

YBont

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Clybiau
Plant
Cymru



KIDS' CLUBS

www.clybiauplantcymru.org

Autumn 2019



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- * Regional News
- * Employer Update
- * Autumn Activities

...and more

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Dear Out of School Childcare Club Member



I hope you have had a fun filled summer and were able to participate in some of our activities for Playday, or benefitted from an in club workshop, funded by one of a myriad of grants for which we have successfully applied.

Over the summer we have been busy working with Care Inspectorate Wales to develop the online registration system; I can confirm that this system should be available before Christmas, and having worked on testing the system it appears that it will be a great improvement on the current paper version.

We have also been involved in the development of the Self Assessment of Service (SASS) and confirm that you will be required to complete it in January 2020. You will have 28 days to complete, and will be required to provide information about your Quality of Care review, your capacity, waiting lists, workforce planning and use of Welsh Language. Completion of the SASS will also introduce online notifications and any changes that are made during the input of SASS will allow you to make these notifications and variations whilst working through statement. These systems have had a great deal of work and testing and will we feel be beneficial to the sector. Clybiau Plant Cymru Kids' Clubs will be supporting you to prepare for the SASS with some autumn workshops, watch out for more information soon.

We were very excited to be working in partnership with Welsh Government to pilot a new initiative this Summer with 3 Registered Out of School Childcare Clubs across Wales. The scheme is allowing these clubs to offer a number of fully funded Holiday Club places each day for the duration of the summer to children from low-income families in their area. These funded places will allow families, who would otherwise not be able to access these services, to benefit from quality, Care Inspectorate Wales registered childcare facilitated by qualified Playworkers.

Looking towards the autumn now and what exciting events we have in store! We will be delivering a series of Network events, to support clubs across Wales, with guest speakers/facilitators such as HMRC, CIW and more. We are also organising a Playworker's Toolbelt training day for the spring. Lastly and by no means least, there is also going to be a "Launch Event" per region, funded by The UK Space Agency; we will be offering a series of workshops and a chance to experience an 'inflatable planetarium' courtesy of Dark Sky Wales. Watch out for more information by email and on our Facebook page.

I hope you have encouraged all of your staff to fill in an expression of interest to enrol on one of the many Playworker Welsh Language courses that are to be run from September through the National Centre for Learning Welsh's Camau project. I hope you have also been accessing our 'Welsh Now in a Minute' to support your staff in introducing basic every day Welsh into your setting? If your staff access the training through the Camau project you will also be able to access support in your setting, from our Welsh Language Officers, to help improve the Welsh you are using.

Jane O'Toole, Chief Executive Officer

National Minimum Standards (NMS)

At the beginning of the year, we asked you for your views as childcare and play providers on the National Minimum Standards for Welsh Government by completing a short online survey.

This formed part of Welsh Government's review of the NMS (last undertaken in 2016). Welsh Government also considered ongoing feedback across the childcare and play sector including the Child Minding and Day Care Exceptions (Wales) Order 2010, engaged with internal and other external colleagues, mapped the

regulations against the standards, looked at other UK administrations and considered quality schemes. The key emerging themes include safeguarding, inspection/CIW, supernumery staffing ratio, qualifications, First Aid, quality and overall format/structure of NMS.

As a result a report detailing recommendations and actions has been compiled and has been placed on the Welsh Government Website.

You can get in touch with Welsh Government via the ChildcareandPlayMailbox@gov.wales.

The Autumn term is a busy time, full of exciting celebrations such as Halloween, Guy Fawkes Night and Christmas, but it can also be a time where your childcare setting sees lots of changes –older children moving on to Secondary School, children changing year groups and new children attending your setting. Attending a childcare or play setting for the first time or after 6 weeks off can be unsettling for children of all ages and Playworkers have a responsibility to ensure each child's needs are met. Article 3 of the UNCRC states 'The best interests of the child must be a top priority in all decisions and actions that affect children.' Here are some fun but important ways you can help children settle into a new term:

- Celebrate 'National Cape Day' on the 12th November 2019. A day created by Snapp Happy in memory of Stan Lee, Marvel comic creator. Celebrate this day by being Superheroes! Use old blankets and towels to decorate and turn into capes or even make a display of the children being superheroes on the wall like Burlais After School Club in Swansea have.
- Anti-bullying week takes place during the week of 11th-15th November 2019. This is a great opportunity to raise awareness in your setting of how serious bullying is and what children can do if they are being bullied or are aware of another child being bullied. There are lots of great resources on the 'BullyingUK' website <https://www.bullying.co.uk/anti-bullying-week/anti-bullying-week-resources/> which includes a superhero mask template that children

The New Term

can design and wear to show they are against bullying.

- Celebrate World Kindness Day on 13th November 2019. A fun way to encourage kind behaviour is to play 'Kindness Bingo'. On a table write down 10 different acts of kindness and ask children to cross off every time they achieve one. The first to cross them all off wins! Ideas could be 'to hold the door open for another person' or 'check on a friend if they seem upset or alone'. The list is endless and a great way to promote kindness on a daily basis.
- The 20th November is Universal Children's Day. Established in 1954 by United Nations, celebrations take place each year to celebrate and raise awareness of children's welfare and rights and promote international togetherness for children worldwide. The significance of the 20th November is that in 1959 the UN general assembly adopted the 'Declaration of the Rights of the Child' and on the same date in 1989 adopted the 'Convention of the Rights of the Child'. The UNCRC has 54 articles which set out all of the rights that children worldwide have. For example, Article 31 is the right to relax and play and

Article 12 states that every child has the right to express their views and feelings in all matters that affect them.

Think about how you can help children to learn about and understand their rights and how you can embed those rights into your setting. You could have an ideas wall where children can write the things that they like and dislike, give new snack ideas or what new toys and equipment they would like. You could also ask children to develop their 'Club Rules' where they agree between them what behaviour should and shouldn't be allowed during club time. Look at developing a buddying session and ask older children to lead on activities for the younger children. This is a great way to build positive relationships. Clybiau Plant Cymru Kids' Clubs can deliver a 'Healthy Friends workshop' which can support settings to develop a buddying system through peer-led fun activities. For more information about workshops and costs, please contact your regional office, or visit our website www.clybiauplantcymru.org.

We would love to hear if you celebrate any of these awareness days, so don't forget to let us know and send your pictures so that we can share them in our next edition of Y Bont. Send your stories to info@clybiauplantcymru.org





West Wales

Playing Outdoors in Pembrokeshire



Pembrokeshire Clubs have been enjoying outdoor and environmental play activities through our FREE Nature Zone workshops, thanks to grants from Tesco Bags of Help. The sun was shining as children explored the outside space in their Clubs, seeking out nature and collecting their finds for their fabulous leaf crowns. Favourite activities were leaf crowns and eco dying cotton triangles to make bunting, flags and door handle hangers – just some of the ideas the children came up with for their creations.

"I didn't want to stop. I wanted to make more.", "The trainer was very professional and great with the children." " I'm confident we will use some of the activities again." said children and Playworkers.

As we move into Autumn, there are some great activities in Nature Zone such as Last Leaf Mobiles, Rainbow Collections, Tree Spirits, Blow Away Art and lots more. Members can download the pack from the members area of the website. We've developed the pack with Wales' National Parks and Gower Area of Outstanding Natural Beauty and there are some great ideas for children to explore their world.

There are more FREE workshops available for Clubs in Pembrokeshire and Carmarthenshire, thanks to grants from Tesco Bags of Help and Ray Gravell and Friends Charitable Trust. Contact info-ww@clybiauplantcymru.org or telephone the West Wales Regional Office on 01269 831010 for more information.



Autumn Skies

As you look to the sky in autumn, look out for our **UK Space Agency Project in West Wales**. There will be opportunities for Clubs to enjoy free space themed workshops or attend a regional 'Launch' (no pun intended) and a chance to experience an 'inflatable planetarium' courtesy of Dark Sky Wales (an organisation delivering interactive astronomy and science workshops to inspire young minds). Combine space themed ideas with **World Space Week on 4th October and Bonfire Night on 5th November**.



Need to contact us?

