



NATIONAL CLUB SURVEY 2022
AROLWG CLYBIAU CENEDLAETHOL 2022

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Clybiau Plant Cymru Kids' Clubs' vision is a Wales where children play, and communities prosper. Our 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.

As part of the foundational economy, Wales needs childcare. The organisation currently supports over 1,508 Out of School Childcare Clubs

(within 829 individual settings), a key part of Wales' foundational economy, providing over 45,168 childcare places and an estimated 5,000 Playworker jobs. Settings support children's rights including their right to play and the benefits that brings.

Clubs are run through the medium of English or Welsh or bilingually and are managed by voluntary management committees including, charities, companies limited by guarantee, charitable incorporated organisations, unincorporated associations, school governing bodies. Private providers including sole traders, limited companies, private partnerships and others such as community interest companies



Gweledigaeth Clybiau Plant Cymru Kids' Clubs' yw Cymru lle mae plant yn chwarae a chymunedau'n ffynnu. Mae ein gwaith wedi ei danategu gan ein hymrwymiad i bob plentyn, eu teuluoedd a'u cymunedau yng Nghymru, drwy sicrhau bod ganddynt fynediad at Ofal Plant Allysgol o ansawdd.

Yn rhan o'r economi sylfaenol, mae ar Gymru angen gofal plant. Mae'r gyfundrefn ar hyn o bryd yn cefnogi dros 1,508 o Glybiau Gofal Plant Allysgol

(mewn 829 lleoliad unigol), yn rhan allweddol o economi sylfaenol Cymru, gan ddarparu dros 45,168 o leoedd gofal plant ac amcangyfrif o 5,000 o swyddi Gweithwyr Chwarae. Mae'r lleoliadau'n cefnogi hawliau plant, yn cynnwys eu hawl i chwarae a'r buddion a ddaw o hynny.

Mae'r Clybiau'n cael eu rhedeg trwy gyfrwng y Saesneg neu'r Gymraeg, neu'n ddwyieithog, ac fe'u rheolir gan bwyllgorau rheoli gwirfoddol, yn cynnwys elusennau, cwmnïau a gyfyngir trwy warant, sefydliadau corfforedig elusennol, cymdeithasau anghorfforedig a chyrff llywodraethol ysgolion. Ymysg y darparwyr preifat y mae masnachwyr unigol, cwmnïau cyfyngedig, partneriaethau preifat ac eraill megis cwmnïau budd cymunedol.

Everything we do as an organisation is based on our extensive knowledge of the Out of School Childcare sector, refined over the past 21 years. We know that every club is different, and that there is no 'one size fits all' in terms of support requirements. We work closely in partnership with the Cwlwm consortium, Welsh Government, Care Inspectorate Wales (CIW), local authorities, Social Care Wales and other key partners to ensure that the sector is understood, valued and supported to thrive.



Mae'r popeth a wnawn fel cyfundrefn wedi ei seilio ar ein gwybodaeth eang o'r sector Gofal Plant Allysgol, sydd wedi ei mireinio dros yr 21 mlynedd diwethaf. Gwyddom fod pob clwb yn wahanol, ac nad oes 'yr un fath i bawb' o ran yr anghenion cefnogi. Rydymyn cydweithio'n agos â chonsortium Cwlwm, Llywodraeth Cymru, Arolygiaeth Gofal Cymru (CIW), awdurdodau lleol, Gofal Cymdeithasol Cymru a phartneriaid allweddol eraill i sicrhau dealltwriaeth o'r sector, ei fod yn cael ei werthfawrogi a'i gefnogi i ffynnu.

To find out more about Clybiau Plant Cymru Kids' Clubs, click [here](#).

I wybod mwy am Clybiau Plant Cymru Kids' Clubs, cliciwch [yma](#).

Our National Club survey (Autumn 2022) called for all Out of School Childcare Clubs across Wales to respond to a survey to highlight their current challenges, successes and concerns over a range of key topic areas. The impact of Covid-19, parents and carers increased home working, rising cost of living including in some cases significant hikes in rent which represents a significant proportion of settings' costs, and competition from unregulated childcare alternatives are all taking its toll on the Out of School Childcare Sector.

The responses highlighted within this report will help to inform support needed from communities, Clybiau Plant Cymru Kids' Clubs, local authorities and Welsh Government as well as other key partners to halt the decline in provision and enable this foundational sector to survive. Action is needed now to ensure that the value that the sector provides for children and their families, the economy and indeed society as a whole across Wales is not lost.

Whilst we have been working with some new providers to open clubs, since April 2022 we have seen (from data gathered/received to date) 59 clubs in 35 settings providing 1407 places close. This means that there has been an estimated overall net loss of 36 clubs in 14 settings providing 823 places.

A total of 273 settings responded to our survey. This represents approximately 33% of the settings across Wales, however it is possible that some of the clubs that we were unable to contact may have closed and not yet been included within our closure figures, a decline noted by CIW.

Yn ein harolwg Clybiau Cenedlaethol (tymor yr Hydref 2022) fe wnaethom ofyn i'r holl Glybiau Gofal Plant Allysgol ar hyd a lled Cymru i ymateb er mwyn amlygu eu heriau, eu llwyddiannau a'u pryderon presennol ar draws amryw o feysydd pwnc. Mae effaith Covid-19, mwy o rieni a gofalwyr yn gweithio o gartref, y cynnydd mewn costau byw - sy'n cynnwys, mewn rhai achosion godiadau sylweddol mewn rhenti, sydd yn gyfran fawr o gostau lleoliadau - ynghyd â chystadleuaeth gan ddewisiadau gofal-plant eraill, nas rheoleiddir, oll yn gadael eu hól ar y Sector Gofal Plant Allysgol.

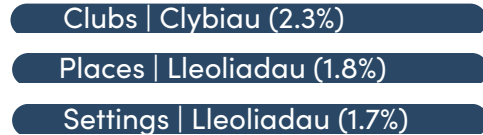
Bydd yr ymatebion y tynnir sylw atynt yn yr adroddiad hwn yn gymorth weld pa gefnogaeth sydd ei hangen gan gymunedau lleol, Clybiau Plant Cymru Kids' Clubs, awdurdodau lleol a Llywodraeth Cymru - yn ogystal â phartneriaid allweddol eraill - i atal y dirywiad yn y ddarpariaeth a galluogi'r sector sylfaenol hwn i oroesi. Mae angen gweithredu yn awr i sicrhau na cholli'r gwerth y sector hwn i blant a'u teuluoedd, yr economi ac yn wir y gymdeithas gyfan ar hyd a lled Cymru.

Er ein bod wedi bod yn gweithio gyda rhai darparwyr newydd i agor clybiau, ers Ebrill 2022 rydym wedi gweld (o'r data a gasglwyd/a dderbyniwyd hyd yma) 59 clwb mewn 35 lleoliad, sy'n darparu 1407 o leoedd, yn cau. Mae hyn yn golygu y bu amcangyfrif o golled net cyffredinol o 36 clwb mewn 14 lleoliad sy'n darparu 823 o leoedd.

