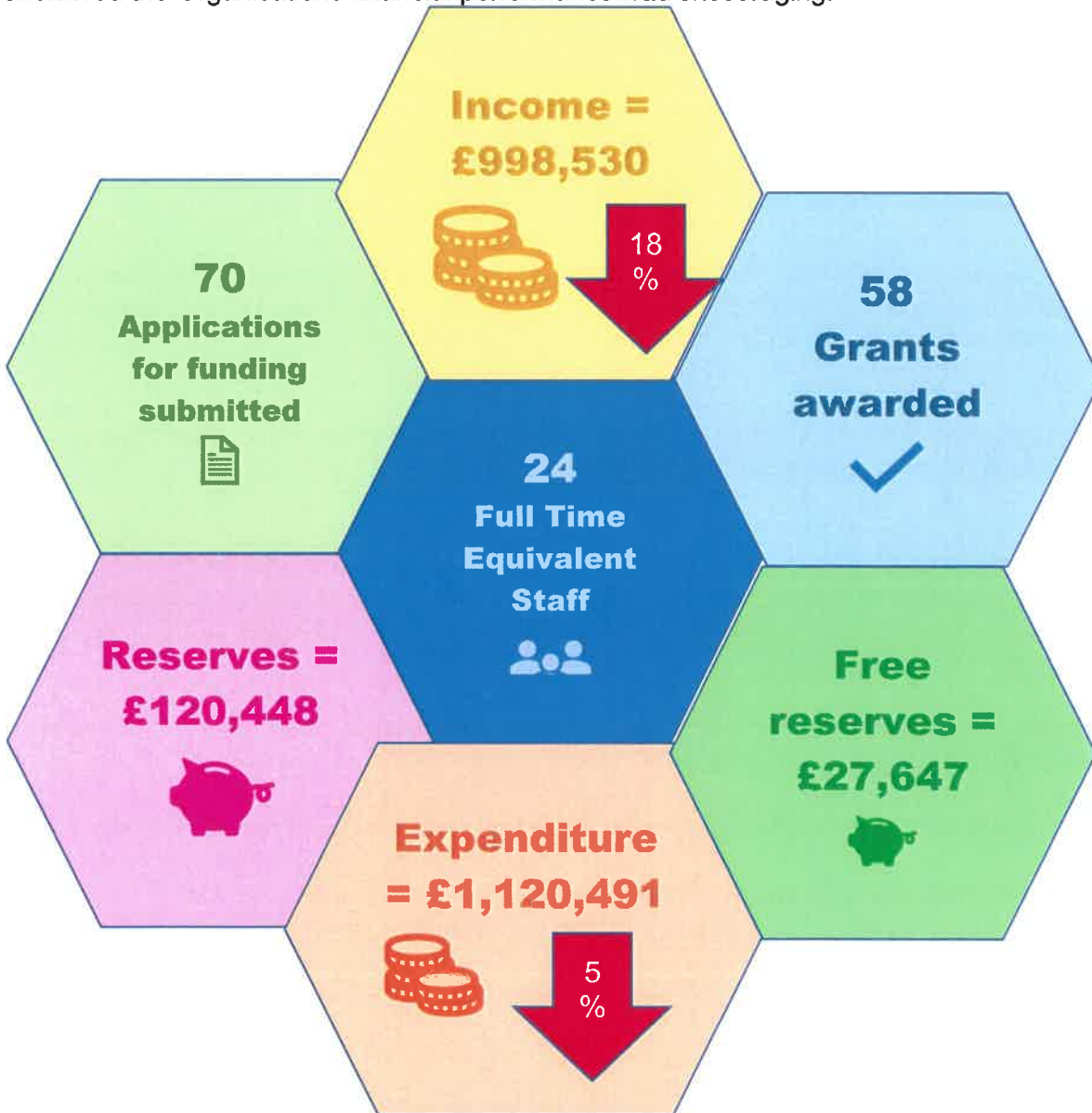
To build on, pilot and share resources for the 'Grow Your Own Feast' initiative, we successfully applied to the Tesco Centenary Fund to create further fun, interactive and practical activities and workshops to help children in childcare clubs grow, harvest and cook their own celebratory feast that they can showcase and share with their families and communities. We will also be digitally sharing their experiences: the first seeds sown, harvesting and outdoor feasts to share the learning and encourage others!

The project will get children connecting with nature outdoors, learning a wide range of new skills from older, experienced volunteers, using a practical and community approach that is fun and rewarding and enhances wellbeing for all involved. The activities will also help children make healthy food choices of their own and develop new practical skills outdoors which will also boost physical and mental health and wellbeing.

The project commenced in January 2020 but has been extended to end in January 22 due to Covid-19 restrictions impacting on the opportunity to deliver the project during a growing window of Spring-Autumn.

Finance

During this financial year, like many other charity and publicly funded organisations we have seen a decrease in our income. This decrease has placed limits on our organisational budget. With this being considered the Organisations financial performance was encouraging.



Income

Clybiau Plant Cymru Kids' Clubs has continued to receive funding from multiple sources with a detailed breakdown within Note 4 of the Financial Statements. The highest source of income comes from the CWLWM Consortium Grant from the Welsh Government, which contributed towards our core costs This **funding is vital** to our on-going work as it forms the foundation from which we are able to apply for project, Local Authority and all other types funding.

Funding through the Work Based Learning contract for Apprenticeships has increased to £102,560 (2019: £98,116). This funding helps us to upskill the Out of School Childcare workforce and helps settings to aim for the highest quality by completing qualifications.

The restricted grants received came from an enormous amount of effort to reach our fundraising target for the year (£220,000). During the year around 70 applications were submitted for funding totalling

£1,895,588. This is a decrease in applications submitted compared to the prior year however this our success rate has increased to 45% (23%) which contributed to £852,010 of our income.

Expenditure

Once again, the Board of Trustees made the decision to use unrestricted reserves, in order to provide the same services to Out of School Childcare Clubs. The amount of reserves used was much lower than budgeted as funding from additional projects allowed us to charge staff costs for work on those projects that would have otherwise come from reserves.

The number of fulltime equivalent staff has decreased to 24 (26), this decrease is due to staff moving onto other positions and the organisation not needing to replace them. This decrease in the number of staff is also reflected in the total staff costs expenditure amount. (2020: 62%, 2019: 68%)

During this year, we incurred one off costs to upgrade our IT system and hardware, which will help the organisation work towards a more flexible approach to work and to allow us to work towards Cyber Essentials as required by our Work based Learning projects. The total cost was £62,197, an increase of 171%.

The overall expenditure this year has remained at a similar level to previous years. This is due to savings continuously being made throughout the year.

3 counties have provided us with funding to distribute, administer, monitor and evaluate grants to support clubs. This made up 9% of our expenditure with 58 (80) grants being paid through the year via Assisted Places, Extra Hands, Start up and Sustainability grants. We also received funding from Welsh Government through the Holiday Hunger Scheme, this was distributed to 3 Settings across Wales.