You can contact the West Wales team by phone on 01269 831010, by email: info-ww@clybiauplantcymru.org by post: Unit 2 Clos Gelliwerdd, Cross Hands, Carmarthenshire. SA14 6RX.



The Childcare Offer

Across Wales, Local Authorities are offering The Childcare Offer Capital Grant Schemes for childcare settings to increase the number of places they are able to offer or to improve the quality of the facilities they offer under The Offer. (The Childcare Offer allows eligible working parents with 3 and 4 year old children to receive a combined total of up to 30 hours of early education and childcare.)

Grant funding can be awarded to settings for various capital works and equipment to enable them to increase the number of places they are able to offer or to improve the quality of the facilities they offer.

Some Out of School Childcare Clubs that have signed up to The Childcare Offer across Wales have experienced increased attendance to the extent that they are at full capacity, no longer reliant on sustainability grants, and in some cases are even extending CIW registration and premises.

Contact your Local Authority Childcare Information Officer to find out more about the grants available in your area.

Swansea Playworkers Celebrate Qualification Success

A big congratulations to Swansea Playworkers working at Penclawdd Wraparound, Hendrefoilan Wraparound and Childsplay at Grange on achieving their Level 3 Apprenticeship in Playwork qualification. A huge amount of hard work and commitment was given to achieve the qualification and Clybiau Plant Cymru Kids' Clubs wish you lots of luck for the future!



Summer Fun

A big welcome to 3 new Carmarthenshire Holiday Clubs provided across 3 sites by the Carers Trust Crossroads Sir Gar - we hope you had a successful and fun-filled Summer!

Swansea's Veg Pledge

Swansea Bay University Health Board held a series of events in Swansea to launch the new Food and Nutrition Guidelines for Childcare Settings, Best practice Guidance. The new guidelines were released by Welsh Government at the end of last year and can be found online at <https://gov.wales/food-and-nutrition-childcare-settings-full-guidance>. Settings attending the launch events were given guidance on how to use the pack and had the opportunity to discuss some of the guidance provided. All attendees were asked to make a 'Veg Pledge' and look at 2 things that they could do to improve healthy choices within their setting. Anna Parton, Community Dietician leading the events, then contacted settings a month later to see if settings had acted on their pledge and implemented the changes they wanted to make. Some of the ideas were to sign up to the Healthy Snack Award or to check the amount of sugar and salt in snacks provided and to seek out alternatives where necessary. Have you thought of making a 'Veg Pledge' in your setting? You could ask the children what could be done to make their club a healthier setting and choose 2 ideas to pledge to.

Here are some ideas to start you off:

- Swap squash for water
- Swap birthday cake for a healthier alternative such as a large fruit salad
- Review portion sizes of snacks and meals provided in line with the guidance
- Check sugar content in cereals and choose an alternative to provide – look for less than 15g sugar per 100g.



Don't forget, a healthy setting is more than just the snacks you provide but about making sure children are physically active too. Try adding to your setting's pledge that children will be given the opportunity to play outdoors every day and screen time will be limited or even try to be a screen free setting!

Don't forget to let us know if your setting makes a 'Veg Pledge' - we would love to hear your ideas!

Meet the Team!

Name: Alex Fudge

Job Title: West Wales Regional Manager

How long have you worked for Clybiau Plant Cymru Kids' Clubs? 19 years

What is your favourite childhood memory? Playing outdoors: climbing trees, picking blackberries and nuts, hide and seek, paddling in rivers, any sport and camping.

What do you like to do in your spare time? Still playing outdoors on land and in the sea!

What is your favourite TV programme? Since the birth of my 2 children, I tend to just fall asleep but I do love a bit of Poldark.

If you could have a superpower what would it be and why? Time travel to prolong the nice bits of life and speed up the bad bits!

What would people be surprised to find out about you? I loved my time working on a farm.

What is your favourite film and why? I loved 'The New World': the story of Pocahontas, Last of the Mohicans and Slumdog Millionaire.



Name: Naomi Evans

Job Title: South East Wales Regional Manager

How long have you worked for Clybiau Plant Cymru Kids' Clubs? Over 8 years

What is your favourite childhood memory?

I was lucky enough to go on some amazing holidays with my family – we travelled around New Zealand in a campervan when I was about 9, and then in my early teens we travelled around Canada in a campervan. Not ideal for someone who gets travel sick (!) but amazing experiences and memories!

What do you like to do in your spare time?

I like to do day trips with my kids, especially trips to the beach. I enjoy spending time with friends, and doing karaoke (with a bit of Dutch courage!)

What is your favourite TV programme? The Handmaid's Tale / Killing Eve / Game of Thrones

If you could have a superpower, what would it be and why? The power to stop time, so I could have some time out (or a trip to the Maldives) without feeling guilty for missing time with the kids!

What would people be surprised to find out about you?

I am the office 'hummer' – regularly hum random tunes without really realising I am doing it! I probably drive everyone mad! Someone only has to say a word/phrase from a song and it is immediately in my head.

Do you have any phobias? What are they? Spiders! Some of my very mean colleagues in Cardiff Office take great joy in showing me pictures of them, or hiding fake spiders on my desk!



Name: Nicole Lovatt

Job Title: North Wales Regional Manager

How long have you worked for Clybiau Plant Cymru Kids' Clubs? Since September 2008

What is your favourite childhood memory? Helping my dad fix cars.

What do you like to do in your spare time? Spare time, what's that? If I have any spare time I like to either read, draw or paint

If you could have a superpower what would it be and why? Mmmm a superpower – the ability to bi-locate it would make time management so much easier and would cut down on carbon emissions

If you were stuck on a desert island with one luxury item (not mobile phone) what would it be and why? I tend to be too practical to need luxury, so I suppose as long as I had a sharp knife I'd be happy, means I could build a shelter at the very least

What would people be surprised to find out about you? Not sure, let's see... I'm an archery instructor, and I have held in the past qualifications to fire an L98a2 rifle (it's very similar to what the British Armed Forces use)

Do you have any phobias? What are they? Nope, no phobias but the only fear I have is not getting everything done – life is too short (or as my daughter reminds me – life is the longest thing you will ever have to do)





North Wales

Summer Holiday Playwork Pilot

This summer the Welsh Government and Clybiau Plant Cymru Kids' Clubs were supported by 3 clubs to pilot a Welsh Government funded Playwork Pilot scheme to tackle Holiday Hunger for children in Wales. The pilots aim to demonstrate that registered Out of School Childcare Clubs can offer a solution to Holiday Hunger and to ensure that the funding, if continued, is distributed to Registered Out of School Childcare Clubs and demonstrates that there is no need for "Holiday Hunger or Food and Fun" clubs where there is the existence (or potential) of a Registered Out of School Childcare Club.

In Conwy, Clwb Y Morfa, Abergele a Welsh medium Breakfast, After School and Holiday Club piloted the scheme with the assistance of the Diocese of St Asaph.

Clwb Y Morfa were given funding to offer 8 places free of charge to families that would benefit over the summer. The funded children had access to the same play provision, activities organised by the qualified Playworkers and three meals a day as every other child within the setting.

Dolly Jones, Manager of Clwb Y Morfa said "As the manager of the club I am delighted and privileged to be able to offer the children a familiar enriched play opportunity which will include their peers, and care for by qualified staff."

We look forward to hearing about the fun that has been had over the summer and the positive impact the project has had on the children and families of Ysgol Glan Morfa.

New Club in Gwynedd

Clybiau Plant Cymru Kids' Clubs would like to extend a warm welcome to a new member Club in Gwynedd: Clwb Plant Miri Mawr. They are a privately run After School Club running in Llanllyfni Gwynedd. They aim to open in September offering a 16 place bilingual provision. We look forward to working them in the coming months. Pob Lwc!

Need to contact us?

You can contact the North Wales team by phone on 01492 536318, by email: info-nw@clybiauplantcymru.org by post: 19, Princes Drive, Colwyn Bay LL29 8HT

Money saving idea Thank you to Beryl Blackmore who runs an After School Club in Wrexham for this wonderful idea about how your club can save money providing snacks.

"Hello, I thought I would share these photographs showing the food I collect twice a week from our local Co-op. I can pick up fruit, veg, cakes and bread, all still fresh (so in particular the bread can be frozen). I offer it to the local Playgroups and Lunch Club; the savings money wise is great and even better lots of treats and less waste. Have a look on the Co-op website and see if you can match up with a local shop for your club."