Ymatebodd cyfanswm o 273 o leoliadau i'n harolwg. Mae hyn yn cynrychioli tua 33% o'r lleoliadau ar hyd a lled Cymru; er hynny y mae'n bosibl bod rhai o'r clybiau na fu modd i ni gysylltu â nhw wedi cau a heb eto eu cynnwys yn ein ffigurau caeadau, dirywiad a nodwyd gan AGC.



**Member Clubs | Niferoedd y Clybiau
(April | Ebrill – December | Rhagfyr 2022)**



Net decrease of 14 settings, 36 clubs, 823 places
Lleihad net o 14 lleoliad, 36 clwb, 823 lle y ffwyddyn hon hyd yma

Support needs:
Anghenion cefnogaeth:

73%

Funding
Ariannu

49%

Training
Hyfforddiant

49%

Assurance of inclusion
in government
priorities/schemes
am sicrhau bod
cynhwysiant ym
mlaenoriaethau/cynllu
niau'r llywodraeth

47%

Recruitment support
Cefnogaeth recriwtio

45%

Increasing awareness
of play/regulated
childcare benefits
eisiau bod yn fwy
ymwybodol o
fanteision
chwarae/gofal plant a
reoleiddir

Attendance
Term Time
Decreased: 42%
Increased: 30%
Stayed the same: 21%



Holiday Time
Decreased: 25%
Increased: 21%
Stayed the same: 14%



Presenoldeb
Adeg Tymor
Lleihad: 42%
Cynnydd: 30%
Wedi aros yr un fath: 21%

Adeg Gwyliau
Lleihad: 25%
Cynnydd: 21%
Wedi aros yr un fath: 14%

Currently | Ar hyn o bryd::
829 settings | o leoliadau
1508 clubs | clwb
45,168 Out of School Childcare places | lle Gofal Plant Allysgol



55

of settings had vacancies
o'r lleoliadau â lleoedd gwag

126

of vacancies need a level 2 playwork qualification
o'r lleoedd gwag ag angen cymwysterau lefel 2 mewn
gwaith chwarae

148

of vacancies need a level 3 playwork qualification
o'r lleoedd gwag ag angen cymwysterau lefel 3 mewn
gwaith chwarae

822

estimated amount of L2/L3 playwork qualifications
needed in the whole sector
amcangyfrif o nifer y cymwysterau L2/L3 mewn gwaith
chwarae sydd eu hangen dros y sector cyfan

Longer term impacts (over the next 12 months):

80%

recruitment and retention

59%

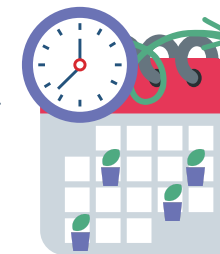
Increased fees to cover increasing cost

22%

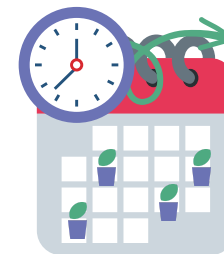
Impact on children's support
needs/wellbeing

8%

May close; 9% may close elements of
service and 12% anticipate reduced
opening times



Effectiau hirach a ragwelir (dros y 12 mis nesaf):



80%

recriwtio a chadw

59%

Cynnydd mewn ffioedd i ateb costau
cynyddol

22%

Effaith ar anghenion cefnogi / llesiant

8%

au yn bosibl; gallai 9% gau elfennau o'u
gwasanaeth ac mae 12% yn rhagweld
cwtogi ar yr amserau agor

Recommendations / Argymhellion

01.



Llywodraeth Cymru
Welsh Government

Continued commitment from Welsh Government to support the sustainability of the childcare sector.

Parhad i ymrwymiad Llywodraeth Cymru i gefnogi cynaliadwyedd y sector gofal plant.

02.



Tailored and specific business support for clubs.

Cefnogaeth fusnes penodol ac wedi ei theilwra i glybiau.

03.



Promote Playworkers' value and continue exploring solutions to the recruitment/retention challenges.

Hyrwyddo gwerth Gweithwyr Chwarae a pharhau i edrych ar atebion i'r heriau recriwtio/chadw.

04.



Access to funded qualification opportunities.

Mynediad at gyfleoedd i gymhwyso sydd wedi eu hariannu.

05.



Promote to parents the value of play and CIW registered Out of School Childcare for their children.

Hyrwyddo i rieni gwerth chwarae a gofal Plant Allysгол sydd wedi ei gofrestru gydag AGC.

06.



Promote the benefits of registering for Tax-Free Childcare and the Childcare Offer.

Hyrwyddo manteision cofrestru ar gyfer Gofal Plant Di-dreth a'r Cynnig Gofal Plant.



CLUB SURVEY 2022

From Figure 1, we can see that the majority of respondents are currently open and offering their service. The percentage of clubs temporarily closed has fallen considerably since our 2021 club survey (17% in 2021). However, given the number of actual closures, it can be deduced that those temporarily closed have permanently closed.

The biggest reason reported for temporary/permanent closure is insufficient number of children attending followed by insufficient staff number and qualified staff. Other reasons included they had no money to start back and there were not enough places available due to places being taken by the Childcare Offer for 48 weeks of the year.

