

YBont

Issue 73
ISSN 1464-4282

Clybiau
Plant
Cymru



KIDS' CLUBS

www.clybiauplantcymru.org

Spring 2020



In this issue...

- * **CIW Online**
 - * **Regional News**
 - * **Safeguarding**
 - * **Welsh Water - Healthy Friends**
- ...and more

A company limited by
guarantee 4296436
Registered Charity 1093260
Working in partnership with:



Llywodraeth Cymru
Welsh Government

In this issue...

A letter from the Chief Executive Officer.....2
 CIW Online.....3
 Focus on West Wales.....4 & 5
 Focus on North Wales.....6 & 7
 Focus on South East Wales..8 & 9
 Training.....10 & 11
 Cymraeg.....12
 Fundraising Ideas.....13
 Projects.....14 & 15
 Employer Update.....16
 Safeguarding.....17
 Welsh Water-Healthy Friends..18

Disclaimer:
 Clybiau Plant Cymru Kids' Clubs makes every effort to ensure that the content of our newsletter is correct. Please note that Clybiau Plant Cymru Kids' Clubs does not endorse any of the services, clubs, activities or articles, and will not accept responsibility for the actions of any person or group of people who read this newsletter. The newsletter is provided purely for information only, without legal responsibility or liability.

A company limited by guarantee
 4296436

Registered Charity 1093260

Registered Office:
 Clybiau Plant Cymru Kids' Clubs,
 Bridge House, Station Road, Llanishen,
 Cardiff. CF14 5UW
 Tel: 029 2074 1000

Email: info@clybiauplantcymru.org
 Website: www.clybiauplantcymru.org



Dear Out of School Childcare Club Member



Welcome to the spring edition of our newsletter. We have a packed schedule of support for the Out of School Childcare Sector. In the coming months; having already supported the Sector with the SASS and the implementation of CIW Online, we will be supporting Playworkers and Managers through a series of regional network events, which will be available to all settings and will be planned through consultation with the sector to ensure that we are covering the subjects that you want us to; there is more information later on in the newsletter about these events.

We are continuing to support settings to improve their Welsh through our Work Welsh project and by supporting the Camau project. If you want to help increase the use of Welsh in your setting see the information on our website and get in touch with one of the Work Welsh Team.

Over the last quarter Clybiau Plant Cymru Kids' Clubs has strategically represented the sector in a number of meetings. We have attended the first Steering Group meeting of the Play Review, input on the consultations around the NMS and Exceptions Order, and continue to support Welsh Government around the findings of these pieces of work. We have also reported on the Holiday Hunger Pilot and continue to work with Welsh Government to support its role out in the next Financial year. Additionally, we are involved with Social Care Wales in their Early Years Transition Programme (Professional Registration of the Workforce) and continue to support this work looking to include Playworkers in the future.

Our work on these important subjects will continue by supporting a number of consultations with the sector in the near future. Please look out for these consultations on our Social media, emails, and Website. Another item to note later in the newsletter is the launch of the **new Wales Safeguarding Procedures**.

Also available for your information is the review of the 2nd year of The Childcare Offer by ARAD <https://gov.wales/evaluation-childcare-offer-wales-year-2>.

As part of our work around qualifications and training Clybiau Plant Cymru Kids' Clubs has worked with Welsh Government to develop a communication to Settings reminding them of the requirements for staff working in

registered childcare and daycare settings to have appropriate Playwork qualifications by September 2021. You can access the letter on Welsh Government's website. <https://gov.wales/reminder-letter-all-childcare-and-daycare-settings>

There is a flowchart to help Childcare and Playwork Settings in Wales identify the Playwork Qualifications required for staff in their settings. This has been developed by Clybiau Plant Cymru Kids' Clubs and Play Wales as part of our work with Welsh Government and as a member of the Welsh Playwork Education and Training Council (PETC) and CWLWM partnership. <https://www.clybiauplantcymru.org/news-more.asp?nid=335>

Our National lottery funded People and Places project, **Connecting and Supporting Out of School Childcare Clubs and Communities** has commenced with staff in place and meetings organised with the Local Authorities involved in the project to ensure we maximise the impact of this project to benefit those in our community who need it most. More information about the reach and targets of our project are later in the newsletter, don't forget to contact us in the regional offices if you would like to be involved.

I would like to give a shout out to our Training Department who once again have, at the end of 2019, undergone a visit from our External Quality Assurer who completed verification of our Playwork Qualifications. We are delighted to report that we once again have received a score of excellent across all assessed criteria. Areas that are checked include Occupational Skills of the Staff, Regular use of Learner Feedback and of course quality of Assessment and Internal Verification.

Finally, we will continue to publish regular updates on **Children (Abolition of Defence of Reasonable Punishment) (Wales) Bill** through our Facebook page and website, we will be keeping you informed on its roll out and what it means to children across Wales.

The purpose of the **Bill** is to abolish the common law **defence of reasonable punishment**, so it is no longer available in **Wales** to parents or those acting in loco parentis as a **defence** to assault or battery against a **child**. This Bill builds on the Welsh Government's commitment to children's rights under the **United Nations Convention on the Rights of the Child**.

Jane O'Toole,
Chief Executive Officer

In January 2020, Care Inspectorate Wales (CIW) went online for childcare and play providers, which means registered providers must carry out all of their business with the inspectorate online.