Santander Project

Clybiau Plant Cymru Kids' Clubs was successful in their application to the Discovery Grant from the Santander Foundation, see our Projects Page for more information.

This grant funding allowed us to develop a new workshop aimed to children in Out of School Childcare Clubs to think about money, how to earn it, save it and budget for an event / project.

Out of School Childcare Clubs were invited to enter a competition telling us their fundraising ideas on how they would raise funds to improve the quality of the Play experience for the children in their club and what they would use the money raised for. There were 8 winning clubs, 3 of which were in North Wales TEMPS in Wrexham, Annex Alive and Ollie's both of whom are in Flintshire.

Each setting was awarded £50 prize money which Tracey Bargh, North Wales Training Officer explained to the children during their workshop that they needed project manage their fundraising idea into reality and create a profit.

TEMPS decided to use the money to have a stall of sweets and refreshments at the school's sports day, all monies raised will all go to 2 charities of the children's choice. British heart Foundation and Childhood Cancer Research.

Annex Alive planned to sell sweets in the club, all monies raised will go towards an X-box and some outdoor equipment. The club have already expressed that they are going to continue to fundraise.

Ollie's Club decided that any money raised would be spent on a Nintendo Switch, games and consoles. Their project idea was a car wash. At the time of writing Ollie's Club have run their project.



The children were supported in organising the event and created posters, added a piece to their schools newsletter, priced up supplies, made a shopping list, went shopping, asked permission from the head teacher and created their own rules for the day.

The car wash was a great success with parents, Ollie's Club committee, staff and many of the children turning up to support the event, including North Wales Training officer Tracey Bargh. The rain stayed away and they managed to wash over 75 cars. Children worked hard on the cars all day and Tracey was impressed with their determination and hard work. Ollie's also had a raffle and sold refreshments. The Chairman, Jason Trevor, sponsored the event by supplying the club with their very own Ollie's Club air fresheners; one was included with every car wash.

Saturday 15th June was the day the fundraising event took place and through talking to the children, staff and the volunteers everybody enjoyed the day and it was a huge success. The children loved the whole experience, from the original pitch in the competition, the workshop, the organising and finally to the event. Feedback was great from parents and children, with some asking "can we wash cars next week" and "let's do it again it's been great fun".

Lesley Davies the Club manager conveyed that they would definitely consider running another fundraising event in the future, given the children now have the skills to organise an event themselves. Lesley is extremely proud of all the children and the amount they have raised. They raised an amazing amount on the day, £463.61, and have received some donations since.



An Excellent Club

Little Lambs Fun Club, Denbighshire has recently had fantastic feedback from their CIW inspection. The Club has been rated with "excellent" by the Care Inspectorate Wales (CIW) in Wellbeing and Leadership and Management and "good" in Environment and Care and Development.

The (CIW) report stated: "Children are happy and thoroughly enjoy their time at the service. They are highly motivated to make choices and can contribute their views and preferences extremely confidently."

What an amazing achievement, Well Done Little Lambs Fun Club!

Burbo Bank Extension Community Fund

As part of the Burbo Bank Extension Community Fund, Clybiau Plant Cymru Kid's Clubs were lucky enough to receive funding for this exciting new project. The project has been split into two phases the first being the delivery of our Renewable Energy workshop to 3 Out of School Childcare Clubs. The children attending the workshops will be invited to ask questions, all of which will be selected to develop new activities/experiments. The second phase will be the piloting of the newly developed activities in the Out of School Childcare Clubs by the children who asked the questions.



Cath Smith, one of our North Wales Training Officers has delivered the first of the Renewable Energy workshops to Clwb Hwyr Mornant in Flintshire. This workshop is designed to provide Playworkers and children with practical ideas and resources to be able to explore the Renewable Energy through play activities and to engage children in STEM (Science, Technology, Engineering and Mathematics) subjects. Some of the activities carried out during the Workshop included using balloons as rockets and as "fuel" to make a toy car move. The children were able to make an electrical circuit using a potato to power an alarm clock. The children also took part in

Burbo Bank Extension Community Fund

an activity which used a foot pump to create a water rocket. Staff and children both thoroughly enjoyed the workshop.

Watch this space for further updates.



Free Training for Conwy members

Conwy County's annual training plan is ready to take bookings; our Playworker workshops have been tailored to suit the requests and needs of Out of School Childcare Clubs in Conwy for your staff to enjoy. We have arts and crafts, challenging behaviour skills and what to do with loose parts.

These courses commence from September 2019. If you or your staff would like to book onto any of our courses then head over to our website, www.clybiauplantcymru.org and book now.

All courses will be held in our Colwyn Bay Training Room, 19 Princes Drive, Colwyn Bay, Conwy, LL29 8HT and will include refreshments and biscuits

Playing Loose

Tuesday 22nd October 2019, 18.30 – 20.30

Playing Crafty

Tuesday 12th November 2019, 18.30 – 20.30

Challenging Play

Tuesday 21st January 2020, 18.30 – 20.30

Same Stripes Different Ways

Tuesday 18th February 2020, 18.30 – 20.30

If you require any further information on any of our courses available please contact Rachel Tustin, Childcare Business Development Officer Conwy on 01492 536318 or at info-nw@clybiauplantcymru.org

Registration Achieved

Congratulations to Clwb Clyd, Gwynedd on their successful registration with Care Inspectorate Wales. We look forward to working with you and the new opportunities that come with CIW registration!

Nursery Shortlisted for Award

We would like to say huge congratulations to Little Lambs Day Nursery in Kinmel Bay, Conwy on their shortlisting for the National Day Nurseries Association (NDNA)'s Supporting Staff Well-Being Award.

Little Lambs Day Nursery cares for children from 0 - 12 years and is open 6 days a week. In order for the nursery to become a finalist, parents have written praising testimonies which have proven what an amazing and valued job Sam and her staff are doing at the nursery.

Sam Maitland-Price, Proprietor of Little Lambs Day Nursery has explained: "To be recognised - a little setting in Kinmel Bay, it's amazing and shows what we put into it. I live, sleep and breathe it. This is all I have ever wanted to do since I was 16. Parents have to write comments and opinions and we are just overwhelmed. We had to send in evidence to support our staff. We were up against four other nurseries in the UK but we are the only ones in Wales to be shortlisted." Best of luck, Little Lambs!



South East Wales

Time to celebrate in Blaenau Gwent

On Friday 12th July the Blaenau Gwent Early Years Development, Childcare & Play Team hosted the first Blaenau Gwent Play Awards at the General Offices in Ebbw Vale. The Awards ceremony provided a fantastic opportunity for the sector to come together and to celebrate the amazing high quality childcare and play opportunities being provided in the County.

The evening started with a red carpet entrance and a glass of bubbly on arrival, followed by a buffet, in the beautifully decorated hall. The Early Years Development, Childcare & Play Team gave an inspiring presentation on the development of the sector in Blaenau Gwent and what the future holds.

The dedication, passion and professionalism of individuals and settings was then recognised with the presentation of the awards. The Early Years Development, Childcare & Play Team had asked for nominations across the sector and eleven awards were presented on the night. This included the Out of School Setting of the Year. Congratulations to Hip Hop Star Club based in Brynmawr who won the award presented by Jane Weale from Clybiau Plant Cymru Kids' Clubs.

The evening was well attended and it was great to see so many Childcare Providers celebrating and congratulating each other. Well done everyone!

Fruit Kebab fun!

Children at Jaks in Rhondda Cynon Taf have been wanting to make their own snacks, and the staff have been wanting to make snack options healthier, so what better way is there than making fruit kebabs! The Children all had a great time and enjoyed trying to make theirs the most colourful. Who knew being healthy could be so fun!



Need to contact us?

You can contact the South East Wales team by phone on 029 2074 1000, by email: info@clybiauplantcymru.org by post: Bridge House, Station Road, Llanishen, Cardiff. CF14 5UW

@Play has done it!