AROLWG CLYBIAU

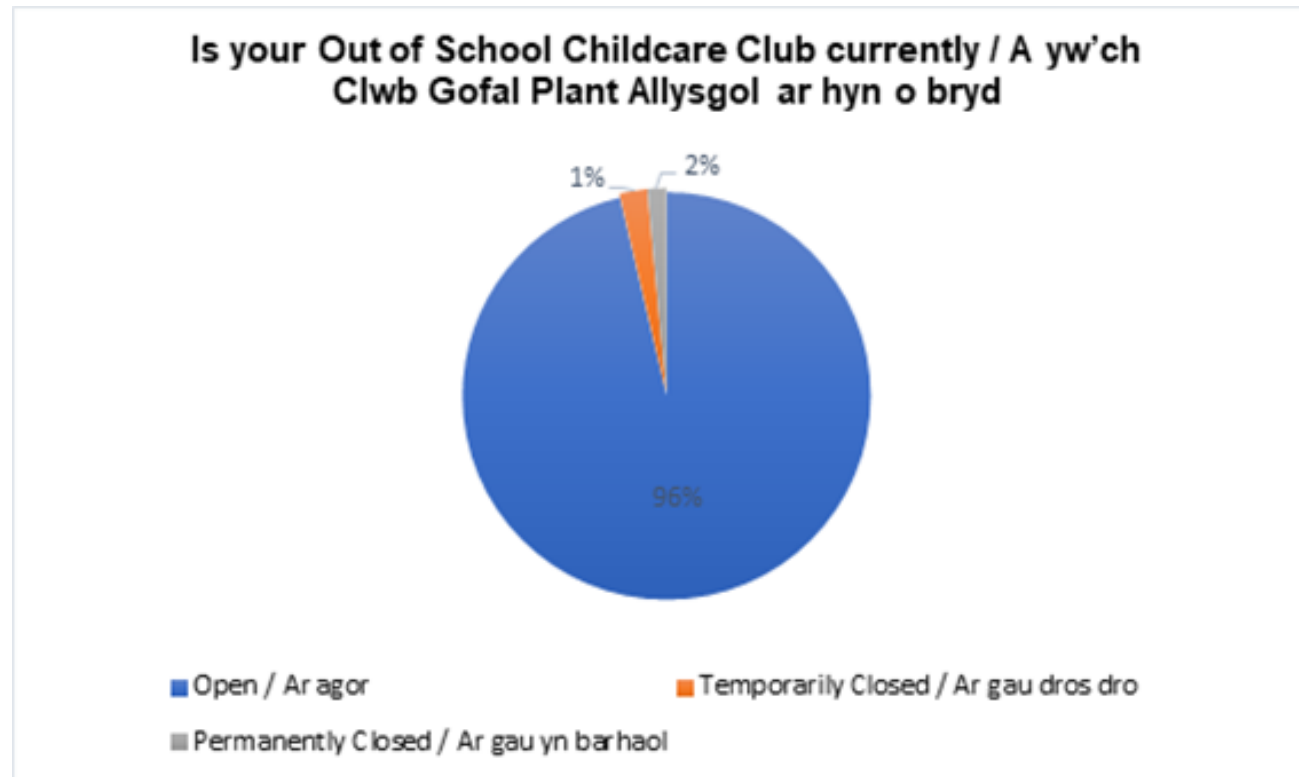


Figure 1: Current status of clubs (open/closed)
Ffigur 1: Statws presennol clybiau (ar agor/ar gau)

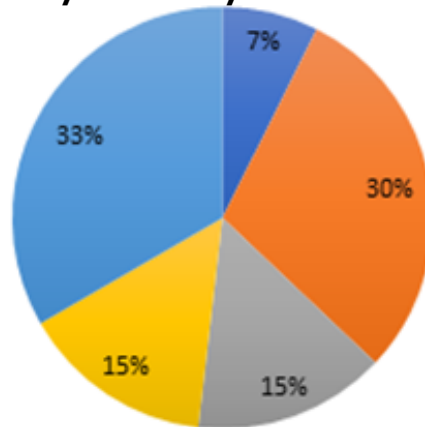
O weld Ffigur 1, gallwn weld bod y mwyafrif o'r ymatebwyr ar agor ar hyn o bryd ac yn cynnig eu gwasanaeth. Mae canran y clybiau sydd wedi cau dros dro wedi gostwng yn sylweddol ers ein harolwg clybiau 2021 (17% yn 2021). Ond, o ystyried nifer y rhai sydd yn wir wedi cau, gellir casglu bod y rhai hynny a fu ar gau dros dro wedi cau yn barhaol.

Y rheswm mwyaf a adroddwyd dros gau dros dro/parhaol yw'r nifer annigonol o blant sy'n bresennol, ac yna'r nifer annigonol o staff a staff cymwysedig. Ymhlith y rhesymau eraill yw nad oedd ganddyn nhw arian i ddechrau yn ôl eto, ac nad oedd digon o leoedd ar gael o ganlyniad i leoedd yn cael eu cymryd gan y Cynnig Gofal Plant am 48 wythnos yn y flwyddyn.

Whilst there are clubs that report an increase in attendance (term time and holiday time combined) since March 2020 (51%), a significant percentage of clubs also report a decrease (67%), particularly within term time provision. At best this is likely to have impacted reserves, ability to purchase new equipment and resources, ability to offer staff any pay increase and potentially a need to increase fees, impacting affordability for parents/carers.

Er bod clybiau sydd yn adrodd ar gynydd mewn presenoldeb (adegau tymor a gwyliau) ers Mawrth 2020 (51%), mae canran uchel o glybiau hefyd yn adrodd ar ostyngiad (67%), yn enwedig darpariaeth ar adeg tymor. Y tebygolrwydd, ar y gorau, yw y bydd hyn wedi effeithio ar gronfeydd wrth gefn, y gallu i brynu cyfarpar ac adnoddau newydd, y gallu i gynnig i'r staff unrhyw godiad cyflog ac, o bosibl, yr angen i gynyddu ffioedd gan effeithio ar eu fforddiadwyedd i rieni/gofalwyr.

Reasons for temporary/permanent closure Y Rhesymau dros y cau dros dro / parhaol



- Venue access / Mynediad at y man cyfarfod
- *Insufficient numbers* / Niferoedd annigonol
- *Insufficient staff numbers* / Niferoedd annigonol o staff
- *Insufficient qualified staff* / Nifer annigonol o staff cymwysedig
- Other (please expand below) /Arall (ymhe laethwch isod os gwe lwch yn dda)

Figure 2: Reason for temporary/permanent closure
Ffigur 2: Y rheswm dros y cau dros dro / parhaol

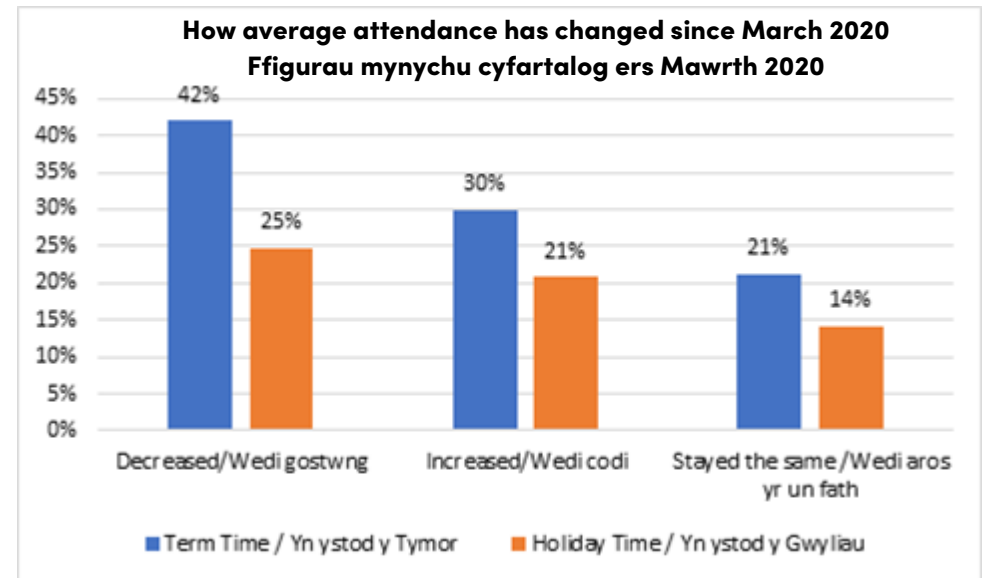


Figure 3: Average attendance change since March 2020 (term time and holiday time)
Ffigur 3: Ffigurau mynychu cyfartalog ers Mawrth 2020 (yn ystod adegau tymor a'r gwyliau)

As the voice of Out of School Childcare Clubs, we are well aware of the current challenges facing the sector in terms of recruitment and retention of staff. Increased cost of living not only impacts parent/carers ability to afford and use childcare but also sees a reduced income for clubs, meaning there are rarely sufficient funds to be able to afford increases in staff pay.

It is also likely to be leading Playworkers to seek out alternative job opportunities that offer more hours and/or increased pay/prospects. Clubs are facing increasing pressures on cashflows (increased rent being more and more frequently charged, increased food bills and utilities, pension contributions) that mean that they are rarely able to offer pay that reflects the responsibility and professional nature of the role that their staff take on as Playworkers. Most Playworkers are on minimum wage, with an increasing amount of responsibility as legislation changes and expectations on the sector increase.