As well as being able to submit variations and notifications using the online system registered providers can more quickly and easily apply to register additional services – which is now a variation process called 'Add a Service'.

The system called "CIW Online" can be accessed directly, or through a dedicated portal area of CIW's website.



Dates for your Diary

April

Discover National Park's Fortnight
 Nature Zone can be found in the members area of our website with lots of exciting activities based in National Parks

May

National Walking Month

National Share a Story month
<https://bit.ly/2QFqMzn>

6th - Sun Awareness Week
<https://bit.ly/2Tc0Qgg>
 Sun Care policy can be found in Stepping Out in the members area of our website

17th - National Children's Day
<https://bit.ly/2F0dMBn>

18th - Mental Health Awareness Week
<https://bit.ly/2sVak56>

23rd - National Gardening Week
 Gardening ideas can be found in the members area of our website.

June

1st - Child Safety week
<https://bit.ly/36GARLD>

1st - Children's Art Week
<https://bit.ly/2tl2jAv>

8th - Healthy Eating Week
<https://bit.ly/2Td8APc>

CIW online

- making life easier for providers across Wales!

Benefits of CIW Online

Kevin Barker, Head of Childcare and Play at CIW said how the change is positive for providers across Wales.

"Having an online account has makes it easier for you to work with CIW, providing one simple and effective way to submit information about notifiable events or any changes to a service.

CIW also hopes that the registration process will now be easier to understand; will closely match the process already in place for adult and children's

services; and will help to better prepare providers for inspections."

Accessing CIW online for the first time if you are already registered

Are you a Provider that needs to obtain a PIN to activate your CIW Online account? Call CIW on 0300 7900 126 and select option 4. Their business opening hours are Monday-Thursday, 9am-5pm, and 9am-4.30pm on Fridays. They are closed on weekends.

If you have already activated your account and received your PIN you can start using CIW Online without delay.

<https://careinspectorate.wales/>

The National Lottery Community Fund – People and Places

Connecting and Supporting Out of School Childcare Clubs and Communities

Clybiau Plant Cymru Kids' Clubs is delighted to announce that we have been awarded a grant from the National Lottery Community Fund to support Out of School Childcare Clubs and Communities for a 3-year period.

The project is:

- **People led** – shaped by what Clubs have told us.
- **Strengths based** – building on the strengths, passion and motivation of the Clubs.
- **Connected** – we work with many partners representing the voice of The Out of School Childcare sector, signpost to other sources of support such as ACAS, HMRC, ICO, CVCs and Environmental Health to ensure that Clubs are provided with accurate advice from the relevant experts.

The project will support:

- Better quality play and care within Out of School Childcare Clubs through upskilling Playworkers and Managers.
- Better access to care and play provision, with Clubs registered with Government initiatives that improve affordability.
- More sustainable, well governed childcare that will provide continuity of care for children.

Clubs will have access to Regional Childcare Business Development Officers who can visit in person or provide support via telephone or email. They will be able to complete a business assessment with your Club and help you create an action plan to build on the sustainability and quality of your Clubs. Some of our voluntary run clubs for instance are reducing risks posed to committee members by limiting their personal liability in the event of any debt the Club accrues by helping them become Charitable Incorporated Organisations. We will also be able to provide a range of other childcare business support including support to register with CIW, The Childcare Offer and Tax Free Childcare.

As part of the project we will also be organising termly Regional Network Events and are looking to Clubs to help develop the format and content of those events. Please get in touch with our Regional Offices with your ideas or if you would like further information about the project.





West Wales

Tesco Bags for Life 'Play Outdoors, Connect with Nature' workshops in West Wales

Thanks to Tesco stores across the country we have been fortunate to be able to offer many Clubs workshops FREE of charge over the last few months in Pembrokeshire and Carmarthenshire.

The chilly temperatures of early winter didn't put off our intrepid explorers in Clwb Cae'r Ffair, when we donned our coats and enjoyed a Den Building workshop, courtesy of one of our Training Officers', Phoebe Wilson. (Pictured)

Children used simple, tactile, and readily available materials to construct anything they wished. Marshmallows and spaghetti created the tunnels for their fists, and houses for teddies. (Pictured). Sheets, tarpaulin and a parachute created a cave, castle and tunnel slide, transforming already existing play spaces into new spaces for imaginations to grow. Unfortunately, we did our best, but we are still yet to fully achieve a tetrahedron but as we creep into spring, we have a number of practical workshops left to complete, and plenty of time to keep trying!

Kingfishers CCASC in Pembrokeshire have also joined in the fun and benefitted from Playing out with the Elements and Acting up workshops. The Children and Playworkers had the opportunity to explore the outdoors and learn new ways to connect with the elements through new games and activities. The children also made puppets using loose parts and even explored their play environment with their new Friends!

If you are interested in current projects or have any ideas for future projects, visit our website www.clybiauplantcymru.org or contact your local Clybiau Plant Cymru team who will be glad to assist you further. If you feel you just can't wait for that kind of opportunity to arise again, in club workshops are available to be purchased from our Clybiau Plant Cymru Kids' Clubs website - <https://www.clybiauplantcymru.org/>



Bags of Help

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.

Sharing Ideas!