@Play is an unregistered After School and (2 hour per day) Holiday Club in Merthyr that has been open since 2012. Having supported them through challenging times, Clybiau Plant Cymru Kids' Clubs know what a brilliant setting it is and what incredible play experiences they offer for children in their care.

Having signed up to the Quality For All award, @Play has recently received their inspection. This scheme is an assessment of childcare quality and designed to recognise good practice. Settings are asked to scrutinise their strengths and weakness, demonstrating how they achieve, maintain and improve the quality of care for their children.

Following their inspection, they received a Pass Plus level, having reached this level in 7 areas, and a Highly Commended level in 4 areas. The awarders said:

"Families can be confident that their child is kept safe at @ Play Kids Club, where staff are competent and place the children at the centre of their care. Children enjoy a wide range of activities in varied play spaces and take the lead in their own play. The children are supported by caring and knowledgeable staff that encourage the children to make choices and decisions in play. The setting encourages staff, parents, children and stakeholders to contribute their feedback to help review and keep improving the service. Families benefit from good systems to support their children, which include working together with staff and external professionals."



Clybiau Plant Cymru Kids' Clubs is delighted that Quality For All awarders recognised the fantastic play opportunities @Play offers for children in their community. Brilliant work @Play – keep it up!



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I Love my Playworkers' Toolbelt

Kaid Webley from Yellow Bunnies Daycare attended Clybiau Plant Cymru Kids' Clubs Playworkers Toolbelt Training three years ago. The Toolbelt training is made up of a series of courses such as Playing out with the Elements; Den Building; Getting Risk Right and Playing Loose. These Playworker workshops were funded by Newport City Council and there were 10 workshops in total. For each workshop attended, the Playworker got a badge and an apron ('Toolbelt') to attach the badges to.

Kaid remembers the training and continues to use the skills gained within her setting. She particularly uses the skills from Playing out with the Elements, using candles to toast marshmallows with the younger children. She also uses loose parts training she received in the Playing Loose workshop. The children particularly love junk modelling. They use the junk to dress up and play games. The Getting Risk Right workshop challenged Kaid's attitude to risk and now children in the setting have more opportunities to enjoy risky play.

Kaid said "The training was really beneficial for the children in the setting. Three of us did the training and we each took something different

from it. This meant that when planning activities with the children, we could all add something. I would recommend it to all my staff because even though they are Playwork trained they need to have ideas for what to do in the club."

Kaid loves her Toolbelt and has continued to use it over time. She finds it very useful as the pockets were also perfect to put things in like pens and tissues!

For a limited time, all Playworkers attending one of our Practical Playworker Workshops will receive a Toolbelt and accompanying badge to use within their own settings. Keep an eye on the Training section of our website for details of training available near you!



Busy Bees go live!

Through our exciting Santander project, Busy Bees were able to create their very own live radio show performance 'BBFM' for all Friends and Family to enjoy. The aim of the project was for the children to learn that money matters. They learnt all about profit and loss as well as the importance of budgeting. They had their free workshop with one of our experienced Training Officers and then the children got straight onto their money making plans! The Children went around to all the local businesses and asked if they would like to sponsor their show and get an advert into their programme as well as some sponsored advertising throughout the show. They received raffle prizes as well donations of sweets for the children to enjoy whilst they were busy planning. They worked on ticket prices, refreshments for the night as well writing the script and designing the costumes.

The big day finally arrived and it didn't come without some showbiz drama, there had been a couple of last minute cast changes but during the performance you would have never known. The room was full of friends and family who had purchased a ticket to the show and everyone was looking forward to seeing what they had in store!

There was plenty of laughter from the audience, wonderful props and all the Children put in 100%. It really was a lovely show, well done Busy Bees!

Supporting Affordability of Holiday Childcare - Holiday Hunger Pilot

Welsh Government and Clybiau Plant Cymru Kids' Clubs piloted a scheme in 3 Registered Out of School Childcare Clubs across Wales this Summer to tackle Holiday Hunger, access to quality childcare and affordability of holiday childcare. In South East Wales, Clwb Allyscol Corneli Sger Out of School Club piloted offering 8 spaces on an 'assisted place' basis for the 6 weeks of the summer holiday.

The places were offered free of charge to eligible local families, with all children at the setting (fee paying and those accessing through this scheme) receiving healthy, hot meals on a daily basis along with healthy snacks, and taking part in quality play experiences to support skill development, active lifestyles, social skill development and enabling children to have fun!

It is our hope that this Pilot will provide evidence that existing, quality, registered childcare can be utilised to promote other Welsh Government priorities, such as tackling holiday hunger, instead of setting up new unregistered clubs in areas where there is existing (or potential) childcare. This will not only support families in need, but also promote the sustainability of our much needed sector, and enable Holiday Clubs to continue to offer their valued services.

ASD Awareness Training in Newport

Newport City Council has been providing training for Childcare Settings to support an understanding of Additional Needs. Out of School Providers were invited to attend a 2 hour session on 8th July at the Civic Centre that was delivered by Bethan Evans – Educational Psychologist and Anne Drewett - Teacher Advisor for Early Years & Additional Learning Needs.

Free Training for Playworkers



Clybiau Plant Cymru Kids' Clubs has been awarded funding through Tesco Bags of Help to provide free training for Playworkers, with all training taking place in Caerphilly. Book your place now to avoid disappointment via our website <https://www.clybiauplantcymru.org/training-events.asp>

All Saturday training dates will include a free buffet for attendees!

Playing Out with the Elements

Saturday 14th September, 2019
9:30am – 4:30pm

Bedwas and Trethomas Community Hall

This workshop introduces participants to the elements of earth, air, fire and water as stimuli for children's play. Participants will plan and prepare for children's outdoor play with the elements, learn the concept of affordance, look at the benefits and barriers to providing outdoor play with the elements and experience how to do a risk-benefit assessment on children's outdoor play opportunities as well as experiencing some of fun activities that can be replicated within their settings.

Den Building

Thursday 19th September 2019
6:30pm – 8:30pm

Twyn Community Centre

To introduce participants to den building with practical activities. The workshop features outside den making and ideas that you can use when den building in your setting using everyday objects. The course involves being outside for a period of time in all weathers so appropriate clothing is essential.

Same Stripes, Different Ways

Tuesday 24th September 2019
6:30pm – 9:00pm
Twyn Community Centre

This course is for Childcare workers who support children on the autism spectrum. This course will provide Childcare workers with an awareness of personal behaviour, environments and triggers that can affect the behaviour of individuals on the autism spectrum, providing a basic tool that will enable you to develop and implement strategies to support behaviour that is challenging.

Playworker Training Day – STEM and Health

Saturday 12th October, 2019
9:30am – 4:30pm

Bedwas and Trethomas Community Hall

Incorporating 3 of our popular fun, hands on workshops:

Just Add Water, Pulleys and What Not, and Games Galore.

Just Add Water: Experience Science with this workshop full of fun activities on the theme of water. Find out how the science experiments in this workshop affect us in everyday life.

Pulleys and What Not: Experience the forces and energy involved in Science with this workshop full of informative and fun activities.

Games Galore: This workshop provides a host of ideas for promoting games in Out of School Childcare Clubs and promotes the benefits of physical activity, communication and team building.

Children's Rights and Participation

Saturday 9th November, 2019
9:30am – 4:30pm

Bedwas and Trethomas Community Hall

Children's Rights and Participation are at the heart of all those who work with children. It is essential that Playworkers implement their knowledge and understanding of children's participation. A chance to develop new enjoyable ways of consulting and feeding back when working with children.

New Dragons in town!

Caerphilly has had to make room for some new little Dragons as Clwb y Ddraig has opened its doors!

Clwb Y Ddraig opened on 18th March 2019 with a mission to support children's right to play through a freely chosen play setting. The setting currently offers Breakfast and After School childcare for children attending Ysgol Y Castell.

The Club is child led and staff listen to the suggestions and ideas of children to plan and prepare the play environment. Naomi, the Senior Playworker says 'everyday in Club is an adventure for children and staff. The freedom we offer allows children to fully express themselves and it is a joy to share it with them.'

enabling the Playworkers to adapt settings and practices to support children with ASD. By understanding ASD and the behaviours of individual children, Playworkers can avoid misunderstandings and behaviour that is difficult to manage.