Training projects expenditure on venues and resources has increased to 6% (4%), this is due to a continued amount of training being purchased throughout the year.

Governance costs remain the same at just under 1% but the amount has increased slightly.

The organisation has reported a surplus of just under £52,000 in our unrestricted funds. This was due to receiving additional funds in the previous year that allowed us to charge additional staff costs to a restricted fund.

RISKS

As we are dependant on certain income sources, this is one of our principal risks. We receive funding from many different sources and this causes uncertainty as we cannot be certain as to who will continue to fund us. To mitigate this risk, we are identifying the sources of income that are our major dependencies and we are considering diversification plans and seeking funding from non government sources.

Another of our principal risks is failure to achieve financial targets through budgeting or inadequate provision of funding. To mitigate this risk, we regularly monitor variances against the monthly budgets to ensure all cost centres are performing correctly. We are also making the managers of the cost centres aware of their position so they can implement any changes to make sure they are performing correctly.

The last of our three top risks is how the cash flow could impact operational activities. To ensure that this does not happen we ensure that adequate information along with monitoring and reporting is passed to the funder in a timely manner. This helps to ensure that our funders are happy with our results and that they continue to fund us.

The main factor that is likely to affect our financial performance and our position going forward relates back to funding. As our main income source is from Welsh Government – Cwllwm Grant, if they choose to discontinue this funding it would have a major impact on the running of the organisation as this funding contributes to our core costs. Many Local Authorities fund us through the Out of School Childcare Grant. Without this funding, we would not be able to continue the level of support we currently provide in their Local Authority Area. We can never be certain of this funding as it depends on the Local Authorities budget year on year.

INVESTMENT POLICY

Our reduction in free reserves has resulted in a decrease in the investment income received over the last few years. With our reducing reserves, we will be unlikely to be able to continue to make investments which attract higher rates of interest.

On a daily basis, the current account balance is returned to a minimum balance, with the monies being transferred to a liquidity manager account, which gains an overnight investment return. Investment with one banking institution, whilst not best practice, enables us to keep banking costs down, which otherwise would offset any interest that might be gained.

RESERVES POLICY

It is the policy of the charity to aim to achieve unrestricted funds, which are not committed for designated purposes or invested in tangible fixed assets (“the free reserves”) of at least two months of the resources expended in the main budget. The current Trustees are working towards three months reserves, as soon as is possible.

Reserves are held as the Charity is reliant on grant funding which in the main is restricted. Our unrestricted reserves allow the Trustees to keep money aside to protect against drops in income or allow it to take advantage of new opportunities.

Our total amount of unrestricted funds total £120,448. Due to an increase in our unrestricted funds, this has allowed us to reintroduce designated funds. These designated funds are: Core budget Contribution (£47,396), Maternity and Sickness Reserve Fund (£10,000) and IT Improvement (£10,000). This leaves £53,052 as the organisations free reserves.

Structure, Governance and Management

The company was incorporated under the name of Clybiau Plant Cymru Kids' Clubs Limited on 1 October 2001. The company is limited by guarantee, registered in England and Wales. Charitable status was obtained on 1 August 2002 under reference 1093260.

On 17 August 2005 the company passed a special resolution to amend the Memorandum of Association to include the power to provide indemnity insurance to cover the liability of the Trustees and the Articles of Association altered to open the membership to Out of School Childcare Clubs and an election procedure for the Board of Trustees.

On 26 September 2005, the company passed a Special Resolution to change its name to Clybiau Plant Cymru Kids' Clubs from Clybiau Plant Cymru Kids' Clubs Limited so that the Companies House and the Charity Commission name are the same.

The company was established under its Memorandum and Articles of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

In October 2018, at the Annual General Meeting, new Articles of Association were adopted by the company, which allowed Trustees to serve on the Board of Trustees for a period of 3 years continuously (previously each Trustee needed to be elected annually), and also for co-opted members to be elected at any time of the year.

Appointment of Trustees

The Directors of the company are also charity Trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected and can serve for a period of no more than three consecutive years at a time unless such persons last served as a trustee more than one year previously.

On 17 August 2005 a resolution was passed to alter the Memorandum and Articles of Association of Clybiau Plant Cymru Kids' Clubs in order to appoint 12 Trustees to the Board of Trustees from the Out of School Childcare Clubs full members.

12 Trustees are appointed through a series of 3 regional elections from the members, and with 3 co-options made by the outgoing Board, making 15 Trustees in all.

Such appointments are subject to confirmation by the members at the Annual General Meeting and the Trustees when appointed serve until the end of the next Annual General Meeting.

The Trustees may co-opt to fill any vacancy at any time but such co-opted Trustees hold office only until the next Annual General Meeting.

Trustee Induction and Training

All of the Trustees are familiar with the practical work of running Out of School Childcare Clubs and, with the Board co-options, provide a broad skill mix which reflects the diversity of the membership.

Each Trustee undergoes a Criminal Record Check (now known as DBS Disclosure and Barring Service) when elected. Each Trustee is given on election a trustee role description, strategic plan, memorandum and articles of association, company handbook, annual report and financial statements.

Trustees are inducted in the overall work of the organisation, and the range of projects the organisation is involved with at a series of presentations made by project leaders at the Annual General Meeting and at Board meetings during the year. Trustees receive bi-monthly copies of the "Governance" magazine, *essential information for effective trustees* published by civilsociety.co.uk. Trustees are also alerted to trustee training which is available locally as and when it occurs from such organisations as the local County Voluntary Councils.

All members of the Board of Trustees give their time voluntarily and are able to claim out of pocket/incidental travel expenses to meetings at the normal Inland Revenue rate.

Organisational Structure

Out of School Childcare Clubs Select a Board of Trustees

Board of Trustees / Directors (elected at AGM)

Strategic direction and policy decisions made by Board of Trustees at, no less than, 4 meetings per year which are always attended by Chief Executive Officer, Finance Manager and Administration Manager (who have no voting power)

Chief Executive Officer

Day to day management of the organisation is carried out by the Chief Executive Officer with support/advice from a Senior Team made up of a Finance Manager, 3 Regional Team Leaders, National Training Manager and Administration Manager.

There are 3 regional offices – in Cardiff, Colwyn Bay and Cross Hands. There are 3 Regional Managers who oversee and support development and support staff who work in counties. The National Training Manager oversees the trainers who are located in the regions in liaison with their Line Managers in North and West Wales. Trainers deliver the range of courses and provide support to individual students. Childcare Business Development Officers may also deliver some training, but they provide almost all the individual mentoring to Playworkers.

The Key Management Personnel of the organisation includes the Chief Executive Officer, Finance Manager, and Administration Manager.

Remuneration of all Staff, including that of Key Management Personnel, is aligned to the **NJC scales**, any increases are agreed at Board meetings. Job descriptions and roles are aligned to scale points and pay rates are set accordingly.