Back in October, Swansea Club Gorseion Sunbeams After School Club attended our UK Space Agency Network Event held in Swansea's Canolfan Gorseion. Playworkers Hannah and Sue had so much fun learning new activity ideas that they decided to show the children at their club what they had learnt and see what they thought. One of the activities they decided to share, 'Planets', introduces children to planet cores using simply paper, colouring pens or paint, scissors and a tub of water. Children can design their planet, place it into the water and magically watch the core appear! Hannah and Sue could see how much the children were enjoying the activity so decided to adapt the activity from planets to flowers, which the children thoroughly enjoyed!

Have you attended any of our training courses and continued to use our activities or even adapted them like Gorseion Sunbeams? Please let us know if you do so we can share your ideas with other clubs across Wales!



Swansea Celebrate Children's Rights Anniversary

November 2019 marked the 5th Anniversary of Swansea Council's Children and Young People's Rights' Scheme.

The Scheme represents the landmark commitment made by Swansea Council in 2014 to make sure that the United Nations Convention on the Rights of the Child are considered when decisions affecting children are made.

Childcare providers and Schools from across Swansea came together to celebrate the day at Swansea Waterfront Museum and demonstrate the amazing work that they do to support children and young people's rights. Swansea Councillor Sam Pritchard officially launched the event stating that the work Swansea had done to ensure children's rights were at the heart of everything they do, was a great achievement.

Article 3 of the UNCRC states that 'everyone who works with children should always do what is best for each child' and the celebration event demonstrated that perfectly!

Camau

FREE Incidental Welsh workshops for clubs who participate in CAMAU Welsh language learning courses

This term we have been visiting some of our Welsh Ambassadors in Clubs across Wales to see how they are getting along with their fully funded Welsh learning courses. Action plans have been devised with settings as to how they would increase and promote the Welsh language in their settings, and Welsh CAMAU courses are well under way. As a part of the ongoing support provided by Clybiau Plant Cymru Kids' Clubs we have hosted several of our 'Incidental Welsh' workshops completely FREE of charge for Clubs who have signed up for Welsh CAMAU courses and support. These workshops provide Playworkers and children an invaluable opportunity to immerse themselves fully in the Welsh language.

Two Clubs in West Wales have so far benefitted from this additional in-club support, provided by our very own Childcare Business Development Officer, and in-house Welsh Ambassador/Work Welsh Language Officer, Janine Elworthy. Welsh language board games like 'Gem Y Steddod' proved incredibly popular with children, and Welsh 'Simon Sais' became a sure-fire way of encouraging the older primary school boys to give it a go. The boys, ranging between 10 and 11 years old, were initially a little hesitant about joining in a game of 'Simon Sais for babies'. By empowering the boys to come up with their own ideas for things we could make Simon ask, as well as asking for their assistance in being Simon they were able to join in (and even enjoy!) the Welsh games that were on offer.

For Clubs which may not yet be ready to commit to a full 20hour CAMAU course, our Incidental Welsh workshops can be purchased from our website www.clybiauplantcymru.org.



Camau

Cynllun Dysgu Cymraeg Addysg a Gofal Plant Blynyddoedd Cynnar / Learn Welsh Scheme for Early Years Education and Childcare

West Wales FREE CAMAU Welsh Language course progress

Camau is a specific Learn Welsh scheme for the Early Years Education, Play and Childcare Workforce. The scheme includes 5 courses: Entry, Foundation, Intermediate and Advanced for the Play sector. There are 4 learning models offering 20 hours of flexible training with mentoring and aftercare support from Work Welsh Language Officers. There are also delivery costs available to employers releasing staff to attend training during working time (£10 per hour).

For Clybiau Plant Cymru Kids' Clubs, these courses have not only been instrumental in training our own Club staff but have been opened up to other childcare practitioners, teachers, parents, childminders, and even our incredible Club trustees in the area, facilitating increased community engagement, whilst also encouraging even more people to 'Give Welsh a Go'.

Two courses have now begun, in Swansea, and in Ceredigion, and we have teams across West Wales who are awaiting more applicants to begin courses of their own. Pictured here are just a few of the incredibly studious participants of the Entry Level Playworking course in Dunvant After School Club in Swansea.

Feedback from these courses go straight to the Work Welsh teams to be implemented for future courses. Feedback overall has been exceptionally positive, for giving continued challenges with utilising both the Southern Accent, and that in the North on course materials, and a distinct lack of cheating with the English translations.

For our team, this project has been an incredibly positive experience. We take our roles in increasing the number of Welsh speakers to one million by 2050 incredibly seriously and have been genuinely humbled by the dedication of our clubs, staff teams, parents, and teachers in helping this to become a reality for policy makers in Wales.

Meet the Club!

Club Name: Clwb Beca

County: Carmarthenshire

What is your legal structure?
Voluntary managed committee

What childcare services do you offer?
After School Club

When did you open?
2003 - Registered with CIW in 2012

What is the best thing about working within an Out of School Childcare Club?
Helping the children to have fun!

What is your favourite memory of club?
How excited the children were when they learnt we would be taking over the club

What do children most like to do when they attend your club?
Playing with their friends and going outside.

What has been your biggest challenge to date? How did you overcome this challenge?
Resources and storage. Ongoing challenge, applying for additional funds to cover this.

Meet the Team!

Name: Becky Hall

Job Title:
South East Wales Childcare Business Development Officer

How long have you worked for Clybiau Plant Cymru Kids' Clubs?
January 2020!



What is your favourite childhood memory?
Playing in the brook next to my house, we would climb in trees, make dens and slide through the sewers (yeah, disgusting!).