From Figure 4, we can see that 56% of clubs have at least one staff vacancy at present. Conservative estimates from the survey results indicate 126 vacancies will need to be qualified to Level 2, and 148 will need to be qualified to Level 3 in Playwork. This puts additional pressure on recruitment in finding a suitable candidate, willing to work at the pay scale offered and thus allowing the club to retain its registered status with CIW.

Yn llais Clybiau Gofal Plant Allysgol, rydym yn gwybod o'r gorau o'r heriau presennol sy'n wynebu'r sector o ran recriwtio a chadw staff. Mae costau byw cynyddol nid yn unig yn effeithio ar allu rhieni/gofalwyr i fforddio a defnyddio gofal plant, maent hefyd yn golygu llai o incwm i glybiau, gan olygu mai yn anaml y bydd digon o arian i allu fforddio codiadau mewn cyflogau staff.

Y mae hyn hefyd yn debygol o fod yn arwain Gweithwyr Chwarae i chwilio am gyfleoedd eraill am swyddi sy'n cynnig mwy o oriau a/neu fwy o gyflog/rhagolygon. Mae clybiau'n wynebu mwy o bwysau ar lifau arian (codiadau amlach mewn rhenti, cynnydd mewn biliau bwyd a chyfraniadau at bensiwn) sy'n golygu mai yn anaml y gallant gynnig tâl sy'n adlewyrchu cyfrifoldeb a natur broffesiynol y rôl y mae eu staff yn ei chymryd fel Gweithwyr Chwarae. Mae'r mwyafrif o Weithwyr Chwarae ar leiafswm incwm, ac â mwy o gyfrifoldeb wrth i newidiadau mewn deddfwriaeth a'r disgwyliadau ar y sector gynyddu.

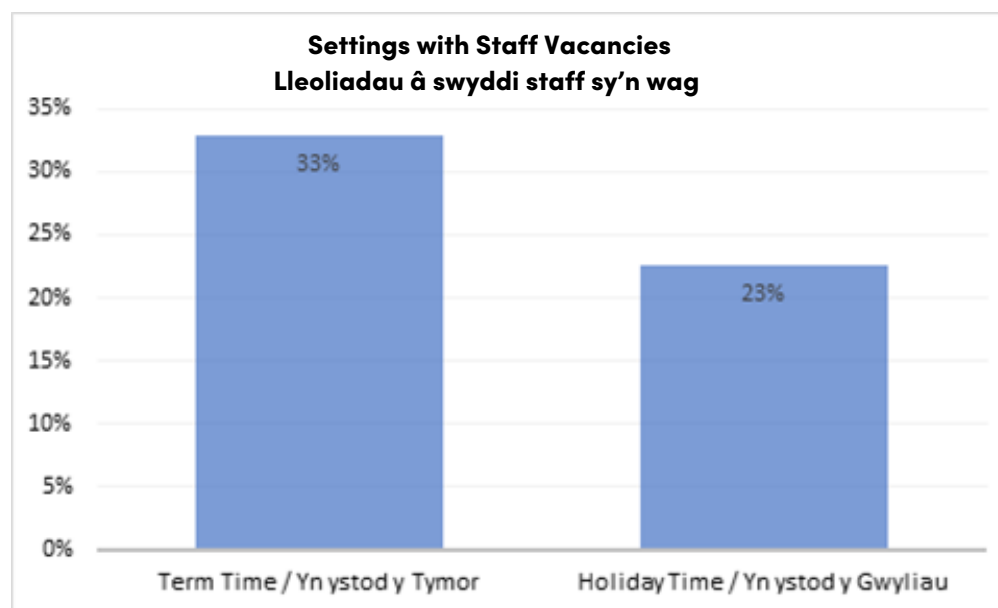


Figure 4: Current number of staff vacancies (term time and holiday time)
Ffigur 4: Y nifer cyfredol o swyddi staff heb eu llenwi (adeg tymor ac adeg gwyliau)

O Ffigur 4, gallwn weld bod gan 56% o glybiau o leiaf un swydd staff wag ar hyn o bryd. Mae'r amcangyfrifon mwyaf gofalus o'r arolwg yn dangos bydd angen cymhwyso 126 o swyddi i Lefel 2, ac y bydd angen cymhwyso 148 i Lefel 3 mewn Gwaith Chwarae. Mae hyn yn rhoi pwysau ychwanegol ar recriwtio i ddod o hyd i ymgeisydd addas, sydd yn barod i weithio ar y raddfa dâl a gynigir, gan, felly, ganiatáu i'r clwb gadw ei statws cofrestredig gydag AGC.

As part of the foundational economy, Wales needs childcare. Clubs provide approximately 5000 local Playworker jobs and over 45,000 childcare places allowing those parents and carers to provide for their families. We estimate a net decrease of 36 clubs, 14 settings, 823 places this year to date. Continued impact on the sector is a significant concern.

The survey results support the widespread acknowledgement that staff recruitment and retention is a significant challenge to the sector. 81% of respondents (221 settings) indicated that Covid 19 and related changes have resulted in loss of staff and difficulty recruiting staff with 41% having had to increase fees and 32% observing an impact on children's support needs / mental health and wellbeing. 36% have had to close elements of the service and/or reduced opening times.

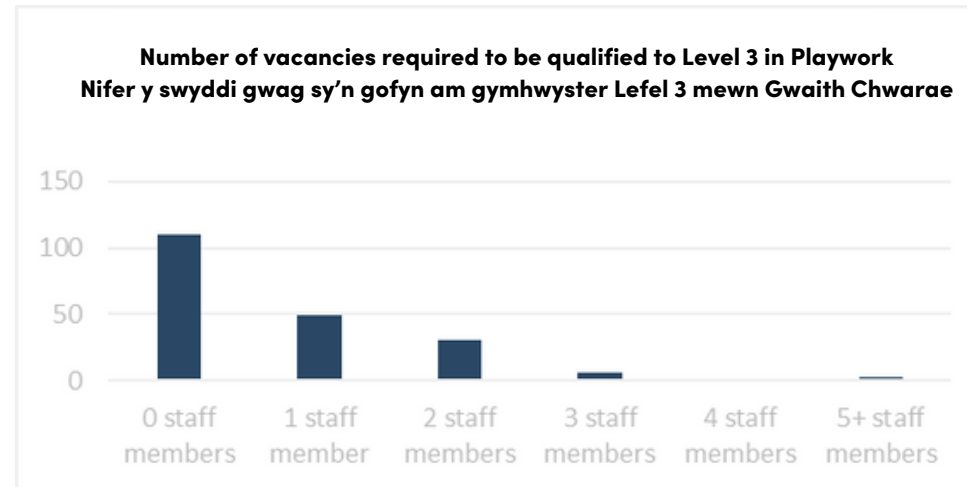


Figure 5: Qualification requirements for vacant positions (Level 3 in Playwork)
Ffigur 5: Gofynion cymhwyso yn achos swyddi gwag (Lefel 3 mewn Gwaith Chwarae)