Reference and administrative details

Directors / Trustees:

Brigid Morag Lee	
Clare Amelia MacOmish	
Jason Roberts-Jones	
Ms Amy Baugh	
Louise Anne Touhig	
Rachel Morath	
Elizabeth Jane Davies	
Michael Flynn	- resigned 23 October 2019
Delyth Angharad Jones	
Christopher Hiddins	- resigned 13 June 2019
Dorothy Marie Jones	- appointed 23 October 2019

Company Secretary: Jane O'Toole

Key Management Personnel

Chief Executive Officer:	Mrs L J O'Toole
Finance Manager:	Mrs L Taylor
Administration Manager:	Mrs Shelley Jenkins

Registered office: Bridge House, Station Road, Llanishen
Cardiff CF14 5UW

Auditors: Azets Audit Services
Chartered Accountants & Statutory Auditors
Waters Lane Chambers, 1-3 Waters Lane,
Newport, NP20 1LA

Bankers: National Westminster plc
1 Taff Street, Pontypridd, Rhondda Cynon Taf
CF37 4UU

Registered company number: 4296436 (England and Wales)

Registered charity number: 1093260

Solicitors: Darwin Gray Solicitor
Hemont House, 10 Churchill Way, Cardiff, CF10 2HE
Dolmans Solicitors
Capital Tower, Greyfriars Road, Cardiff, CF10 3AG

Statement of Trustees responsibilities

The trustees (who are also directors of Clybiau Plant Cymru Kids' Clubs for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

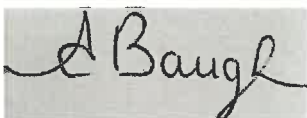
The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

ON BEHALF OF THE BOARD/TRUSTEES



.....
Amy Baugh
Chair of Trustees

23/09/2020
Dated:

Independent Auditors' Report to the Trustees of Clybiau Plant Cymru Kids' Clubs

We have audited the financial statements of Clybiau Plant Cymru Kids' Clubs (the "Charity") for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- we have not obtained all the information and explanations necessary for the purposes of our audit;
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on page 34, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

The trustees have elected for the financial statements to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly, we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and the regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Azets Audit Services

Chartered Accountants & Statutory Auditors
Waters Lane Chambers
1-3 Waters Lane
Newport
NP20 1LA

Date: 28-09-2020

Azets Audit Services is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities (Incorporating Income and Expenditure Account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income and endowments from:					
Donations and legacies	3	19,213	-	19,213	22,503
Charitable activities	4	-	965,937	965,937	1,185,934
Other trading activities	5	13,028	-	13,028	17,494
Investments	6	352	-	352	194
Total income and endowments		32,593	965,937	998,530	1,226,125
Expenditure on:					
Charitable activities	7	2,600	1,117,891	1,120,491	1,179,754
Total expenditure		2,600	1,117,891	1,120,491	1,179,754
Net income/(expenditure)	8	29,993	(151,954)	(121,961)	46,371
Transfers between funds	15,16	21,742	(21,742)	-	-
Net movement in funds		51,735	173,696	(121,961)	46,371
Reconciliation of Funds					
Total funds brought forward	15,16	68,713	188,816	257,529	211,158
Total funds carried forward	17	120,448	15,120	135,568	257,529

The Statement of Financial Activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The notes on pages 50 to 71 form part of these financial statements.

Balance Sheet

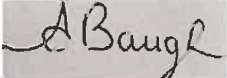
	Note	2020		2019	
		£	£	£	£
Fixed assets:					
Tangible assets	11		25,405		26,992
Current assets:					
Stock		8,890		11,277	
Debtors	12	106,774		197,438	
Cash at bank and in hand		80,818		116,817	
		<u>196,482</u>		<u>325,532</u>	
Liabilities:					
Creditors: Amounts falling due within one year	13	<u>(81,875)</u>		<u>(81,791)</u>	
Net current assets			<u>114,607</u>		<u>243,741</u>
Total assets less current liabilities			<u>140,012</u>		<u>270,733</u>
Creditors: Amounts falling due after more than one year	14		(4,444)		(13,204)
Net assets			<u>135,568</u>		<u>257,529</u>
The funds of the charity:					
Restricted income funds	15		15,120		188,816
Unrestricted income funds	16		120,448		68,713
Total charity funds			<u>135,568</u>		<u>257,529</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2020, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.


These financial statements were approved by the Board of Directors/Trustees on



Chairperson (Amy Baugh)

23/09/2020

Date



Trustee (Louise Touhig)

23/09/2020

Date

The notes on pages 50 to 71 form part of these financial statements.

Statement of Cash Flows	Note	2020	2019
		£	£
Net cash provided by/(used in) operating activities	23	<u>(25,690)</u>	<u>(115,207)</u>
<i>Cash flows from investing activities:</i>			
Dividends, interest and rents from investments		352	194
Purchase of property plant and equipment		<u>(10,661)</u>	<u>(27,359)</u>
Net cash used in investing activities		<u>(10,309)</u>	<u>(27,165)</u>
Change in cash and cash equivalents in the reporting period		(35,999)	(142,372)
Cash and cash equivalents at the beginning of the reporting period		116,817	259,189
Cash and cash equivalents at the end of the reporting period	23	<u>80,818</u>	<u>116,817</u>

The notes on pages 50 to 71 form part of these financial statements.

Notes to the Financial Statements

1. ACCOUNTING POLICIES

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the charity's financial statements.

Legal form and address

Clybiau Plant Cymru Kids' Clubs is a private company limited by guarantee incorporated in England and Wales. The registered office is Bridge House, Station Road, Llanishen, Cardiff, CF14 5UW.

Basis of preparation

The accounts have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Going concern

The charity reported a net unrestricted inflow of £29,993 for the year. The company relies heavily on funding from the Welsh Government for its income. Should this source of income cease, it would have significant implications for the scale of operations of the company. The directors have prepared the financial statements on the going concern basis assuming that grants from the Welsh Government will continue to be forthcoming in the future. The charity is monitoring results on a frequent basis. The trustees are of the view that on this basis the charity is a going concern and there are no material uncertainties about the charity's ability to continue as a going concern.

Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Where restricted funds received remain partly unspent, they are carried forward to the following period in restricted reserves.

Taxation

As a registered charity, Clybiau Plant Cymru Kids' Clubs is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

1. ACCOUNTING POLICIES (continued)

Income recognition

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Membership and training income is recognised in the period to which it relates and any amounts received in advance are deferred in the balance sheet.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met. Capital grants are credited to the statement of financial activities as and when receivable and depreciation charged is offset against the grant income, in a restricted fund.

Interest on funds is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

Expenditure recognition

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly and support costs are apportioned on an appropriate basis e.g. staff time spent on each activity.

Grants payable are payments made to third parties in furtherance of the charitable objects of the company. The grants are accounted for where either the Trustees have agreed to pay the grant without condition and the recipient has a reasonable expectation that they will receive a grant, or any condition attached to the grant is outside the control of the company.

Fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. or in cases where fixed assets have been donated to the charity, at valuation at time of acquisition.

1. ACCOUNTING POLICIES (continued)

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases::

Furniture and fittings -	25% p.a. straight line basis
Computer equipment -	33% p.a. straight line basis

Stock

Stock represents stationery, printed material and other consumables and is valued at the lower of cost or net realisable value. Cost comprises direct materials and net realisable value is the estimated selling price less all costs of completion and costs to be incurred in marketing, selling and distribution.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities..

Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

1. ACCOUNTING POLICIES (continued)

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Pension

The charity has arranged a defined contribution pension scheme for members of staff. The assets of the scheme are held separately from those of the charity, being invested with insurance companies. Pension costs charged in the Statement of Financial Activities represent the contribution payable by the charity in the year and are allocated to unrestricted and restricted funds accordingly.

Operating leases

Rentals payable under operating leases are charged to the income and expenditure account on a straight line basis over the term of the relevant lease.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Donations	500	-	500	3,006
Membership fees	18,713	-	18,713	19,497
	<u>19,213</u>	<u>-</u>	<u>19,213</u>	<u>22,503</u>

INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total 2020 £	Total 2019 £
Grants	-	965,937	965,937	1,185,934
	-	965,937	965,937	1,185,934

	Restricted Total 2020 £	Restricted Total 2019 £
Grants		
Anglesey County Council – CACHE L3 Transitional	1,310	11,820
Anglesey County Council – Out of School Childcare Grant	8,060	4,872
Anglesey Commission	3,000	-
Apprenticeships – 2016/17 NW	-	468
Apprenticeships – 2016/17 SEW	-	1,306
Apprenticeships – 2016/17 WW	(4,036)	2,490
Apprenticeships - 2017/18 NW	892	11,382
Apprenticeships – 2017/18 SEW	8,447	29,629
Apprenticeships – 2017/18 WW	1,229	10,970
Apprenticeships – 2018/19 L2 SEW	5,998	11,152
Apprenticeships – 2018/19 L2 SEW	11,605	656
Apprenticeships – 2018/19 L3 SEW	14,108	17,222
Apprenticeships – 2018/19 L3 SEW	18,784	3,415
Apprenticeships – 2018/19 L4 and L5 SEW	10,503	611
Apprenticeships – 2018/19 NW	10,261	3,626
Apprenticeships – 2018/19 WW	12,346	10,758
Apprenticeships – 2019/20 L5 Staff	13,444	-
Apprenticeships – displaced	(128)	5,813
Bridgend workshops	560	-
British Science Week	-	500
Burbo Bank	1,840	3,144
Children and Young People fund	8,016	-
City and County of Cardiff Council – Level 3 Diploma	-	6,690
Coalfields	(311)	7,000
Conwy County Borough Council – Grants	20,000	22,000
Conwy County Borough Council – Incidental Welsh	-	345
Conwy County Borough Council – Children and Communities	43,852	42,471
Conwy County Borough Council – Network Event	500	-
Conwy County Borough Council – PLGH	2,000	-
Conwy County Borough Council – Training	7,624	9,505
Conwy County Borough Council – Co-op	2,967	-
Cronfa Eryri – Snowdonia SDF	-	2,940
Early Years Wales – Healthy and Active	250	-
EDI Project	-	1,900
Ernest Cook Trust	-	1,000
Flintshire training	1,660	-
Gower AONB	-	653
Gwynedd County Borough Council – Children and Communities	14,000	14,010

4. INCOME FROM CHARITABLE ACTIVITIES (continued)

	Restricted Total 2020 £	Restricted Total 2019 £
Gwynedd County Borough Council – Training	6,850	13,380
Gwynt Y Mor	-	4,381
Hanfod Cymru	-	1,000
Holiday Hunger	25,000	-
Merthyr Tydfil County Borough Council – Childcare Contract	-	28,875
Merthyr Tydfil County Borough Council – Grants	-	16,707
Merthyr Tydfil County Borough Council – L3 Transitional	-	7,930
Merthyr Tydfil County Borough Council – Children and Communities	-	20,340
Merthyr Tydfil County Borough Council – Renewable Energy	-	1,950
Merthyr Tydfil County Borough Council – StoryTelling	-	1,550
Monmouthshire County Council – Risky Play	310	-
Monmouthshire County Council – Training	-	6,690
Monmouthshire County Council – Welsh Church	300	-
Neath Port Talbot – Training Day	1,000	-
Newport City Council – Additional Learner L3 Trans	8,060	440
Newport City Council – Children and Communities	46,432	44,747
Newport City Council – Children and Communities Grants	64,000	52,810
Newport City Council – Contract	11,044	22,087
Newport City Council – Early Years Training	1,170	-
Newport City Council – Training	4,420	35,355
Oakdale Trust	-	1,000
Pembrokeshire County Council	-	11,040
People and Places	30,060	-
PFS NW	4,824	-
PFS SEW	6,229	-
PFS WW	1,582	-
Rhondda Cynon Taf – Children and Communities	22,159	44,317
Rhondda Cynon Taf – Inset Training	375	-
Rhondda Cynon Taf – Training	440	10,955
Santander	-	5,000
SASS	1,500	-
City and County of Swansea Council	38,922	37,592
Tesco Bags of Help – Caerphilly	1,000	3,000
Tesco Bags of Help – Conwy	-	2,000
Tesco Bags of Help – Flintshire	685	2,056
Tesco Bags of Help – Llanelli	2,000	-
Tesco Bags of Help – Milford Haven	3,425	-
Tesco Bags of Help – Pembrokeshire	-	1,000
Tesco Bags of Help – Tenby/Saundersfoot	1,000	-
Torfaen Welsh Language	-	2,520
UKSA	9,185	-
Vale of Glamorgan – L3 Transitional	-	7,930
Welsh Government – CWLWM Consortium Grant	424,934	529,934

4. INCOME FROM CHARITABLE ACTIVITIES (continued)

	Restricted Total 2020 £	Restricted Total 2019 £
Welsh Government – CWLWM Welsh Language Officer	30,000	30,000
Welsh Water	250	-
Wrexham	-	1,000
	<u>965,937</u>	<u>1,185,934</u>

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted £	Total 2020 £	Total 2019 £
Training	6,792	6,792	10,969
Miscellaneous income	6,236	6,236	6,525
	<u>13,028</u>	<u>13,028</u>	<u>17,494</u>

6. INCOME FROM INVESTMENTS

	Unrestricted £	Total 2020 £	Total 2019 £
Bank interest	<u>352</u>	<u>352</u>	<u>194</u>