What is your favourite TV programme?
Any baking programme and Grey's Anatomy.

If you could have a superpower, what would it be and why?
Teleport, I could get so much more done and visit my family in Canada whenever I liked.

What would people be surprised to find out about you?
I'm a bit of a geek.

What is your favourite film and why?
Any of the Harry Potters. I just love the magic of it all and have loved the books since they first came out.

Do you have any phobias? What are they?
Terrified of heights! Not too keen on birds either.



North Wales

Tesco projects in North Wales

Tesco Healthy Kids' Initiative Project
Clybiau Plant Cymru Kids' Clubs would like to take this opportunity to thank everyone for supporting and enabling us to receive **£2,000.00** from Groundworks, Tesco Bags of Help for a Healthy Kids Initiative Project.

The Project started in March 2018 with a vision to educate children about the importance of keeping healthy and the impact of healthy food and enjoying play, because current statistics show that **1 in 4 children are overweight** or obese starting school. More than a quarter of Wales' 2-10 year olds are overweight and a third of 11-15 year olds are obese. Those who have weight problems throughout school are more likely to be overweight through teenage years and adulthood, which brings a raft of further health complications like Asthma, low self-esteem and diabetes.

The aim of this Project was to educate children and Playworkers to be more active, use the outdoors and put down the technology for a few hours a day, actively working together to reduce these statistics and make children and young people in Wales healthier and essentially live longer.

The Project is now complete and 4 Out of School Childcare Clubs within Conwy County, surrounding the Tesco, Llandudno Junction store received a total of 10 workshops reaching a total of 139 children and 20 adults as direct beneficiaries of the Project.

Feedback received from the Clubs has been very positive, the Playworkers have learnt new skills and the children have really enjoyed taking part, comments included:

"Very well explained, the children really enjoyed the session. They were all very entertained."

"Trainer did a fab job of showing the staff and children what to do and in such a fun way, all the children had a fab afternoon."

"Trainer was very knowledgeable of what they were delivering to the children."

"A fun, energetic session, a great day had by all."

"Well organised games, good explanation of activities."

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



Tesco – Lets go Out and Play Project
Clybiau Plant Cymru Kids' Clubs were successful in securing **£2740.00** through applying to Groundworks, Tesco Bags of Help for our "Let's Go Out and Play" Project. We would like to take this opportunity to thank everyone for supporting us to deliver this project.

Statistics show that many children today are spending too much time in a virtual world of iPads, game's consoles and other technology. This is contributing to the rise of depression, bullying and obesity in children as they are no longer spending enough time outside playing and are confining themselves to their bedrooms. Studies have proven that by playing outside children benefit from many positive health factors such as promoting social skills, increasing attention spans, reducing stress and providing essential vitamins

The "Let's Go Out and Play" project aimed to show children the fun that can be had through outdoor play and the benefits to their health and wellbeing.

The Project is now complete and 4 Out of School Childcare Clubs within Holywell area of Flintshire, received a total of **16 workshops** reaching a total of **190 children** and **20 adults** as direct beneficiaries of the Project.

The workshops were a great success and feedback from both the children and Playworkers was very positive. Comments included:

"It was suitable for all ages, we had reception children to year 6. Well instructed. Da iawn."

"Children were able to follow and understand"

Co-op Community fund

Thank you to everyone who shops at Co-Op and who have supported our recent project through your membership card. We have received £2,967.00 through the Co-op community fund to deliver in club Workshops to Out of School Childcare Clubs across Conwy. Be sure to look out for promotional material relating to free in club workshops for your club.

Thinking outside the box

Clwb plant Dyffryn Nantlle in Gwynedd have big plans for their Club. They currently offer After School provision and are hoping to extend to offer Holiday provision. The Club manager Maira Lewis is always looking for ways to improve the Club and has recently undergone some major changes with the way she completes her "paperwork". She has developed a suite of online documents which has enabled the club to go "paper free". All registers, signing In and out sheets,

daily checklist and Fee records is now on her tablet. Da iawn Maira! Keep up the good work.



Aime's Success

Huge congratulations to Amie Jones from Anglesey Childcare Providers in Holyhead, who has completed her Level 3 Apprenticeship in Playwork. As part of the qualification Amie undertook the CACHE Level 3 Diploma in Playwork, Essential Skills Level 2 Application of Number and Level 2 Communication, thus completing the Level 3 Framework in Playwork. Amie feels that with the help, support and encouragement from Clybiau Plant Cymru kids' Clubs she was able to put into practice all the knowledge and skills she has learnt and developed a new-found confidence in her abilities to be able to transfer her knowledge and skills to her staff.



Holiday Hunger October Half Term

October Half term saw the Welsh Government and Clybiau Plant Cymru Kids' Clubs continue to support 3 clubs to complete a Welsh Government funded Playwork Pilot scheme to tackle Holiday Hunger for children in Wales. The pilots aimed 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 demonstrating 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 continued the pilot to offer an additional 8 places free of charge to families that would benefit over the October Half term period. 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.

The pilot had a positive impact on both children and families that attended and saw children develop their social and interaction skills. They were able to play outside daily with bikes and scooters which were a huge hit with the children and parents were thankful for the opportunity they had been given.