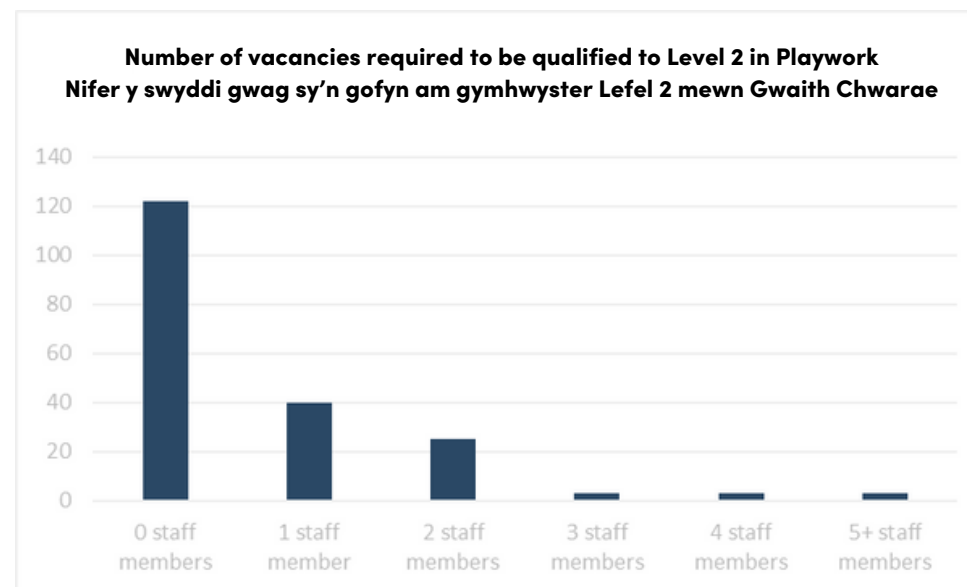


Figure 6: Qualification requirements for vacant positions (Level 2 in Playwork)
Ffigur 6: Gofynion cymhwyso yn achos swyddi gwag (Lefel 2 mewn Gwaith Chwarae)

Yn rhan o'r economi sylfaenol, mae ar Gymru angen gofal plant. Mae Clybiau'n darparu tua 5000 o swyddi Gweithwyr Chwarae lleol a thros 45,000 o leoedd gofal plant, gan roi cyfle i'r rhieni a gofalwyr hynny ddarparu ar gyfer eu teuluoedd. Amcangyfrifwn leihad net o 36 clwb, 14 lleoliad a 823 o leoedd hyd yma eleni. Mae'r effaith barhaus ar y sector yn gryn bryder.

Mae canlyniadau'r arolwg yn cefnogi'r gydnabyddiaeth gyffredinol fod recriwtio a chadw staff yn her sylweddol i'r sector. Mynegodd 81% o'r ymatebwyr (221 lleoliad) bod Covid-19 a newidiadau cysylltiedig wedi arwain at golli staff ac anhawster i recriwtio staff, a 41% wedi gorfod cynyddu eu ffioedd a 32% wedi sylwi ar effaith anghenion cefnogi / iechyd meddyliol a llesiant y plant. Mae 36% wedi gorfod cau elfennau o'r gwasanaeth a/neu gyfyngu eu hamser agor.

Longer term (over the next 12 months) 80% anticipate an ongoing impact on recruitment and retention; as much as 59% think that the impact will result in increased fees to cover increasing costs and 22% anticipate an ongoing impact on children's support needs/wellbeing.

In terms of reduced provision, 8% think their setting may close, 9% that elements of their service would close and 12% anticipate reduced opening times. If these percentages were reflective of the whole Out of School sector in Wales, this would mean:

- a further 66 settings (121 clubs) may close over the next 12 months
- 75 settings (136 clubs) would close elements of their service and
- 99 settings (183 clubs) would reduce opening times

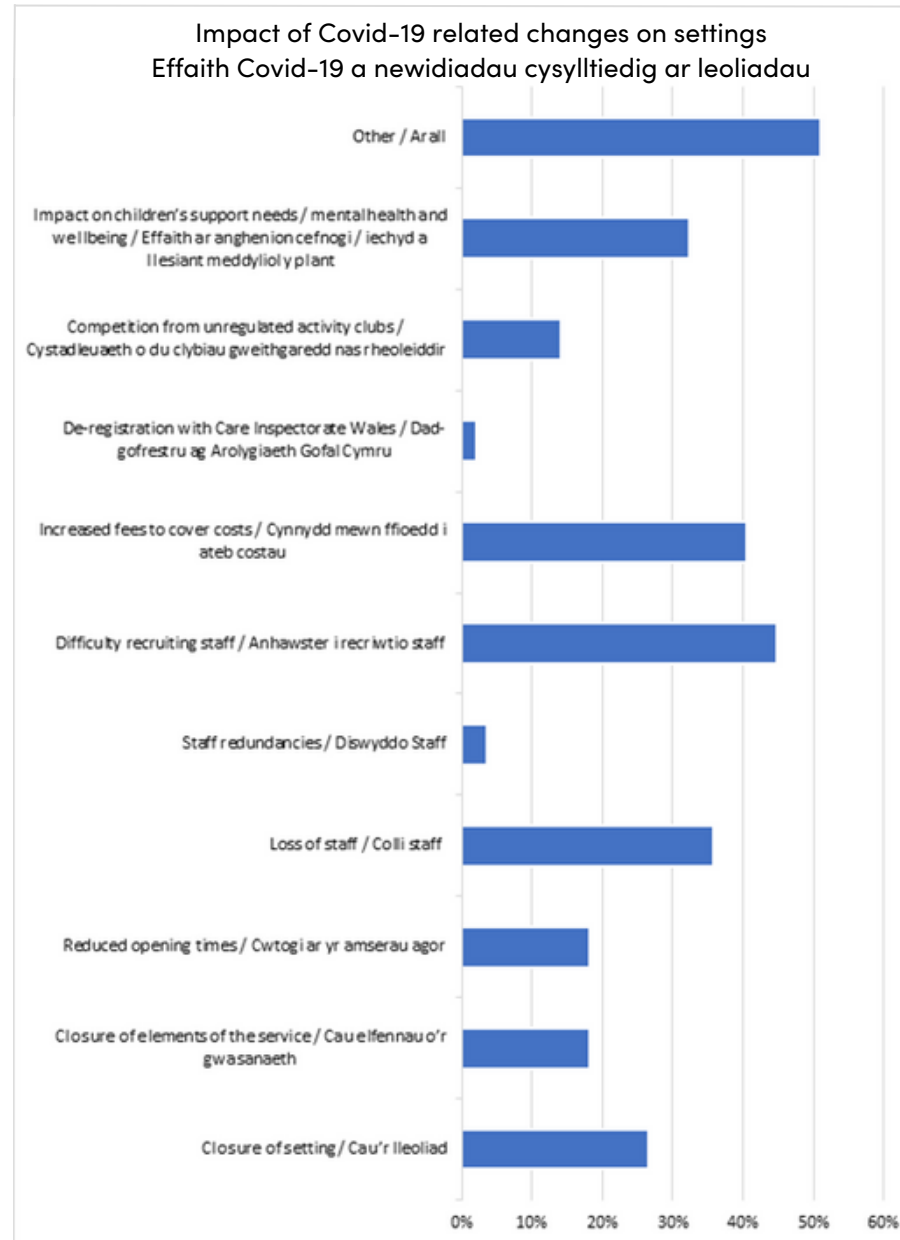


Figure 8: Anticipated ongoing impact of Covid-19 and related changes on settings
Ffigur 8: Effeithiau pellach y gallai clybiau eu hwynebu dros y 12 mis nesaf

Yn y tymor hirach (dros y 12 mis nesaf) mae 80% yn disgwyl parhad yn yr effaith ar recriwtio a chadw; mae cymaint â 59% yn credu y bydd yr effaith yn arwain at gynnydd mewn ffioedd i ateb costau cynyddol, ac mae 22% yn disgwyl effaith barhaus ar anghenion plant am gefnogaeth / eu llesiant.