7. EXPENDITURE ON CHARITABLE ACTIVITIES

	Direct costs £	Grant funding of activities £	Support Costs £	Governance costs £	2020 Total £	2019 Total £
Training	42,741	-	393,980	-	436,721	488,243
Grants to clubs – see below	-	98,877	163,357	-	262,234	236,374
Development and support given to clubs	8,054	-	403,589	-	411,643	446,630
Auditors remuneration	-	-	-	6,600	6,600	6,600
Trustees expenses	-	-	-	94	94	456
Costs of trustees meetings	-	-	-	3,199	3,199	1,451
	<u>50,795</u>	<u>98,877</u>	<u>960,926</u>	<u>9,893</u>	<u>1,120,491</u>	<u>1,179,754</u>

	Basis of Allocation	Training £	Grants made to clubs £	Development and support given to clubs £	2020 Total £	2019 Total £
Support costs						
Salaries and national insurance	Time	269,724	111,836	276,303	657,863	754,088
Pensions and health insurance	Time	16,513	6,847	16,916	40,276	47,642
National and regional office running costs	Time	102,721	42,592	105,226	250,539	227,379
Depreciation	Time	5,022	2,082	5,144	12,248	5,633
		<u>393,980</u>	<u>163,357</u>	<u>403,589</u>	<u>960,926</u>	<u>1,034,742</u>

7. EXPENDITURE ON CHARITABLE ACTIVITIES (continued)

	Restricted £	Total 2020 £	Total 2019 £
Grants payable			
Bridgend County Council	11,424	11,424	-
Conwy County Borough Council	24,796	24,796	21,993
Merthyr Tydfil County Borough Council	-	-	16,707
Neath Port Talbot	6,800	6,800	-
Newport City Council	55,857	55,857	52,810
	<u>98,877</u>	<u>98,877</u>	<u>91,510</u>

All grants are to provide support to Out of School Childcare Clubs in Wales. During the course of the year 58 grants were made (2019: 176), ranging in size from £166 to £5,000 (2019: £120 to £8,000).

8. NET INCOME FOR THE YEAR

This is stated after charging:

	2020 £	2019 £
Depreciation – owned assets	12,248	5,633
Auditors remuneration:		
Audit fees	6,100	6,100
Accountancy fees	500	500
Hire purchase interest	310	341
Operating leases	<u>56,422</u>	<u>60,570</u>

9. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL

	2020 £	2019 £
Wages and salaries	610,928	703,720
Social security costs	46,935	52,147
Pension costs	37,066	41,742
Medical insurance	3,209	4,120
	<u>698,138</u>	<u>801,729</u>

No employee was paid £60,000 or more during the year (2019: Nil).

No trustees received remuneration or any other benefits during the year.

2 trustees (2019: 6) were reimbursed travel and subsistence expenses for attending meetings amounting to £94 (2019: £456).

Key management personnel

The total benefits paid to key management personnel during the year were £113,596 (2019: £121,176).

10. STAFF NUMBERS

The average number of staff employed during the financial year amounted to:

	2020	2019
	No	No
Managers	7	8
Development officers	6	10
Training officers	7	7
Administrators	7	7
Support workers	-	1
	<u>27</u>	<u>33</u>

The average number of full time equivalent staff employed during the financial year amounted to:

	2020	2019
	No	No
Managers	7	7
Development officers	6	6
Training officers	6	6
Administrators	5	6
Support workers	-	1
	<u>24</u>	<u>26</u>

11. TANGIBLE FIXED ASSETS

	Furniture and fittings £	Computer equipment £	Total £
Cost			
At 1 April 2019	7,926	42,822	50,748
Additions	-	10,661	10,661
At 31 March 2020	<u>7,926</u>	<u>53,483</u>	<u>61,409</u>
Depreciation			
At 1 April 2019	7,926	15,830	23,756
Charge for year	-	12,248	12,248
At 31 March 2020	<u>7,926</u>	<u>28,078</u>	<u>36,004</u>
Net book value			
At 31 March 2020	<u>-</u>	<u>25,405</u>	<u>25,405</u>
At 31 March 2019	<u>-</u>	<u>26,992</u>	<u>26,992</u>

Included in computer equipment are assets on hire purchase with a net book value of £18,898 (2019: £24,816).

12. DEBTORS

	2020 £	2019 £
Amounts due within one year:		
Trade debtors	91,925	174,146
Other debtors	3,005	3,740
Prepayments and accrued income	11,844	19,552
	<u>106,774</u>	<u>197,438</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	27,740	30,913
Other creditors	23,856	16,776
Social security and other taxes	13,600	12,247
Deferred income	2,657	12,938
Accrued expenses	14,022	8,917
	<u>81,875</u>	<u>81,791</u>

The deferred income relates to membership and training income received in advance.

The movement in deferred income can be seen below:

	2020	2019
	£	£
Balance brought forward	12,938	10,690
Income received	15,224	32,715
Income released	(25,505)	(30,467)
Balance carried forward	<u>2,657</u>	<u>12,938</u>

14. CREDITORS: AMOUNTS FALLING DUE AFTER ONE YEAR

	2020	2019
	£	£
Hire purchase	4,444	13,204
	<u>4,444</u>	<u>13,204</u>

The amounts due regarding the hire purchase agreement can be seen to be split over the following periods:

	2020	2019
	£	£
Due < 1 year	8,761	8,596
Due between 2-5 years	4,444	13,204
	<u>13,205</u>	<u>21,800</u>