We would like to take this opportunity to thank Mrs Dolly Jones, Clwb Y Morfa Manager and all her hard-working staff for piloting the Holiday Hunger Scheme and we look forward to working with you in the future.

Conwy Transition to Playwork (from Early Years)

Playworkers in Conwy recently completed the CACHE Level 3 Award in Transition to Playwork (from Early Years) (QCF) funded through the new Childcare and Play element of Flexibility Funding Grant. All 8 Playworkers thought the course was beneficial to their role as Playworkers.

Some of the comments received included:
"I have really enjoyed the course; it has helped me enormously and through reflection I have made changes to how I work with children and young people. I recommend that all people who work with children go on this course."
"Given me confidence in how I am in my job role and made me more aware of stepping back to enable the children to resolve conflict and risk for themselves. The Play Cycle and Play Types has given me a good understanding that play is directed by the children and only to step in when invited."

Towyn Fun Club, a Social Enterprise Out of School Club based in Towyn had two members of staff recently complete this qualification and have already started to implement changes to their setting to improve the play environment.

Chiara Williamson has explained that she has totally changed the way the setting operates from the knowledge she and her colleague Jamie have learnt since completing the course.

"The children are now making and serving their own snack, they have started to introduce tools

such as hammers and nails, they have outdoor play all year round and have allowed the children to play out in the dark and encourage the children to risk assess their own play."

Chiara has also explained what a positive impact it has had on the children especially the older children that didn't always want to come to the After-School Club. The children are much more settled and are playing much better alongside each other and have expressed how much they enjoy their new responsibilities and feel that the club belongs to them more now than ever.

"I have found a massive positive effect on our children, they are much more relaxed, we have less conflict and the children are more engaged in their chosen activities. I have chosen to conduct a staff meeting to give my staff team that haven't yet attended the Transition to learn more knowledge of the impact of Playwork. " Chiara Williamson – Towyn Fun Club Manager.

Well done Towyn we are really pleased to hear that you are implementing what you have learnt from one of our courses!

If you would like the opportunity to attend a Level 3 Transition Award to Playwork (from Early Years), get in touch with our North Wales Office on 01492 536318 info-nw@clybiauplantcymru.org or contact Rachel Tustin, Childcare Business Development Officer for Conwy on 07717206830.

Meet the Team!

Welcome to our new North Wales Childcare Business Development Officer

Welcome to Sandra Welsby. Sandra is our new Childcare Business Development Officer, North Wales, based in the Colwyn Bay office. Sandra has experience supporting the childcare sector, her previous role was National Manager Wales for the National Day Nurseries Association (NDNA Cymru), supporting and representing day nurseries throughout Wales as well as managing the NDNA Cymru team. Sandra has previously worked for Clybiau Plant Cymru Kids' Clubs as the North Wales Funding Officer.

Sandra says "I am very much looking forward to working with out of school childcare clubs in North Wales on the People and Places project, being a 'friendly face' to assist you in improving quality and sustainability, supporting your club with good governance, registration with Care Inspectorate Wales and business skills. I will be able to assist you with registering as a Charitable Incorporated Organisation and plan to arrange Network events to consult with you regarding key issues that may need to be addressed, and celebrating the excellent work of out of school childcare clubs, supporting their local communities".

Name: Sandra Welsby

Job Title: Childcare Business Development Officer – North Wales

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

January 2020, however I did work for Clybiau Plant Cymru Kids' Clubs many years ago.

What is your favourite childhood memory?

I remember moving to a new house from Manchester to Preston. I met new friends in the same road, we spent many happy times playing games in the woods and in the field across the road. We would make dens, swing on a rope swing, play jumping across the stream and hide and seek.

What do you like to do in your spare time?

I love spending time with our granddaughter Emilia who is 6 months old, she is changing all the time and gives us so much joy and happiness. I also enjoy spending time with my family and friends. I have recently joined a yoga class and I enjoy walking in the beautiful countryside in North Wales.

What is your favourite TV programme?

Watching Liverpool FC winning as my husband and son are avid LFC supporters, if they lost a game our house would be miserable, and I wouldn't get my own way. I also enjoy watching Best Home Cook and The Apprentice where my competitive edge takes over!

What is your favourite film and why?

When I was a child my favourite film was Incredible Journey about 2 dogs and a cat and their journey, it made me cry with happiness when they survived.

Do you have any phobias? What are they?

For some unknown reason I don't like going down escalators or driving over high bridges!





South East Wales

Welsh Charity Awards

Congratulations to the 2 Voluntary Organisations nominated for an award within the Welsh Charity Awards 2019. The Welsh Charity Awards (organised by WCVA), recognise and celebrate the fantastic contribution that charities, community groups, not-for-profits and volunteers make to Wales. They highlight and champion the positive difference that these groups and individuals can make to each other's lives, with awards such as Volunteer of the Year, Community Engagement and Best Use of Welsh Language.



Llanharan Community Development Project was nominated a finalist for the Outstanding Trustees Award; and Stephens and George Charitable Trust was nominated and a finalist for the Organisation of the Year Award. Both Charities provide excellent services within their local communities and make a huge difference to the lives of children and families, making them very well deserving of their nominations! Huge congratulations to both of you!

More information about the Awards can be found on the WCVA website - www.wcva.org.uk.