For more information on ASD there are lots of resources for you to use on the website below, including training videos and more information: www.asdinfo.wales.co.uk

It was a very informative session, providing a clear understanding of the condition and

Training

Playvolution

There are many Playwork theories which explore play and our role as Playworkers. Throughout all of these, there is an ethical and professional belief that as Playworkers our role is to support and facilitate the play process. These Playwork theories can be used to provide us with the knowledge and then hopefully the skills to improve and support our practice and enable us to understand and effectively engage with the play process and the children and young people that we work with.

One Playwork theory in particular that helps Playworkers understand the play process is Psycholudics and the Play Cycle; a theory stemming from a paper written in 1997 for an International Play Association meeting in the USA. The paper, called "The Colorado Paper" – The playground as a therapeutic space: Playwork as healing", written by the late Gordon Sturrock, and Perry Else, first introduced us to Playwork language that is still being used 20 years on.

The paper introduced us to the term "Psycholudics", the study of the mind and psyche at play and the key terms of the Play Cycle such as the play drive, Metalude, play cue, play return, play frame, play flow, and play annihilation, all of which are now considered to be vital language, tools and techniques used to be able to understand the stages of play and allow us an opportunity to really consider and understand what we are seeing when children are engaged in play and also our role as Playworkers in that ludic ecology.

Perry Else, further explored this theory in a paper called "Widening Horizons – Play cues and the Play Cycle" in July 2000, where he

explored further the thinking of Why? Why is play essential? Why does every child need to play? Why does play need to be freely chosen? He delved further into the language used as part of the Play Cycle and went on to describe a framework that he believed the cycle operated, in order to provide a more practical application of the Play Cycle in the hope that Playworkers would use the concepts in their daily practice.

"The Play Cycle allows Playworkers to describe and understand the process of playing as it happens. Play should be about children taking risks, finding out for themselves, having fun. Playworkers can now describe the cues and returns they see children offering and they can intuit the play frame being used. This can help them form more sensitive interventions into the Play Cycle that respect the child and their choices. It may still be necessary to intervene, for example to prevent the child hurting themselves or others, but the intervention should be limited and the worker should aim to withdraw from the play frame soon afterwards." Else, P. July 2000

Now, in 2019, and following on from research undertaken by Dr Pete King and Dr Shelley Newstead it seems that the Play Cycle is in need of a relaunch it has been clearly identified that whilst Playworkers have a good knowledge and understanding of the theory and its application, that Childcare Workers have very little knowledge of the Play Cycle.

Look out in the next issue of Y Bont for more information on the Play Cycle how its been used and its future applications.

Level 3 Award in Transition to Playwork

Before the summer holidays we had another 8 successful cohorts of Learners completing their Level 3 Award in Transition to Playwork from Early Years.



Learners from across Wales including, Cardiff, Newport, Rhondda Cynon Taf, Blaenau Gwent, Merthyr Tydfil, Gwynedd, Anglesey and Conwy have all worked hard and had a lot of fun undertaking this Playwork qualification.

Feedback from the Learners has been extremely positive, with a number recommending that others come on the course to learn more about Playwork, as it has had a great benefit to their practice and how they work with the children and young people in their Setting.



From learning about play theories such as play types, play spaces and the play cycle to refreshing knowledge on the United Nations Convention on the Rights of the Child, ways to consult with children and young people and ultimately the benefits and beauty of play to children's lives, this course will give you an excellent knowledge and understanding of play, Playwork and the Playwork Principles and the ethos and passion which makes Playwork unique.

Should you be interested in undertaking the Level 3 Award in Transition to Playwork, contact one of our local offices for more information and to complete an expression of interest form.

There are many Out of School Childcare Clubs across Wales that are registered with Care Inspectorate Wales to provide quality childcare before, after school and/or during holidays.

Following responses we received from you as part of the consultation on The Childminding and Day Care Exceptions (Wales) Order, Clybiau Plant Cymru Kids' Clubs has developed a flier to inform parents and carers about the benefits of using Registered Childcare. We hope that this can be used to increase the understanding of parents/carers about what being CIW registered actually means, so they are able to make informed childcare choices.

The Importance of Registered Childcare

If you would like to use this flier as part of your marketing within your local community, please do so!

For those Out of School Childcare Clubs that are not yet registered, support to register is

available via your Regional Clybiau Plant Cymru Kids' Clubs Office, and our revised "Stepping Out" toolkit (containing a host of support including sector specific policies and procedures) will be available to members this Autumn.

Why Choose Registered Out of School Childcare?



As parents/carers, you rely on sources of childcare to enable you to work/train, be it Breakfast clubs, After School Clubs, Holiday Clubs, play schemes, childminders, day nurseries, playgroups, Cychoedd Meithrin or support from family members.

displayed on their Registration certificate

• You can search for Registered Childcare Settings in your area through the CIW website (<https://careinspectorate.wales/>)

Did you know that some of these provisions are registered with **Care Inspectorate Wales (CIW)**? CIW is the only **Regulatory Body** who inspect Childcare Settings and verify that they are meeting the requirements laid out in the **National Minimum Standards for Regulated Childcare for children up to the age of 12 years old.**

Using a CIW Registered Out of School Childcare Provider means that:

- Fees can be **more affordable**, with registered providers able to offer schemes such as **Tax-Free Childcare** (enabling eligible working parents to access a real cut in fees of 20%); The **Childcare Offer** (enabling working parents/carers of 3-4 year olds to access 30 hours per week of funded early years education and childcare); and; the **childcare element of Tax Credits/Universal Credits.**
- The Setting adheres to strict **staffing ratios** (a 1:8 ratio for children aged 3-7 years, and 1:10 for children aged 8-12 years)
- The provision is inspected by CIW, who ensure that all **staff are suitable (DBS checked, and trained in First Aid, Safeguarding, Food Hygiene)**
- The setting has **comprehensive policies and procedures** in place which supports the provision of a **safe, quality environment** for your child/ren, working to the **National Minimum Standards for Regulated Childcare**
- Staff are trained in Playwork – this means that they understand the importance of **learning through play** and how to effectively support your child/ren to develop within a quality play environment
- Registered Providers can offer **longer hours** to better meet your needs
- CIW Inspection Reports can be found online (<https://careinspectorate.wales/>) and are a useful tool when making your childcare choice

How to find out if your Childcare Setting is registered with CIW

• Registered Settings will have a unique Registration Number from CIW

	CIW Registered Out of School Childcare Club	Unregistered Childcare e.g. Activity Clubs, Sports Camps
Access to financial support through Government schemes	✓	X
Prescribed minimum staffing ratios adhered to of 1 adult to 8 children under 8; or 1 adult to 10 children aged between 8-12	✓	X
Assurance that all staff have received DBS checks and attended relevant training e.g. First Aid, Safeguarding, Food Hygiene	✓	X
Confidence that a safe, quality play environment is offered that meets the requirements of the National Minimum Standards	✓	X
Playwork trained staff	✓	X
Ability to offer opening times that meet the needs of working parents/carers	✓	X
Ability to make an informed choice of childcare option, based on CIW Inspection Reports	✓	X

Contact us:



www.clybiauplantcymru.org
info@clybiauplantcymru.org
 South East Wales – 029 2074 1000
 West Wales – 01269 831010
 North Wales – 01492 536318

Gordon Sturrock – a Legacy

In June, the Playwork sector sadly lost one of its great thinkers; Gordon Sturrock.

Gordon Sturrock is a name widely known amongst Playwork students for his work on 'The Play Cycle'. This theory has formed the bedrock of many Playwork sessions over the years, getting Playworkers to recognise when children are playing and when they are wanted in children's play – and also when they are not!

Combined with his work on the Psycholudics, we as Playworkers have been implored to recognise not just when children are playing, but WHY they are playing and the emotional processes they go through when playing – and why this is so vitally important for them and their personal development.

Playwork places an emphasis on us to understand all this, and to protect the children when they are playing from interruption so that they are able to get everything they want from their play. That we look this deeply into a subject that is often described as 'just playing' is due, in large part, to the thinking of Gordon Sturrock.

Play in Peace Gordon.

Cymraeg

Casting call...Welsh Now in a Minute stars needed!