15. RESTRICTED FUNDS

	Sub- Note	Balance as at 1 April 2019	Income	Expenditure	Transfers	Balance as at 31 March 2020
		£	£	£	£	£
ACT NW	8	-	-	(98)	-	(98)
ACT SEW	8	-	-	(45)	-	(45)
Anglesey County Council – Childcare Providers	3	-	-	(1,301)	1,301	-
Anglesey County Council – CACHE L3 Transitional	4	3,492	1,310	(3,719)	(1,083)	-
Anglesey County Council – Commission	1	-	3,000	(3,000)	-	-
Anglesey County Council – Training	4	-	8,060	(2,115)	-	5,945
Apprenticeships 2016-17 Displaced	8	-	(128)	(57)	185	-
Apprenticeships 2016-17 WW	8	-	(4,036)	(1,391)	5,427	-
Apprenticeships 2017-18 NW	8	(1,444)	892	(3,694)	4,246	-
Apprenticeships 2017-18 SEW	8	4,202	8,447	(9,191)	(336)	3,122
Apprenticeships 2017-18 WW	8	1,308	1,229	(4,988)	2,451	-
Apprenticeships 2018/19 L2 SEW	8	(3,854)	5,998	(10,308)	8,164	-
Apprenticeships 2018/19 L2 SEW	8	(1,684)	11,605	(14,459)	-	(4,538)
Apprenticeships 2018/19 L3 SEW	8	(4,790)	14,108	(14,138)	-	(4,820)
Apprenticeships 2018/19 L3 SEW	8	(3,463)	18,784	(23,202)	-	(7,881)
Apprenticeships 2018/19 L4 and L5 SEW	8	(2,426)	10,503	(9,803)	-	(1,726)
Apprenticeships 2018/19 NW	8	(2,876)	10,261	(13,218)	-	(5,833)
Apprenticeships 2018/19 WW	8	(413)	12,346	(13,083)	-	(1,150)
Apprenticeships 2019/20 L5 Staff	8	-	13,444	(6,390)	-	7,054
Bridgend Workshops	4	-	560	(560)	-	-
Burbo Bank	10	2,564	1,840	(4,512)	108	-
Cambrian PFS SEW	8	-	-	(684)	-	(684)
Cardiff Training	4	2,183	-	(2,183)	-	-
Children and Young Peoples Fund	4	-	8,016	(5,218)	-	2,798
Coalfields	10	4,744	(311)	(4,433)	-	-
Conwy County Borough Council – Grants	2,5	-	20,000	(19,995)	(5)	-
Conwy County Borough Council – Children and Communities	3	-	43,852	(44,192)	340	-
Conwy County Borough Council – Network Event	10	-	500	(500)	-	-
Conwy County Borough Council – PLGH	8	-	2,000	(756)	-	1,244
Conwy County Borough Council – Training 2018/19	8	977	7,624	(8,773)	172	-
Co-op	10	-	2,967	(795)	-	2,172
Welsh Government – CWLWM Consortium Grant	9	141,629	424,934	(521,563)	(45,000)	-
Early Years Wales – Healthy and Active	10	-	250	(13)	-	237
Ernest Cook Trust	10	633	-	(1,320)	687	-
Flintshire Training	-	-	1,660	(820)	-	840
Gwynedd County Borough Council – Children and Communities	3	-	14,000	(14,408)	408	-
Gwynedd County Borough Council – Training	4	4,580	-	(4,580)	-	-
Gwynedd County Borough Council – Transitional	4	-	6,850	(1,914)	-	4,936
Gwynt Y Mor	10	3,115	-	(3,115)	-	-
Holiday Hunger	5	-	25,000	(25,000)	-	-
Merthyr Tydfil CBC – StoryTelling	4	594	-	(594)	-	-
Merthyr Tydfil CBC – Training	4	5,230	-	(5,230)	-	-
Monmouthshire County Council – Risky Play	4	-	310	(99)	-	211
Monmouthshire County Council – Welsh Church	10	-	300	(287)	-	13

15. RESTRICTED FUNDS (continued)

	Sub-Note	Balance as at 1 April 2019 £	Income £	Expenditure £	Transfers £	Balance as at 31 March 2020 £
Neath Port Talbot Training day	4	-	1,000	(224)	-	776
Newport City Council – Early Years Training	4	-	1,170	(474)	-	696
Newport City Council – Children and Communities - Grants	2,5	-	64,000	(64,000)	-	-
Newport City Council – Children and Communities	3	-	46,432	(46,432)	-	-
Newport City Council – Training	4	19,585	4,420	(13,082)	-	10,923
Newport City Council – Transitional	4	-	8,060	(8,060)	-	-
Newport City Council – Contract	1	-	11,044	(11,044)	-	-
Oakdale Trust	10	659	-	(659)	-	-
People and places	1	-	30,060	(29,907)	-	153
PFS NW	8	-	4,824	(4,861)	-	(37)
PFS SEW	8	-	6,229	(7,930)	-	(1,701)
PFS WW	8	-	1,582	(1,543)	-	39
Ray Gravell	10	2,493	-	(1,649)	-	844
Rhondda Cynon Taf	3	-	22,159	(22,159)	-	-
Rhondda Cynon Taf – Inset Training	4	-	375	(375)	-	-
Rhondda Cynon Taf – Children and Communities Training	4	3,099	440	(3,539)	-	-
Santander	10	3,545	-	(3,545)	-	-
SASS	1	-	1,500	(1,500)	-	-
Swansea	3	-	38,922	(38,922)	-	-
Tesco Bags of Help – Caerphilly	10	2,190	1,000	(3,190)	-	-
Tesco Bags of Help – Conwy	10	995	-	(995)	-	-
Tesco Bags of Help – Flintshire	10	1,218	685	(2,398)	495	-
Tesco Bags of Help – Haverfordwest	10	-	-	(1,222)	1,222	-
Tesco Bags of Help – Llanelli	10	-	2,000	(708)	-	1,292
Tesco Bags of Help – Milford Haven	10	-	3,425	(3,632)	207	-
Tesco Bags of Help – Pembrokeshire	10	731	-	-	(731)	-
Tesco Bags of Help – Tenby/Saundersfoot	10	-	1,000	(664)	-	336
Tesco Centenary – SEW	10	-	-	(63)	-	(63)
Tesco Centenary – SEW	10	-	-	(86)	-	(86)
UKSA	10	-	9,185	(9,185)	-	-
Welsh Language Officer	1	-	30,000	(30,000)	-	-
Welsh Water	10	-	250	(99)	-	151
		<u>188,816</u>	<u>965,937</u>	<u>(1,117,891)</u>	<u>(21,742)</u>	<u>15,120</u>

*The negative balances relate to the carry forward of expenditure that will be funded post year end.

- Note 1 Staff costs**
Funding to cover staff costs to support the Rates Support Grant within the Local Authority. To help develop and sustain clubs offering them training on club development and policies.
- Note 2 Assisted Places and Extra Hands Grants**
Extra Hands grants provide full or part funding for one-to-one workers for children with special needs. Assisted Places grants provide for families unable to afford childcare fees. Clybiau Plant Cymru Kids' Clubs manages the application, assessment, payment, and monitoring processes for the award. The organisation's local Childcare Business Development Officers support clubs by advertising the grants, helping with applications, conducting monitoring and providing whatever other assistance is required. Assisted Places and Extra Hands grants are important to children, parents and clubs. Everyone recognises the entitlement of special needs children to support as well as the positive social and emotional benefits of inclusion for children with special needs and their peers. Grants are also necessary for clubs as most childcare clubs operate 'on a shoestring' and would not otherwise be able to afford an additional worker to support one child. The grants are critical to parents who need respite, need to work, want to work or attend training.
- Note 3 Children and Communities Grant**
Funding to employ staff to support the development of new childcare.
- Note 4 Training**
Funding to provide Playworker training courses, for Playworkers working or living within the Local Authority area to improve the skills of new and existing childcare workers in Out of School Childcare Clubs. Some courses are run as workshops in clubs with the children participating in the training workshop alongside the Playworkers.
- Note 5 Development Grants**
Development and sustainability grants to provide development, support and a key fund grant programme, which includes equipment, for Out of School Childcare Clubs. Setting up new Out of School Childcare Clubs, extending existing clubs.
- Note 6 Health Challenge Wales**
Funding to provide training to Playworkers to raise awareness of the benefits of physical activity and balanced nutrition and to enable children to take more responsibility for their own health.
- Note 7 Jobs Growth Wales**
A project which allows Clybiau Plant Cymru Kids' Clubs to employ for 26 weeks, young people not currently in employment, education or training, to place them in Out of School Childcare Clubs and to mentor them through job competency workshops in the hope that they will achieve the award stage of a level 1 and the settings in which they are placed will retain them in their employ after the project.
- Note 8 Apprenticeships**
A work based learning project training participants in CACHE level ii and iii in Playwork, funding is received retrospectively, the negative restricted funds brought forward depicts this.
- Note 9 Welsh Government – Children and Families Development Grant**
Working together with the five leading childcare organisations in Wales, to deliver a bilingual integrated service that will ensure the best possible outcomes for children and families across Wales, within the Welsh Government's 'whole-system' approach.
- Note 10 Other General Funds**
Grants for one off funding for specific projects.