New Club in Newport

There is a new Out of School Childcare setting running from Jump Adventure Trampoline Park in Newport, managed by Jump Adventure Childcare. Early in the Spring some building work took place on site to facilitate the new childcare provision, which is being offered during After School hours and will extend to School Holidays once Care Inspectorate Wales registration is achieved. Congratulations on your new business venture and best wishes for the future!

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

Meet the Club!

Kidcare4U is a weekend Out of School Childcare Club based in the Pillgwelly area of Newport. Mrs Rusna Begum established the original childcare service in April 2017, as there was no weekend childcare facility in the locality. As part of the childcare service, Mrs Begum offered Maths and English tuition (employing Tutors in addition to Playworkers) for no additional cost to children aged from 5 to 17 years old. Parents started approaching the club and expressing their needs for a better future for their children, with many having English as a second language and requiring additional support. Many of the parents worked shift patterns, and wanted somewhere safe for their children to play on the weekends as they did not feel it was safe for them to play on the streets, with a high crime rate in the locality. Around 90% of the children attending KIDCARE4U were from families on a low income, however these children were very



with 5 children attending, and today has over 35 children attending and a considerable waiting list. What started off as an intention of a good business prospect has quickly turned into a community hub for families living in poverty and wanting to support their children to develop socially, with a 'USP' that sets it apart from other Childcare in the area.



charismatic and full of potential – potential that could be unlocked with some additional support in a fun, caring environment where they were able to play, learn and make new friends.

While the business started as a Private venture, Mrs Begum worked hard during 2019 (with support from a Childcare Business Development Officer from Clybiau Plant Cymru Kids' Clubs) to change to a Charitable Incorporated Organisation. With many families struggling to meet the cost of childcare, and with the unique aims of the business to not only provide childcare and play but also support the educational development of these children, moving to a Charitable structure has opened new funding possibilities that will support the business to grow and to continue to provide a valuable service within the community.

Over the past 2 years, some children attending the service have completed GCSE Maths and English, achieving great results that parents have stated would not have been possible without Kidcare4U. The Club started



Keep up the good work, KIDCARE4U!

New Childcare Business Development Officers

In January we welcomed two new Childcare Business Development Officers to the South East Wales Team. Clare Dare has taken on the role of Childcare Business Development Officer for Newport, supporting us to meet our Local Authority set targets and to offer Out of School Childcare Settings within the county with high quality support. Clare has been working in childcare for the past 16 years and holds a CCLD Level 3. She has worked within Flying Start settings in Caerphilly and Newport, and then progressed into the Childcare Co-ordinator role within Forest Children's Centre in Newport, supporting the preschool settings and Out of School Club, as well as setting up the Holiday Club Pili Pala. She then progressed to full day care, managing a Day Nursery in Cardiff and achieving a BA Early Years Education.

Rebecca Hall has joined us to take on the role of Childcare Business Development Officer as part of the People and Places Project. Becky has previously worked for the Childcare Team in Bridgend County Borough Council, and has qualifications in both Childcare and Playwork, with a specific passion for Play. Through the People and Places Project, Becky will be supporting Out of School Childcare Settings across the South East Wales region, with a specific focus on increasing the number of Care Inspectorate Wales registered Clubs, and supporting the sector to adopt robust legal structures (e.g. supporting unincorporated committees to move to a limited liability structure). As part of the Project, we will also be holding termly Network Events within the Region.

Make sure you are following us on Facebook (www.facebook.com/clybiau) (and/or checking our website) for updates regarding these free Events, which will be excellent opportunities for you to network with like-minded businesses and continue your professional development!

The Ultimate Playhouses in Porthcawl YMCA After School Club

After months of hard work, construction and painting by the Play Leader, Brian Freeman, Porthcawl YMCA After School Club in Bridgend have fantastic new additions to their play space. With useful built in storage and a multitude of details to spark imaginations, the playhouses have been incredibly well received by the children and parents using the Club. The work was funded through a grant from Wales Co-op, which has also funded other services offered by Porthcawl YMCA, with additional plans to build a stage in the club room to encourage children to play in multiple ways. The houses took a total of 170 hours to build and paint, with Brian utilising his garage for the majority of the work. The finished result is undeniably impressive and has definitely provided the club with a Unique Selling Point!



Meet the Team!

Name: Clare Dare

Job Title: Childcare Business Development Officer Newport

How long have you worked for Clybiau Plant Cymru Kids' Clubs? Since January 2020

What's your favourite childhood memory? I loved to go fishing with my dad, climbing trees and making dens as a child. I loved to walk the mountain near my childhood home and spent hours there with my friends having picnics, picking blackberries and sliding down the mountain on cardboard boxes.

What do you like to do in your spare time? I enjoy walking my dog Harley, going out and staying away in our campervan. Exploring the countryside and especially the seaside in all weathers. I love to read in the sunshine and have amazing holidays abroad.

What is your favourite TV programme? I enjoy watching series on Netflix and tend to binge watch the whole series to get to the end. Most recently enjoyed the whole series of Suits which I became addicted to and was sad that it ended.

What would people be surprised to find out about you? I met my husband at a wedding when we were both 5 years old, I was flower girl and he was page boy. We were friends at school and got married about 20 years later. There is photographic evidence of us in wedding outfits together.

What is your favourite film and why? 'Seven Brides for Seven Brothers' is one of my favourite films from being a child as I watched this on video when off school unwell (showing my age) My most favourite film as an adult is 'P.S. I love you'.