We've had some fun here at Clybiau Plant Cymru Kids' Clubs recently, making short videos to encourage children who are not Welsh speaking to give it a go.



We started earlier this year with our first video - Yn yr Ardd (In the Garden) and we have since added to the collection Amser Bwyd (Time for food) and Chwaraeon (Sports)

We are currently using the children of Clybiau Plant Cymru Kids' Clubs staff to complete these videos, and although we think they are little superstars, we would like you - our Out of School Clubs to get involved.

Will you help us with providing short clips of your Out of School Club children telling us about what they like about being on holiday or things they like playing with at your Out of School Club room?

If you can - please get in touch so we can give you some brief guidelines to follow. You can view the series of videos on the website <http://bit.ly/Welsh-Now-In-A-Minute>



Welsh Language Training - Camau

Registration for FREE Welsh Language Training for Playworkers is now open!

You can register your interest to attend a 20 hour Welsh language course as part of the 'Camau' scheme. Camau is the name given to the bespoke Welsh language training for the Childcare, Early Years and Playwork sector.

Courses are available at 4 different levels:

- Entry (beginners level for Playwork staff)
- Entry (beginners level for Early Years staff)
- Foundation (basic knowledge of Welsh)
- Intermediate (fairly fluent)
- Advanced (fluent but needs fine tuning)

Learners can also choose from different levels of delivery

- Day release (2/3 hours)
- Evening (2/3 hours)
- Day long course (weekday 6/7 hours)
- Day long course (Saturday 6/7 hours)
- In-work course (2 hours per week)

In addition to attending these taught sessions, you could also receive support and mentoring after completing the course by Clybiau Plant Cymru Kids' Clubs Welsh Language Coordinators. They will help you implement the Welsh you learnt into your setting, helping you to maintain your skills and grow in confidence.

Learners will also get access to the Gwiriwr - the Learn Welsh Level Checker; an online tool that can determine your ability every 3 months.

And best of all, employers can claim £10 an hour for releasing staff to attend training during working time

To register your interest please complete the online form at <http://bit.ly/CPCKC-CAMAU> as soon as possible so that courses can be arranged close to you!



Out of School

Insurance for out of school clubs



Approximately 15% discount to members of Clybiau Plant Cymru Kids' Clubs

Out of School insurance has been designed for out of school clubs providing activities both before and after school.

For more information visit www.mortonmichel.com/outofschool
Alternatively email outofschool@mortonmichel.com
or call 020 8603 0943



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The Childcare Insurance Specialist

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'Fun'draising Ideas

Santander Project Inspired Fundraising Ideas!

As part of our Santander funded Project, we worked with 8 Out of School Childcare Clubs across Wales to encourage the children in attendance to plan and run their own fundraising activity, to support their own skill development and to promote the sustainability of their club. Each club received £50 to utilise to purchase any resources needed to make their fundraising a success, and received a newly developed "Money FUNDamentals" Budgeting Workshop from one of our Training Officers, where they looked at how to plan and record spend and income and how to successfully market an event.

The children in each club came up with some fantastic Fundraising ideas, which we thought we would use as inspiration for our Y Bont Fundraising Page!

Kidz Den in Merthyr Tydfil are no strangers to fundraising, regularly looking for new ways to support their sustainability e.g. through film nights. The Club held a Fun Day on Saturday 13th July, with staff and children giving up their spare time to make the event a big success! The children came up with the original fundraising idea, along with ideas of stalls and things to include, as well as creating posters (drawn and on computers) to advertise the event within their local community. On the day, the children manned some of the stalls themselves, taking responsibility for payments. £10 of the funds from Santander were used to fund the rent of the hall for the 2 hour event.



Face Painting/ Tattoos - One of the members of staff used the club face paints to do face painting and tattoos for a small charge

Bouncy Castle - the club were donated the use of two bouncy castles for the event, one, for toddlers and one for older children. They had a small charge for use.

Food and Drink - the club purchased some items, but also approached local businesses for support and donations. Their local Greggs donated 100 doughnuts; a local pub donated some sweet bags and carton drinks and also donated £50 towards the event



Slime and Playdough - the club purchased slime and made some playdough using the £50 donation through the funding from Santander, and sold these at the Fun Day

How many sweets in the jar? - the children filled a jar full of flying saucers, with a small charge for people to guess the number in the jar to be in with a chance of winning the sweets!

Raffle - the club and children asked for donations of items from family, friends and local shops to use within a raffle, and sold tickets as part of the small entry charge to get into the event

Tombola - the club and children asked for items (e.g. unwanted toys, books and canned goods) to use within a tombola, with a small charge to pick out a ticket which corresponded to one of the items.

Support us while we support you!

Online shopping through www.easyfundraising.org.uk/clybiauplantcymrukidsclubs doesn't cost you any extra, but allows us to receive up to 15% of all purchases made from the 400+ stores listed, meaning we have more funds available to continue supporting clubs like yours.

e-news

As a member club you can access past editions of our e-news funding bulletins in the members' area of our website at www.clybiauplantcymru.org and, if we have an email address for you, future editions will be sent to you directly. Send your email details to membership@clybiauplantcymru.org to ensure you receive your electronic copy.



Tin Can Alley - a small charge could be paid to



attempt to knock down a tower of tin cans, with lollipops as prizes

The Event was a great success and the children have decided to use the £485.55 raised towards trips for Holiday Club. The children were invested in the success of the event due to it being child led from its inception, and felt enthusiastic about organising more events in the future!

Do you have any fantastic fundraising ideas you'd like to share with us? Please email them to info@clybiauplantcymru.org



Projects

UK Space Agency

As part of our UK Space Agency funded project, we attended Play Days across Wales this August, demonstrating some of the fun activities we have developed as part of our new Space themed workshop.

6 lucky Out of School Childcare Clubs who won our "Dress Up Your Playworker with Loose Parts" competition will be receiving an In Club Space Workshop during the Autumn Term and we even had a go at dressing up our Training Officers at Clybiau Plant Cymru Kids' Clubs!

We will be holding 3 Playworker "Launch Events" during the Autumn Term, one in South

East Wales, one in West Wales and one in North Wales. Each event will include our new Space Workshop as well as a chance to experience an 'inflatable planetarium' courtesy of Dark Sky Wales who will also be attending each event. Details about each event to follow soon via email, website and on our Social Media Pages.



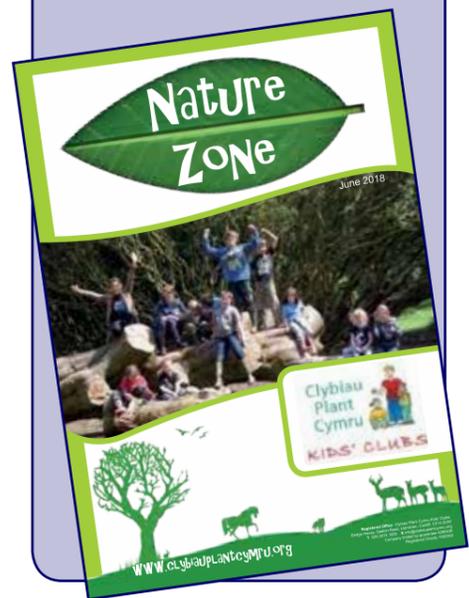
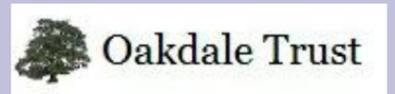
Oakdale Trust

Clybiau Plant Cymru Kids' Clubs was lucky enough to receive a funding from the Oakdale Trust to offer 5 Out of School Childcare Clubs in South East Wales a Free Nature Zone In-Club workshop, to enthuse children about the need to protect and improve their local environment, to help increase their understanding of the natural world around them, ways to increase biodiversity within their local spaces and how pollution can effect both the local and the wider environment.

Our Nature Zone Workshop and bilingual Activity Pack, developed by Clybiau Plant Cymru Kids' Clubs with funding from the Kids' Club Project (ESF), provide practical ideas for Playworkers to use in Out of School Childcare Clubs. It is all about exploring the environment through play, with things to do and make both indoors and out, inspiring children (and Playworkers) to take an interest in their local environment and to question the world around them. The workshop and Activity Pack have been built upon and extended in recent years to incorporate further learning opportunities and activities through funding from Brecon Beacons National Park, Ernest Cook Trust, Brecon Beacons Trust, Pembrokeshire Coast National Park and South Hook.