Restricted funds represent grants received for specific purposes. When the expenditure to which these grants relate is incurred it is charged to the fund in the Statement of Financial Activities.

Where an overspend occurred on a restricted fund, a transfer has been made from unrestricted funds to cover the overspend.

15. RESTRICTED FUNDS (continued)

<i>Previous year</i>	Sub-Note	Balance as at 1 April 2018 £	Income £	Expenditure £	Transfers £	Balance as at 31 March 2019 £
Anglesey County Council – L3 Transitional	4	3,064	-	(3,064)	-	-
Anglesey County Council – Children and Communities	3	-	4,872	(4,901)	29	-
Anglesey County Council – Childcare Providers	3	-	-	(150)	150	-
Anglesey County Council – CACHE L3 Transitional	4	-	11,820	(8,328)	-	3,492
Apprenticeships 2016-17 Displaced	8	23,408	5,813	(15,398)	(13,823)	-
Apprenticeships 2016-17 NW	8	(266)	468	(1,430)	1,228	-
Apprenticeships 2016-17 SEW	8	2,552	1,306	(2,469)	(1,389)	-
Apprenticeships 2016-17 WW*	8	(604)	2,490	(3,885)	1,999	-
Apprenticeships 2017-18 NW	8	(619)	11,382	(12,207)	-	(1,444)
Apprenticeships 2017-18 SEW	8	1,041	29,629	(26,468)	-	4,202
Apprenticeships 2017-18 WW	8	1,727	10,970	(11,389)	-	1,308
Apprenticeships 2018/19 L2 SEW	8	-	11,152	(15,006)	-	(3,854)
Apprenticeships 2018/19 L2 SEW	8	-	656	(2,340)	-	(1,684)
Apprenticeships 2018/19 L3 SEW	8	-	17,222	(22,012)	-	(4,790)
Apprenticeships 2018/19 L3 SEW	8	-	3,415	(6,878)	-	(3,463)
Apprenticeships 2018/19 L4 and L5 SEW	8	-	611	(3,037)	-	(2,426)
Apprenticeships 2018/19 NW	8	-	3,626	(6,502)	-	(2,876)
Apprenticeships 2018/19 WW	8	-	10,758	(11,171)	-	(413)
Blackwood Engineering Trust	10	1,149	-	(1,149)	-	-
British Science Week	4	-	500	(500)	-	-
Burbo Bank	10	-	3,144	(580)	-	2,564
Cardiff Training	4	-	6,690	(4,507)	-	2,183
Coalfields	10	-	7,000	(2,256)	-	4,744
Conwy County Borough Council – Grants	2,5	-	22,000	(22,000)	-	-
Conwy County Borough Council – Children and Communities	3	-	42,471	(42,471)	-	-
Conwy County Borough Council – Training 2017/18	4	3,914	-	(3,914)	-	-
Conwy County Borough Council – Training 2018/19		-	9,505	(8,528)	-	977
Cronfa Eryri – Snowdonia SDF	10	(3,009)	2,940	-	69	-
Conwy County Borough Council – Incidental Welsh	4	-	345	(345)	-	-
Welsh Government – Children and Families Delivery Grant	9	-	529,934	(388,305)	-	141,629
EDI Project	1	-	1,900	(1,900)	-	-
Ernest Cook Trust	10	-	1,000	(367)	-	633
Gower AONB	10	-	653	(1,113)	460	-
Gwynedd County Borough Council – Children and Communities	3	-	14,010	(15,679)	1,669	-
Gwynedd County Borough Council – Training	4	3,462	13,380	(12,262)	-	4,580
Gwynt Y Mor	10	-	4,381	(1,266)	-	3,115
Hanfod Cymru	10	-	1,000	(2,039)	1,039	-
Merthyr Tydfil CBC – Childcare Contract	1,3	-	28,875	(29,811)	936	-
Merthyr Tydfil CBC – Grants	5	-	16,707	(16,707)	-	-
Merthyr Tydfil CBC – L3 Transitional	4	5,655	-	(5,662)	7	-
Merthyr Tydfil CBC – Children and Communities	3	-	20,340	(22,074)	1,734	-
Merthyr Tydfil CBC – Renewable Energy		-	1,950	(1,950)	-	-

15. RESTRICTED FUNDS (continued)

<i>Previous year</i>	Sub- Note	Balance as at 1 April 2018 £	Income £	Expenditure £	Transfers £	Balance as at 31 March 2019 £
Merthyr Tydfil CBC – StoryTelling	4	-	1,550	(956)	-	594
Merthyr Tydfil CBC – Training	4	-	7,930	(2,700)	-	5,230
Monmouthshire County Council – Training	4	-	6,690	(6,690)	-	-
Monmouthshire County Council – Transitional	4	160	-	(160)	-	-
Newport City Council – L3 Transitional	4	4,281	-	(4,281)	-	-
Newport City Council – Children and Communities	3	-	44,747	(44,747)	-	-
Newport City Council – Children and Communities – Grants	2,5	-	52,810	(52,810)	-	-
Newport City Council – Training	4	-	35,355	(15,770)	-	19,585
Newport City Council – Welsh Language CCSIW	4	1,133	-	(1,133)	-	-
Newport City Council – Additional Learner L3 Trans	4	-	440	(440)	-	-
Newport City Council – Contract	1	-	22,087	(22,087)	-	-
Oakdale Trust	10	-	1,000	(341)	-	659
Pembrokeshire County Council	3	-	11,040	(11,664)	624	-
Pembrokeshire L3 Transitional	4	2,201	-	(2,234)	33	-
Pembrokeshire L3 Additional Learner	4	291	-	(291)	-	-
Ray Gravel	10	2,500	-	(7)	-	2,493
Rhondda Cynon Taf	3	-	44,317	(44,317)	-	-
Rhondda Cynon Taf – Children and Communities Training	4	953	10,955	(8,809)	-	3,099
Santander	10	-	5,000	(1,455)	-	3,545
Swansea	3	-	37,592	(37,592)	-	-
Tesco Bags of Help	10	135	-	(135)	-	-
Tesco Bags of Help – Caerphilly	10	-	3,000	(810)	-	2,190
Tesco Bags of Help – Conwy	10	-	2,000	(1,005)	-	995
Tesco Bags of Help – Flintshire	10	-	2,056	(838)	-	1,218
Tesco Bags of Help – Pembrokeshire	10	-	1,000	(269)	-	731
Torfaen Welsh Language Training	4	-	2,520	(2,520)	-	-
Vale of Glamorgan – L3 Transitional	4	3,706	-	(3,706)	-	-
Vale of Glamorgan –Transitional	4	-	7,930	(7,930)	-	-
Welsh Language Officer	1	-	30,000	(30,000)	-	-
Wrexham	4	-	1,000	(1,000)	-	-
		<u>56,834</u>	<u>1,185,934</u>	<u>(1,048,717)</u>	<u>(5,235)</u>	<u>188,816</u>