Regional Network Events

Thank you to all who joined us for our Autumn Regional Network Events in November. There were updates from CIW on the SASS and CIW Online, information on supervisions and appraisals and opportunities to share successes, challenges and ideas for future network events.

Childcare Clubs and Communities*, we will be continuing to hold termly Regional Network Events, visiting a range of different Local Authorities. So, we'd love to hear from you what topics and format would be the most useful for you.

At our Autumn Events you said....

'Enjoyed both aspects of event, CIW info. and appraisals'
'Thank you for the welcome and informative evening'
'Very informative evening'

In mid-January, we are now busy planning our Spring Network Events across the regions. These include our 'Playwork Toolbelt (Building a Stronger Playforce)' Events with theory-based workshops on: ACES; Playwork principles and the Play cycle and; Playvolution. There are also practical based workshops on: Playing Out with the Elements; Loose Parts; Engaging with Risky Play and; Storytelling.

Book early onto our future Termly Network Events across the regions <https://www.clybiauplantcymru.org/training-events.asp> – we would love to see you there.

Those who attended our Autumn Network Events in Carmarthen, Anglesey and Pontypool in November heard from CIW about their streamlined CIW online application and SASS. They also had an introduction on supervisions and appraisals from the Clybiau Plant Cymru Kids' Clubs Team. Members got to take away copies of Stepping Out which we launched on the night. This newly updated guide on developing and supporting Out of School Childcare Clubs has sections on all aspects of running a Club and a whole raft of adaptable policies, procedures and forms including supervision agreements and forms and appraisal forms as discussed on the night. This has been developed by Clybiau Plant Cymru Kids' Clubs with a range of Clubs, consultants and specialists in their field. Members can access their electronic copy by logging in the members' area of our website.

100% of you who attended found them useful; 94% would be interested in attending future networks and; 100% were very likely to implement learning. We have also taken on board what you told us you would like included at future network meetings to plan our next events:

- More staff management support – induction, recruitment, retention, motivation, sickness.
- CIW inspections
- ALN,
- fee administration,
- 30hr offer,
- safeguarding
- fun interactive training sessions
- cookery activities for children
- designing outside spaces for play
- grant applications and assistance in filling out applications
- mindfulness and well-being
- behavior management strategies for children 3-11 yrs old

***The project will focus on governance and sustainability including CIW registration and business skills mentoring and we will be delivering regular network events for the sector**

From Spring, thanks to our **National Community Fund People and Places Project 'Connecting and Supporting Out of School**

Playvolution

There are many well-known theories out there that supports us as playworkers to better understand our role when it comes to facilitating and supporting children and young people's play and the play process, one of these theories is the play cycle.

Now whilst the Play Cycle is a fundamental tool in helping us to understand the play process and the components of the play process, the theory of the play cycle can also help us to better understand our role as playworkers as part of this play process.

A recent empirical study undertaken by Dr Pete King and Shelly Newstead explored the adult role in the play cycle and whether knowing and understanding the theory of the Play Cycle has had any impact on their playwork practice and how they support the play process.

In the original paper produced by the late Professor Perry Else and Gordon Sturrock, the 'Colorado Paper' provided a theoretical model of the adult within a four-level hierarchy. (See table below). King and Newstead have explored, through their study, the playworkers understanding of these different levels and how they are used.

Categorised matrix for the hierarchy of intervention (Sturrock and Else, 1998; Sturrock, Russell & Else, 2004)

Adult intervention	Description
Play Maintenance	The play is self-contained – no intervention is necessary; the worker observes the activity
Simple Involvement	The adult acts as a resource for the play – this may be subtle, as in making a toy available for use, or more overt responding to a request from children
Medial intervention	At the request of the child, the adult becomes involved in the play – such as offering alternatives from which the child chooses, or by initiating a game then withdrawing
Complex intervention	There is a direct and extended overlap between playing children and the adult – the adult may need to take on a role in the play, or act as a partner to the playing child

What King and Newstead's research showed is that playworkers confidently used play maintenance and simple involvement as methods of intervention, where playworkers understand the importance and need to observe play and to act a tool for the children to use as part of their role as a playworker. The research also showed that playworkers were less confident in using complex intervention as part of their role, where the adult is a supportive, sensitive and engaged player within the play process. Some may argue that by engaging in the play that you are adulterating the play but there is also an argument that if, as a playworker you are sensitive to the play cues and needs of the child or children then you should be able to effectively engage within children's play without taking over or adulterating the play and fully supporting the process.

"You do not cease playing because you grow old, you grow old because you cease playing."
George Bernard Shaw

I like to think as playworkers that we are in a unique position to still be able to play and it is this that allows us to be more in tune with children and young people's play, to better understand the play behaviors that are displayed, the nuances and the play cues and to be able to reflect on what we are seeing and respond accordingly.

So what interventions do you or your fellow playworkers tend to use? We'd love to hear your playworker tales, if you have one that you would like to share contact info@clybiauplantcymru.org.

Pete King and Shelly Newstead (2019): Understanding the adult role in the Play Cycle – an empirical study, *Child Care in Practice*, DOI: 10.1080/1357279.2019.1575187

Children (Abolition of Defence of Reasonable Punishment) (Wales) Bill

The purpose of the **Bill** is to **abolish** the common law **defence of reasonable punishment**, so it is no longer available in **Wales** to parents or those acting in loco parentis as a **defence** to assault or battery against a **child**. This Bill builds on the Welsh Government's commitment to children's rights under the **United Nations Convention on the Rights of the Child**.