O ran cwtogi ar y ddarpariaeth, mae 8% yn credu y gall eu lleoliad gau, 9% y byddai elfennau o'u gwasanaeth yn cau, ac mae 12% yn rhagweld cwtogi ar yr amserau agor. Pe bai'r canrannau hyn yn adlewyrchiad o'r holl sector Allysgol yng Nghymru, byddai hyn yn golygu:

- y gallai 66 lleoliad pellach (121 o glybiau) gau dros y 12 mis nesaf
- y byddai 75 o leoliadau (136 o glybiau) yn cau elfennau o'u gwasanaeth
- y byddai 99 lleoliad (183 o glybiau) yn cwtogi ar eu hamserau agor.

Whilst 13% of the respondent settings are not registered with CIW and therefore unable to offer the funding benefits of Tax Free Childcare and the Childcare Offer to parents, the results indicate that some eligible settings have not signed up to these schemes. With cost of living increases, it is even more imperative that settings do this to support: working families by making childcare more accessible and affordable and; the sustainability and growth of their business.

If settings are already registered they can approach families who are not using TFC and explain the benefits and how to apply and promote the schemes on their website/social media/around their settings and include useful links such as

[.Tax-Free Childcare - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[.Check what help you could get with childcare costs - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

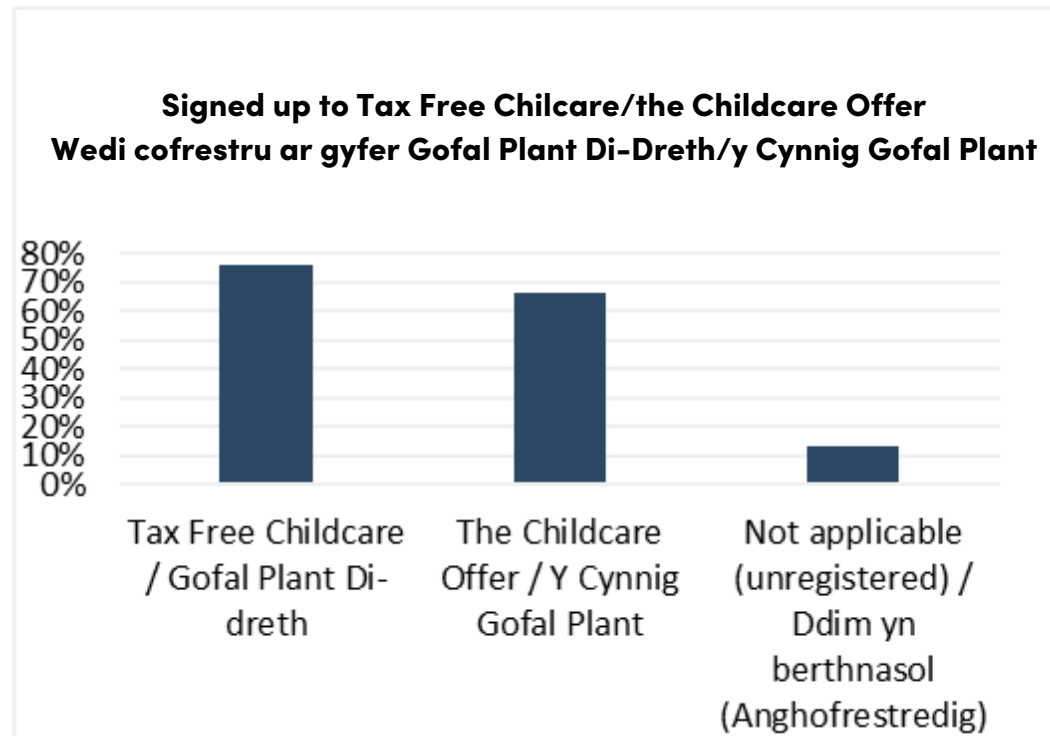


Figure 9: Funded childcare
Ffigur 9: Gofal Plant a ariennir

Whilst 13% of the respondent settings are not registered with CIW and therefore unable to offer the funding benefits of Tax Free Childcare and the Childcare Offer to parents, the results indicate that some eligible settings have not signed up to these schemes. With cost of living increases, it is even more imperative that settings do this to support: working families by making childcare more accessible and affordable and; the sustainability and growth of their business.

Os yw lleoliadau eisoes wedi cofrestru gallant gysylltu â theuluoedd nad ydynt yn defnyddio Gofal Plant Di-dreth i esbonio ei fanteision, sut i wneud cais, sut i hyrwyddo'r cynlluniau ar eu gwefan/cyfyngau cymdeithasol / o gwmpas eu lleoliadau, gan gynnwys dolenni gwerthfawr megis:

[.Gofal Plant Di-dreth - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[.Gwiriwch pa help y gallwch ei gael gyda chostau gofal plant - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

What is needed to support the revival of the sector? / Beth sydd ei angen i gefnogi adfywiad y sector?

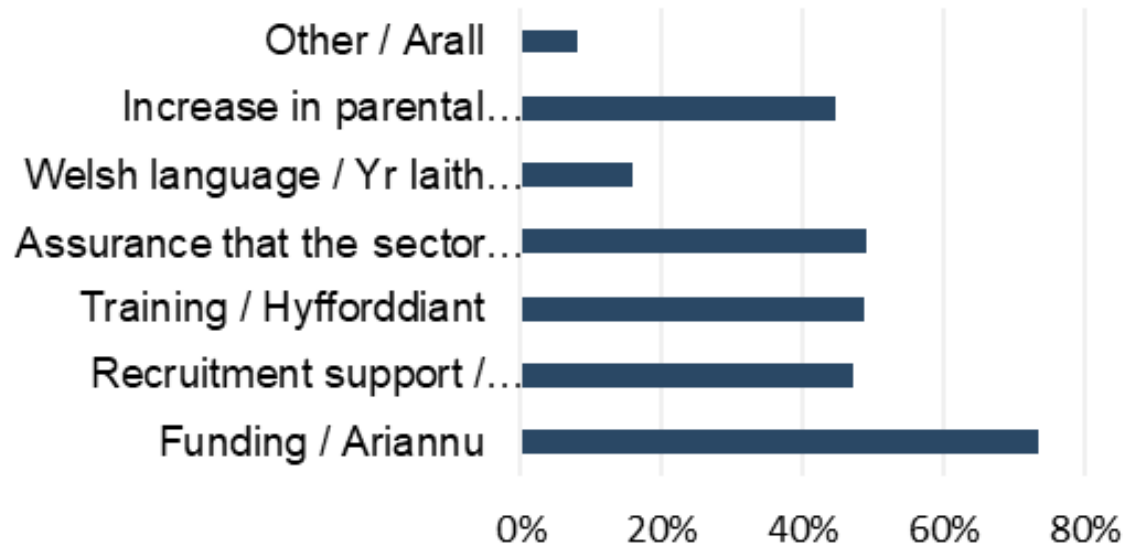


Figure 10: Support needs of the sector
Ffigur 10: Anghenion cefnogi'r sector

- As many as 73% of settings felt that funding was needed to support the revival of the sector, followed by
- training (49%) and
- assurance that the sector is included in any government priorities/schemes moving forward (49%),
- recruitment support (47%) and
- an increase in parental awareness of benefits of play and regulated childcare (45%).
- Under other comments, many comments pertained to difficulties retaining staff and the need for Playwork qualifications. Comments also included: a fair playing field with childminders, and unregulated care; free training regarding food hygiene and first aid; increased awareness in schools of importance of play, Playwork and OSCs.