16. UNRESTRICTED FUNDS

	Balance at 1 April 2019	Income	Expenditure	Transfers	Balance at 31 March 2020
	£	£	£	£	£
Designated Funds					
Budget Contribution	-	-	-	47,396	47,396
Maternity and Sickness Reserve Fund	-	-	-	10,000	10,000
IT Improvement Fund	-	-	-	10,000	10,000
	-	-	-	67,396	67,396
General Funds	68,713	32,593	(2,600)	(45,654)	53,052
	68,713	32,593	(2,600)	21,742	120,448

The **Budget Contribution Fund** represents money from the general reserve set aside to finance unrestricted expenditure in 2020-21.

The **Maternity and Sickness Reserve Fund** represents money set aside to cover any costs of maternity or sickness cover which are over and above the budget for 2020-21.

The **Strategic Planning Fund** represents monies put aside for future strategic planning projects.

Previous year

	Balance at 1 April 2018	Income	Expenditure	Transfers	Balance at 31 March 2019
	£	£	£	£	£
Designated Funds					
Budget Contribution	56,386	-	-	(56,386)	-
Maternity and Sickness Reserve Fund	10,000	-	(7,171)	(2,829)	-
Strategic Planning Fund	10,000	-	(3,903)	(6,097)	-
	76,386	-	(11,074)	(65,312)	-
General Funds	77,938	40,191	(119,963)	70,547	68,713
	154,324	40,191	(131,037)	5,235	68,713

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total funds £
Fund balances as at 31 March 2020 are represented by:			
Tangible Fixed Assets	25,405	-	25,405
Current Assets	181,362	15,120	196,482
Current Liabilities	(81,875)		(81,875)
Long term liabilities	(4,444)	-	(4,444)
	<u>120,448</u>	<u>15,120</u>	<u>135,568</u>

Previous year

	Unrestricted Funds £	Restricted Funds £	Total funds £
Fund balances as at 31 March 2019 are represented by:			
Tangible Fixed Assets	26,992	-	26,992
Current Assets	136,716	188,816	325,532
Current Liabilities	(81,791)	-	(81,791)
Long term liabilities	(13,204)	-	(13,204)
	<u>68,713</u>	<u>188,816</u>	<u>257,529</u>

18. FINANCIAL COMMITMENTS

At 31 March 2020, the charity had annual commitments under non-cancellable operating leases as follows:

The following operating lease payments are committed by the charity:

	2020 £	2019 £
Expiring within one year	36,031	56,422
Expiring between two and five years inclusive	35,080	91,502
	<u>71,111</u>	<u>147,924</u>

19. RELATED PARTY TRANSACTIONS

The clubs of which J Jones (2019: J Jones) (trustee in recent years) are involved in running, received grants from the charity totalling £2,000 during the year (2019: £2,000). There were no outstanding balances at the year-end (2019: Nil).

20. SHARE CAPITAL

The company does not have a share capital, being limited by guarantee.

21. PENSION COMMITMENTS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions paid by the charity to the fund and amounted to £37,066 (2019: £41,742). Contributions outstanding at the year end amounted to £5,089 (2019: £5,063).

22. COVID-19

The impact of the pandemic during 2020 is described in the Trustees Report.

The trustees believe that the charity's reserves are sufficient to meet the demands of this exceptional situation.

23. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income/ (expenditure) for the reporting period	(121,961)	46,371
<i>Adjustments for:</i>		
Depreciation charges	12,248	5,633
Dividends, interest and rents from investments	(352)	(194)
Decrease in stocks	2,387	3,849
(Increase)/decrease in debtors	90,664	(150,907)
Increase/(decrease) in creditors	(8,676)	(19,959)
Net cash provided by/(used in) operating activities	(25,690)	(115,207)

Analysis of Cash and Cash Equivalents

Cash in hand	80,818	116,817
Total Cash and Cash Equivalents	80,818	116,817

24. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds 2019 £
Income and endowments from:			
Donations and legacies	22,503	-	22,503
Charitable activities	-	1,185,934	1,185,934
Other trading activities	17,494	-	17,494
Investments	194	-	194
Total income and endowments	40,191	1,185,934	1,226,125
Expenditure on:			
Charitable activities	131,037	1,048,717	1,179,754
Total expenditure	131,037	1,048,717	1,179,754
Net income/(expenditure)	(90,846)	137,217	46,371
Transfers between funds	5,235	(5,235)	-
Net movement in funds	(85,611)	131,982	46,371
Reconciliation of Funds			
Total funds brought forward	154,324	56,834	211,158
Total funds carried forward	68,713	188,816	257,529

Clybiau Plant Cymru Kids' Clubs

Detailed income and expenditure account for the year ended 31 March 2020

	2020		2019	
	£	£	£	£
Income				
Donations	500		3,006	
Revenue grants	965,937		1,185,934	
Deposit account interest	352		194	
Other income	13,028		17,494	
Membership fees	18,713		19,497	
		998,530		1,226,125
Charitable Expenditure				
Advertising and marketing	15,856		12,340	
Bank charges	846		1,416	
Club resources	8,054		1,691	
Computer costs	62,197		23,621	
Database costs	1,876		2,398	
Depreciation	12,248		5,633	
Grants	98,877		91,510	
Insurance	6,708		6,790	
Medical insurance	3,209		4,120	
National insurance	46,823		52,147	
Pensions	37,066		41,742	
Printing and stationery	12,499		19,150	
Professional fees	3,036		4,514	
Recruitment expenses	552		6,862	
Rent and utilities	68,485		69,758	
Repairs and maintenance	15,702		15,076	
Salaries	590,538		694,573	
Subscriptions	2,420		3,292	
Sundry expenses	1,475		1,584	
Telephone and postage	35,806		33,439	
Training and courses	63,243		52,451	
Travelling expenses	19,728		23,444	
Website	3,354		3,696	
Auditors' remuneration	6,600		6,600	
Trustees' expenses	94		456	
Costs of trustees' meetings	3,199		1,451	
		1,120,491		1,179,754
Net (deficit)/surplus for the year		(121,961)		46,371

This page does not form part of the statutory financial statements