St Andrews Out of School Club, Dowlais After School Club, Lliswerry Out of School Club, Ffynnon Taf After School Club and Simply Out of School, Llanharan all won an In-Club Nature Zone workshop through a competition we ran on our Facebook Page, receiving the workshops during the Summer Term. Each workshop was well received, and all 5 clubs were left with a copy of our Nature Zone Pack to continue utilising the ideas and activities in the future.

Keep an eye on our social media pages and website for more chances to win an In Club workshop as part of one of our exciting up coming Projects!



"Money FUNdamentals" with Santander

Our Santander funded project has now come to an end, with all 8 Out of School Childcare Clubs having received their In-Club workshops to support children to develop, manage and run their own fundraising events. The children have had the opportunity to take part in creating the original fundraising idea, set a budget using the £50 donation per club, learn how to record income and expenditure and advertise their event within their school/local community.

The children have all done a fantastic job of running the fundraising events and some are already planning more fundraisers!

Each Club has consulted with the children to determine what the funds raised should be used for, with some purchasing resources, some using the funds for day trips and experiences, as well as putting funds towards future fundraising events. The final totals raised by the clubs within the project will be shared via our social media pages once the children have finished completing their 'accounts'.

By the end of the In Club Workshop, 100% of the Playworkers involved felt 'very confident' to support children to develop a budget, record income and expenditure, market an event and run their own fundraising event. This confidence will hopefully lead to more fundraising events being organised in the future.



The Difference Made

It has been wonderful receiving the positive feedback from Playworkers and children following the fundraising events that have been run during the Summer term, clearly demonstrating the value that this project has had.

"The children worked really hard. They designed a questionnaire and went round all the Junior classes to see what sweets they preferred and used the results to choose what sweets to buy".

"The children thought it would be a good idea to have gluten-free and a savoury option also. As there are some children with coeliac disease".

"I would like to fundraise again. I would like to do gardening next time"

"I would like to fundraise again for sport equipment, football target goal and tennis equipment."

"Many thanks for such a lovely workshop. The children loved it"

"We loved the workshop"

"If I run my own business when I grow up I know what jobs need doing"

"I would rate it 1000 out of 100 - I loved running my own stall at our event and making posters to tell people about it"

Lessons Learned

Even when things do not go as planned, there is always room for learning to support future success. The end of the Summer Term is often a busy time in terms of school and community events, and one Out of School Childcare Club that took part in the Project adjust their original fundraising idea to avoid competing with other events that were going on in their local area. Following their smaller scale event, the staff and children reflected on how things had gone and decided that future fundraising events would be more likely to be successful if they took part in an existing event that had already been arranged, or held the event at a time of year when there was not quite so much going on in their local area, so that parents/community members were more likely to engage. Reflection and evaluation is an essential part of any project, and this in itself is supporting children to learn valuable skills that can be utilised in later life.

Employer Update

Reminders: Care Inspectorate Wales (CIW) News

1. Ensure that your payslips are updated

Pensions auto-enrolment

From 6 April 2019, the minimum level of employer contribution into a pensions auto-enrolment scheme increased from 2% to 3%, with an increase to the employee contribution from 3% to 5%. The total minimum contribution therefore increased from 5% to 8%.

Payslips

Two important changes to the rules on payslips came into force on 6 April 2019. The changes cover payslips for pay periods that begin on or after this date.

- Payslips must include additional information for individuals whose pay varies depending on the number of hours that they have worked. Where an individual's pay varies by reference to time worked, the payslip must set out the number of hours paid for on this variable basis
- The right to a payslip was extended to all workers, rather than just employees, for pay periods that begin on or after 6 April 2019.

2. Ensure that you are paying the national minimum wage

The national living wage for workers aged 25 and over increased to £8.21 per hour on 1 April 2019.

Other national minimum wage rates also increased, with hourly rates rising to £7.70 for workers aged 21 to 24, to £6.15 for workers aged 18 to 20 and to £4.20 for workers under 18 who are no longer of compulsory school age.

3. Increase statutory family-related pay and statutory sick pay

Income tax - From 6 April 2019, the personal allowance increased from £11,850 to £12,500 and the higher rate threshold from £46,350 to £50,000.

The weekly rate of statutory maternity, paternity, adoption and shared parental pay increased to £148.68 for pay weeks commencing on or after 7 April 2019.

The weekly rate of statutory sick pay increased to £94.25 from 6 April 2019.

4. Adjust your organisation's statutory redundancy pay calculations

New limits on employment statutory redundancy pay came into force on 6 April 2019. Employers that dismiss employees for redundancy must pay those with two years' service an amount based on the employee's weekly pay, length of service and age. The weekly pay is subject to a maximum amount. This amount was £525 from 6 April 2019.

A one part SASS (combining elements of SASS part 1 and 2) is due by the end of this financial year and is likely to include capacity information and The Childcare Offer.

There is a **new code of practice for childcare and play inspection**. Inspectors have also received training on the Welsh Government's new guidance on food and nutrition, which can be found on Welsh Government's website. Inspectors will also be receiving **training on Playwork** in October and along with the intention to train a smaller number of inspectors to become **'play champions'** for childcare and play inspection.

CIW also has information and guidance to help you prepare and submit your CIW registration application, including checklists they use to check your application is complete.

Current guidance means that CIW will accept your application to register with CIW on second submission, even if it isn't complete. This could mean delays in process time whilst they wait for additional information.

Therefore in line with a planned online application system **launching in the Autumn**, CIW will now only accept applications **if they are complete**. This ensures that when CIW accepts your application, it is ready to be processed.

CIW tells us if your application isn't complete, it will be returned to you for completion and there is no limit on the number of times you can submit an application to CIW.



Supporting Our CIW Registered Clubs

Many of you contributed to our consultation on **The Child Minding and Day Care Exceptions (Wales) Order 2010** which set out 'exceptions' to what constitutes childminding or day care for children. As a sector, we had concerns that provisions such as holiday activity clubs, sports camps and the School Holiday Enrichment Programme (SHEP) were exempt from CIW registration and undermine the sustainability of established, CIW registered Holiday Clubs as well as present safeguarding concerns.

This consultation has now been analysed by Welsh Government and as a result they plan to:

- Provide parental information on registered/unregistered childcare and;
- Undertake a more comprehensive consultation informed by the Call for Evidence by end of 2020.

In addition, to demonstrate that children in need can utilise **CIW registered Holiday Clubs** to access rich play opportunities and benefit from a healthy meal, snacks and drinks, Clybiau Plant Cymru Kids' Clubs has also taken part in a Welsh Government Holiday Hunger and Play Pilot. This allowed 3 Holiday Clubs across Wales to provide fully funded places to children in need over the summer school holidays.

We want the success of these pilots to ensure that the funding, if continued, is distributed to support families to access places within Registered Out of School Childcare Clubs rather than unregistered, unregulated "Holiday Hunger or Food and Fun" clubs. Whilst these schemes can have a place in areas where childcare provision would not be sustainable, in areas where there is the existence/potential for sustainable, Care Inspectorate Wales Registered Childcare, it is essential that these provisions are supported and that a holistic view of Welsh Government priorities is taken.

We believe that the sustainability of the Out of School Childcare sector, especially Holiday Clubs, is dependent on registered clubs running without competition from those who do not have to run to

Are you Care Inspectorate Wales (CIW) Inspection Ready?

All Registered Out of School Childcare Clubs receive inspections from Care Inspectorate Wales (CIW) to ensure that safe care is being provided, and that the National Minimum Standards are being adhered to.

If you have previously received an Inspection, you may already be aware of the types of policies/processes/procedures that CIW will potentially review. As a reminder of things that should be reviewed on a regular basis to ensure your Setting is 'Inspection Ready' we are featuring an article in each edition of Y Bont, with a selection of processes/procedures that may be looked at within your next Inspection. This list is not exhaustive and should be considered in conjunction with relevant legislation, the National Minimum Standards and other supporting documents (for example, our "Stepping Out" resource).