- Roedd cymaint â 73% o'r lleoliadau'n teimlo bod angen ariannu i gefnogi adfywiad y sector, ac yn dilyn hynny
- hyfforddiant (49%), hefyd
- sicrwydd y bydd y sector yn cael ei gynnwys mewn unrhyw flaenoriaethau/cynlluniau wrth symud ymlaen (49%),
- cefnogaeth i recriwtio (47%) a
- chynnydd mewn ymwybyddiaeth ymysg rhieni o fuddiannau chwarae a gofal plant sydd wedi ei reoleiddio (45%).
- O dan unrhyw sylwadau eraill, roedd nifer ohonynt yn gysylltiedig ag anawsterau cadw staff a'r angen am gymwysterau Gofal Plant. Ymysg y sylwadau yn ogystal yr oedd: chwarae teg o ran gwarchodwyr plant a gofal sydd heb ei reoleiddio; hyfforddiant di-dâl yn achoshylendid bwyd a chymorth cyntaf; a chynnydd yn ymwybyddiaeth ysgolion o bwysigrwydd chwarae, Gwaith Chwarae a Chlybiau Allysgol.

Tailored and specific business support, access to funded qualifications, suitable funding and communities that utilise and recognise the value of quality, regulated (through Care Inspectorate Wales) childcare will be essential to ensure well managed, quality and sustainable childcare provision prevails. Indeed recognition of the value of Out of School Childcare to children, families, the economy and society in general needs to happen at all levels.

The data and findings presented above highlight the need for:

01. Continued commitment from Welsh Government to support the sustainability of the childcare sector for example through appropriate and accessible funding opportunities to support essential costs to be covered while fees remain as low as possible. Also ensuring that new/existing initiatives do not impact the sustainability of regulated childcare and involving these providers in new initiatives from the outset.

02. Tailored and specific business support for clubs across Wales to address challenges: funding, cashflow forecast, marketing, governance, marketing, staff recruitment/retention.



Bydd cefnogaeth fusnes benodol, wedi ei deilwra, mynediad at gymwysterau a fydd wedi eu hariannu, cyllido addas a chymunedau a fydd y defnyddio ac yn cydnabod gwerth gofal plant o ansawdd, sydd wedi ei reoleiddio (drwy Arolygiaeth Gofal Cymru) yn hanfodol i sicrhau parhad darpariaeth ofal plant sydd wedi ei rheoli'n dda, o ansawdd ac yn gynaliadwy. Yn wir, mae angen am gydnabod gwerth Gofal Plant Allysgol i blant, teuluoedd, yr economi a'r gymdeithas yn gyffredinol, ar bob lefel.

Mae'r data a'r canfyddiadau a gyflwynir uchod yn tynnu sylw at yr angen am:

01. Barhad yn yr ymrwymiad gan Lywodraeth Cymru i gefnogi cynaliadwyedd y sector gofal plant drwy, er enghraifft, gyfleoedd priodol a hygyrch am ariannu er mwyn cefnogi ateb costau hanfodol tra cedwir ffioedd mor isel â phosibl. Hefyd, sicrhau nad yw cynlluniau newydd/presennol yn effeithio ar gynaliadwyedd gofal plant a reoleiddir, a chynnwys y darparwyr hyn mewn cynlluniau newydd o'r dechrau'n deg.

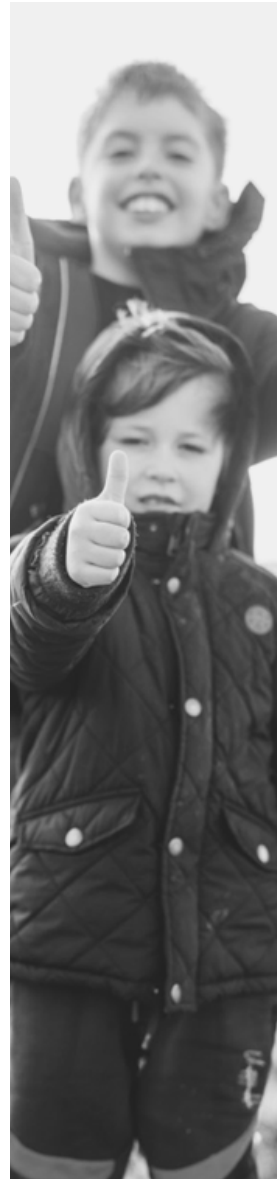
02. Cefnogaeth fusnes benodol, wedi ei theilwra, i glybiau ar draws Cymru, i'w galluogi i fynd i'r afael â'r heriau: cyllido, rhagolwg llif arian, marchnata, llywodraethiad, marchnata, recriwtio/cadw staff.

03. Ongoing work to promote and recognise the value of Playworkers

04. Access to funded qualification opportunities that meet a variety of eligibility requirements to support recruitment needs and CIW registration status.

05. Ongoing work to educate and inform communities across Wales about the value of play and CIW registered Out of School Childcare for children (especially given 32% of settings reporting continued impact on children's support needs / mental health and wellbeing).

06. Ongoing work to promote the benefits of registering for Tax-Free Childcare and the Childcare Offer to families and childcare businesses.



03. Gweithio'n barhaus i hyrwyddo a chydabod gwerth Gweithwyr Chwarae ac edrych ar atebion i'r heriau ynghylch recriwtio a chadw.

04. Mynediad at gyfleodd i gymhwyso sydd wedi eu hariannu, sy'n ateb amryw o ofynion cymhwysedd i gefnogi'r anghenion recriwtio a'r statws o fod yn gofrestredig gydag AGC.

05. Gweithio'n barhaus i addysgu a hysbysu cymunedau ledled Cymru o werth chwarae, a Gofal Plant Allysgol wedi ei gofrestru ag AGC i blant (yn enwedig â 32% o leoliadau'n adrodd ar effaith barhaus ar anghenion cefnogaeth/ iechyd meddyliol a llesiant.

06. Gweithio'n barhaus i hyrwyddo i deuluoedd a busnesau gofal plant fanteision cofrestru ar gyfer Gofal Plant Di-dreth a'r Cynnig Gofal Plant.

Staffing:

"Subsidies for wages and having one recognised qualification that covers both wrap around and out of school childcare."

"To ensure that staff have sufficient and appropriate training to support children's mental health and well being"

"Help with recruiting qualified childcare staff, change in regulations for staff ratios and extending the timeframe for staff to gain a Playworker qualification."

"Recruiting staff is near impossible putting extra pressure on services. Cost of living increases are also making some services unsustainable even when they are full"

"funding to support the retention of staff, we have already given pay increases and other benefits within our budget"

"Lack of suitably qualified staff is a crisis!!"

"It is difficult to get staff to train as this is usually their second job"

"The regulations of CIW in relation to ratios of staff 50% qualified L3 and the other 50% L2 up is very tough to maintain especially in welsh medium."



Staffio:

"Cymorthdaliadau i dalu cyflogau a bod ag un cymhwyster cydnabyddedig sy'n ddigonol ar gyfer gofal amlapiol ac allysgol"

"Sicrhau bod staff yn cael eu hyfforddi'n ddigonol ac yn briodol er mwyn cefnogi iechyd meddyliol a llesiant plant"

"Help gyda recriwtio staff gofal plant cymwys, newid yn y rheoliadau o ran cymarebau staff, ac ymestyn y ffrâm amser i staff ennill cymhwyster fel Gweithiwr Chwarae"

"Mae recriwtio staff bron yn amhosibl ac yn rhoi pwysau ychwanegol ar wasanaethau. Mae cynnydd yng nghostau byw hefyd yn gwneud rhai gwasanaethau'n anghynaliadwy hyd yn oed pan fyddant yn llawn."

"Ariannu i gefnogi cadw staff; rydym eisoes wedi rhoi codiadau cyflog a buddiannau eraill o fewn ein cyllideb."

"Mae prinder staff sydd wedi'u cymhwysu'n briodol yn sefyllfa argyfyngus!!"

"Mae'n anodd cael staff i hyfforddi gan mai hyn yw eu hail swydd fel arfer"

"Mae rheoliadau AGC parthed cymarebau staff, sef 50% wedi'u cymhwysu hyd at L3 a'r 50% arall hyd at L2 yn anodd iawn i'w cynnal, yn enwedig trwy gyfrwng y Gymraeg."

Valuing the sector

"Out of school clubs are very important to the whole community and need to be prioritised, especially in consideration of the vulnerable children."

"Playwork never feels like it's a recognised valid career. We have opportunities to be in children's lives for up to 7 years, we build good relationships, build confidence and stability for the child. We often have opportunities (because of a lower ratio than when they are in school) to recognise behaviours or problems children might be facing and be able to help support these children and their families. We often do extensive training and qualifications and have more childcare knowledge than some teaching qualifications, yet we are in the minimum wage category and the profession isn't given the acknowledgment it always deserves."



Gwerthfawrogi'r sector

"Mae clybiau Allysgol yn bwysig iawn i'r holl gymuned, ac mae angen eu blaenoriaethu, yn enwedig o ystyried plant hyglwyf."

"Nid yw Gwaith Chwarae byth yn teimlo fel gyrfa sy'n cael ei gydnabod yn un gwerthfawr. Mae gennym gyfleoedd i fod ym mywydau plant am hyd at 7 mlynedd; rydym yn meithrin perthnasoedd da, yn meithrin hyder a sefydlogrwydd i'r plentyn. Yn aml mae gennym gyfle (oherwydd cymarebau is na phan fyddant yn yr ysgol) i adnabod ymddygiadau neu broblemau y gallai'r plant fod yn eu hwynebu, ac yna i allu helpu'r plant hyn a'u teuluoedd. Yn aml byddwn yn hyfforddi ac yn cymhwyso'n eang ac mae gennym fwy o wybodaeth am ofal plant na rhai cymwysterau dysgu, ac eto rydym yn y categori isafswm cyflog, ac nid yw'r proffesiwn bob tro'n derbyn y gydnabyddiaeth y mae'n ei haeddu."



Sustainability/funding

"With an increase in the living wage due in April, funding limits with regard to the Childcare offer and Flying Start need to reflect the added wage costs small clubs are going to face and incur."

"We have had to close one of our two services and face the closure of the other unless the unique problems that face holiday care schemes are urgently addressed. Everyone supports and applauds the drive to raise standards, but a combination of covid, the financial crisis and a huge lack of suitably qualified staff means that that the reality facing clubs is closure."

"Funded places to be available for parents who may struggle to cover fees. More funding in general to keep clubs afloat and be able to provide suitable resources for the children."

Cynaliadwyedd/ariannu

"A'r cynnydd yn y cyflog byw sydd i ddod ym mis Ebrill, mae angen i derfynau ariannu o ran y Cynnig Gofal Plant a Dechrau'n Deg adlewyrchu'r costau cyflog ychwanegol y mae clybiau bychain yn mynd i'w hwynebu ac a fydd yn ddyledus."

"Rydym wedi gorfod cau un o'n dau wasanaeth ac yn wynebu cau yr un arall oni bai fod y problemau unigryw sy'n wynebu cynlluniau gofal gwyliau yn cael sylw brys. Mae pawb yn cefnogi ac yn cymeradwyo'r pwyslais ar godi safonau, ond mae cyfuniad o Covid, yr argyfwng ariannol a phrinder enfawr o staff sydd wedi'u cymhwyso'n dda yn golygu mai cau yw'r realiti sy'n wynebu clybiau."

"Lleoedd wedi'u hariannu i fod ar gael i rieni a allai fod yn ei chael hi'n anodd talu'r ffioedd. Mwy o ariannu yn gyffredinol i gadw clybiau i fynd ac i allu darparu adnoddau addas i'r plant."

Children and families

"We are inundated with desperate calls from parents/carers looking for holiday childcare. Some parents are travelling up to 25 miles to access our provision!"

"We currently have no after schools' provision on an estate with 3 primary schools, working parents are struggling to juggle childcare and we have seen an increase in the number of parents changing jobs, reducing hours because they have no childcare options."

"More ALN support for children outside of 30hrs offer. "

"Clybiau Plant Cymru Kids' Clubs are imperative to the out of school sector, without the support of Rachel we would be lost."



Plant a theuluoedd

"Rydym dan ein sang â galwadau gan rieni/gofalwyr mewn sefyllfa enbyd yn chwilio am ofal plant gwyliau. Mae rhai rhieni'n teithio hyd at 25 o filltiroedd i fanteisio ar ein darpariaeth!"

"Ni does gennym ddarpariaeth ôl-ysgol ar hyn o bryd ar stad ac arni 3 ysgol gynradd; mae rhieni sy'n gweithio'n ei chael hi'n anodd jyglo gofal plant, ac rydym wedi gweld cynnydd yn nifer y rhieni sy'n newid eu gwaith neu'n cwtdogi ar eu horiau am nad oes ganddynt opsiynau gofal plant"

"Mwy o gefnogaeth Anghenion Dysgu Ychwanegol i blant y tu allan i'r cynnig 30-awr"

"Mae Clybiau Plant Cymru Kids' Clubs yn gwbl hanfodol i'r sector allysgol; heb gefnogaeth Rachel mi fyddem ar goll."

"Dylai gwagleoedd mewn ysgolion fod yn fwy hygyrch i ddarparu ar gyfer clwb ôl-ysgol."



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