Staff Files

All members of staff employed by the Out of School Childcare Club should have a complete Staff File, which should be available during Care Inspectorate Wales inspections. Incomplete Staff Files have been identified at a number of inspections, with common gaps in relation to inclusion of a recent photograph, supervision and appraisal records and two written references.

Staff files should include:

- A record card, including contact details, emergency contacts, medical needs, bank details
- Proof of Identity, including a recent photograph, birth certificate and evidence of current address
- Evidence of Eligibility to work in the UK
- DBS Disclosure number, date issued, date produced for inspection by management (and by who inspected it), along with date/s that the Update Service has been checked (and by whom) where relevant
- Training: copies of original certificates to relevant qualifications/training; training

- record sheet; development plan
- Original application form completed for role/ CV with full work history along with written explanation of any gaps in employment and reason for previous employment relating to children coming to an end
- Two written references, including most recent employer – this must be done for all staff, even if it was not a requirement when they were first employed
- Copy of signed contract / terms and conditions of employment; any correspondence relating to changes to these; and a copy of the job description, contracted hours and person specification
- Induction procedure with evidence that this has been appropriately completed including signed statement indicating that the staff member has read, understood and agrees to work within the policies and procedures of the setting
- Formal Correspondence from/to staff member
- Signed (by staff member) declaration of fitness (including physical and mental health) to work and have regular contact with children under the age of 12
- Signed equal opportunities declaration
- Records of probationary meetings, supervisions and appraisals
- Other records: absence, sickness, timesheets, holidays
- A statement by the RP as to whether he or she is satisfied with the authenticity of the person's identity, references, experience and skills, qualifications and suitability to work with and have regular contact with children.
- Full details of any grievance/disciplinary investigations and hearings conducted
- It is important to check through your Staff Files on an ongoing basis to ensure that all necessary paperwork is included.

Supervisions and Appraisals

Effective performance management ensures

the best possible service can be offered to your local community, allowing staff to understand expectations, setting outcomes, goals, monitoring progress, reflecting on performance and supporting improvements to be made. Supervision is "an accountable, two-way process, which supports, motivates and enables the development of good practice for individual social care workers. As a result, this improves the quality of service provided by the organisation. Supervision is a vital part of individual performance management."

Appraisal is "a more formal process involving the review of a social care worker's performance and improvement over a period of time, usually annually. It includes evaluation of goals and objectives; evaluation of job role; identifying positive performance; identifying areas for improvement and identifying and planning how development needs will be met." (ref. *Social Care Wales, "A Guide to Supervising and Appraising Well", 2017*)

A regular action following CIW Inspections is to strengthen performance management systems within the Childcare Setting, and to ensure that both supervisions and an annual appraisal are taking place for all staff members. A Supervision Contract should also be in place between the Line Manager and member of staff, agreeing the frequency of meetings, expected length, content and expectations of both parties.

Following the introduction of Joint Inspections by CIW and Estyn, it has also been noted within some inspections that the performance management of staff working within the 'education' element of the service is sometimes more comprehensive than for those working in the 'non-education element', leading to recommendations to ensure consistency for all staff members.

If you require support or information in relation to Staff Files or Supervisions and Appraisals, please contact your Regional Office.

The continued journey to become a Charitable Incorporated Organisation

So as a Voluntary Management Committee you have made the decision to transfer and become a CIO (Charitable Incorporated Organisation), but what do you do next?

You do not have to go through this process alone; Clybiau Plant Cymru Kids' Clubs staff are available to assist you through this process. In counties where there is a funded staff member we can visit and give face to face support in your Setting. In counties where there are no staff funded, support can be given via phone, email or even face-to-face at one of the Regional Offices (Cardiff, Colwyn Bay or Cross Hands) to Members.

There are a few steps you need to take before you submit your application to the Charities Commission:

1. Agree who will be your Board of Trustees
2. You need to check that your current Bank / Building Society account is suitable for use for a CIO.
3. Draft your constitution. Clybiau Plant Cymru Kids' Clubs has sample

4. Draw up a list of assets and liabilities of the unincorporated association, these will be transferred to the new company e.g. employees, premises, equipment, bank accounts, investments, grant funding, service contracts, donors and supporters, insurers, pensions

Now you are ready to hold your first meeting under the name of the new company. The Board of Trustees will need to review the constitution, agree and sign it. This is also a very good time to agree who will complete which roles i.e. complete the Charities Commission application and by when.

You are now ready to complete the online application. There is information that the application requires be submitted: a copy of your most up to date accounts and your CIO constitution.

Once the application has been submitted and you are awaiting your Charity number, if you

need to re-register with Care Inspectorate Wales (CIW) as the new company, now is a good time to be completing the paperwork. Please be aware that if you do have to re-register with CIW you have 28 days to submit your paperwork from the day you have received your CIO registration number.

You can check if this applies to you here: <https://careinspectorate.wales/guidance-note-charitable-incorporated-organisation-cio-status>

Remember you do not have to go through this process alone: as members Clybiau Plant Cymru Kids' Clubs staff are available to assist you through this process.

In our next edition of Y Bont, will we look at the final steps in the journey. If however you cannot wait and are ready to begin the journey now please contact your local office, details of which can be found on regional pages of this newsletter on our website:

www.clybiauplantcymru.org

Autumn Activities

Autumn Challenge

Autumn Challenge: in a world where we need to try and be more mindful as to the waste we are producing and the impact that we are having on the environment, what steps can you take in your Out of School Clubs to reduce, reuse and recycle? Here's some ideas of ways to 'upcycle' a plastic bottle. What ideas can you come up with? Send us your pictures to info@clybiauplantcymru.org



Plastic Bottle Fairy Houses

What you need:

- Plastic Bottles
- Scissors / craft knife (and some adult assistance)
- Colourful permanent markers
- Stickers

What you need to do:

1. Clean the bottles out thoroughly and leave to dry.
2. Get the children to draw on their doors and windows and with adult help cut these out.
3. Allow the children to decorate their 'fairy' houses. You can also use the plastic from the bottles to make and decorate wings for dolls, affix to dolls using pipe cleaners.

Melted Plastic Jewellery

What you need:

- Plastic PET Bottles or any PET plastic
- Colourful permanent markers
- Oven, on a medium/low setting
- Scissors
- Baking tray covered in parchment
- Hole Punch
- String



What you need to do:

1. Clean and dry the bottles.
2. Cut bottles into shapes, roughly the size of your palm.
3. Use the permanent markers to decorate the plastic.
4. Punch some holes around the edges and you're ready to shrink.
5. Put your shapes into the oven and watch as the plastic shrinks and changes shape, it will only take a minute or two.
6. Get them out of the oven, you may want windows open to help remove the plastic smell.
7. Once cool, add a string and voila, jewellery! You could also try using plastic straws.



Milk Bottle Ghosts

What you need:

- Milk bottles
- Permanent markers
- Fairy lights (battery powered) or glow sticks or battery powered tea lights

What you need to do:

1. Clean the milk bottles out thoroughly and dry.
2. Use the marker pens to draw in your face.
3. Either fill with water and add a glow stick or cut a small hole at the bottom of the milk bottle to put the fairy light into.

Introducing Georgie's Garden Corner!

Smashing Pumpkins!

For those of you growing your own pumpkins, a great way to use the ones you have grown is to create a pumpkin Volcano; messy, seasonal and fun

What you will need:

- A pumpkin with the top cut off and the inside hollowed out
- Vinegar
- Washing up liquid
- Food colouring
- Baking soda

What you will need to do:

- Pour the vinegar in filling to half way
- Add washing up liquid and any food colouring
- Mix
- Add baking powder and watch the mess!

If you are feeling really creative try carving a face and see what happens!

We would love to see pictures of your creations; send them to membership@clybiauplantcymru.org



Ready Steady Slow!

The World Snail Racing Championships were held in July, with over 200 snails taking part. Why not create your own snail race in the club?

Start by marking out a track with lines or circles. Then using stickers, differentiate the snails with names or numbers. You can create your own Grand National! Remember to congratulate your winners with a lovely green leaf at the end of the race.

You can see more information, and this year's winner, Sammy on the website <http://www.snailracing.net/>