If the Children (Abolition of Defence of Reasonable Punishment) (Wales) is successful, Wales will join more than 55 nations across the world who have taken steps to end the physical punishment of children. Removing the defence of reasonable punishment will bring clarity to parents and professionals and send a clear message that physically punishing children is not acceptable in Wales.

If the Bill is passed by the National Assembly for Wales and it becomes law, it means that parents and other adults acting in a parental capacity will no longer be able to legally physically punish children in Wales. During a 2-year period before the law comes into force, there will be an awareness-raising campaign to parents and professionals about the change in law.

The Bill is part of a wide package of support for children and their parents including the 'Parenting. Give It Time' campaign [<https://gov.wales/parenting-give-it-time>], which provides positive parenting tips and information.

Visit National Assembly for Wales:
<http://senedd.assembly.wales/mglssueHistoryHome.aspx?lId=24674&Opt=0>



Continuing to Deliver Quality

At the end of 2019 we hosted our External Quality Assurer who completed verification of our Playwork Qualifications. We are delighted to report that we once again have received a score of excellent across all assessed criteria. Areas that are checked include Occupational Skills of the Staff, Regular use of Learner Feedback and of course quality of Assessment and Internal Verification.

Highlights include:

- "The team have vast experience from working across diverse child care provisions"
- The centre have devised a robust handbook for learners"
- "The team clearly have strong working relationships"

This is a great opportunity to thank the Training Team for all their hard work and continued commitment to quality and personal development; the consistently positive feedback received by Awarding Bodies and Learners is a testament to the hard work and planning that goes in to every qualification.

As a secondary note if you are currently looking for Playwork Training please email us at info@clybiauplantcymru.org as we have some exciting funding opportunities to start the year that enables us to continue to provide excellent support and learning opportunities to learners across Wales.

If you are planning to do any vocational

qualification and are unsure which training provider you should use, here are some questions you should ask:

1. Are workshops available: Whilst it may be difficult at times to release staff for training, the benefit of Learners attending workshops is immense. A recent Learner explained "The sessions were relaxed and made easy to do tasks stress free". When Learners are left to complete qualifications on their own this can often be scary and disengaging, firstly not knowing what the expectations of the qualification requires but also where to gain the knowledge needed to complete the homework
2. Does the Training Staff have current experience: Regardless of how long a Training Officer has been working in the industry they should always ensure that they continue to develop their own knowledge and skills. Working with a Training Officer or Assessor who is experienced and qualified means that they can fully support Learners and Contextualise the qualification
3. How long has the Training Officer/ Assessor worked for the organisation: Changing Training Officers or Assessors in the middle of the qualification can cause disruption and confusion. High staff turnover with an organisation should be considered as if this continues you could be subject to changes and delays.
4. How frequently will you be supported: During an Apprenticeship it is required by

the Welsh Government that Learners are seen as a minimum every 61 days.

We believe that the reason our Training Team receive Excellent is due to the way our training is monitored and planned, for example here are our answers to the above questions:

1. Yes, we offer workshops for all Learners with a mix of practical and theoretical activities. This year we are improving our Apprenticeship Training even more by including additional short workshops that will aid good practice in the workplace
2. Yes, all Training Officers are required to engage in monthly meetings where we discuss good practice, quarterly training relating to current issues relating to the Playwork Industry, as well as three days CPD working directly with children in Out of School Childcare.
3. Our last Training Officer joined us a year ago to add to the training team; most of our Training Officers have worked for a significant time and have developed further within the organisation
4. In addition to the workshops our Training Officers see Learners every Month to support them to progress and assess them within the workplace. Reviews of Learner progress are always completed face to face and the manager is engaged to ensure that all parties are happy with how the qualification is progressing



Level 5 in Playwork

A huge congratulations to Angharad on completing and being the first of our Level 5 learners to achieve her Level 5 CACHE Diploma in Advanced Playwork (Wales) qualification. Clybiau Plant Cymru Kids' Clubs started offering learners the opportunity to undertake a Level 5 in Advanced Playwork in January 2019 and we are pleased to say that the first cohort of learners are close to completing. Should you be interested in undertaking your Level 5 in Playwork then please get in touch.

A New Approach to Apprenticeships

The availability of the Modern Apprenticeship Scheme has had a major impact on the Playwork sector in Wales, and I'm sure all clubs are aware of the requirement for staff to be working a minimum of 16 hours per week in order to meet eligibility requirements for this scheme.

We have long recognised the limitations of this scheme for the sector, especially for settings that are not yet registered with Care Inspectorate Wales and therefore struggle to employ staff for the required hours to enrol on the apprenticeship scheme. We are therefore very happy that Welsh Government has reviewed the apprenticeship schemes and released a new funding strand, Progress for Success, which is aimed at those working between 10 and 16 hours per week.

We have now completed sign up for our first cohort of 17 learners across Wales through this funding stream. We also have plans in place to deliver further Level 2 and Level 3 Playwork qualifications optimising this fantastic opportunity for the Playwork Sector. If you would like to find out more about this scheme, please contact your local office for details.

National & South East Wales: 029 2074 1000
North Wales: 01492 536318
West Wales: 01269 831010

FREE incidental Welsh workshops for clubs who participate in CAMAU Welsh language learning courses

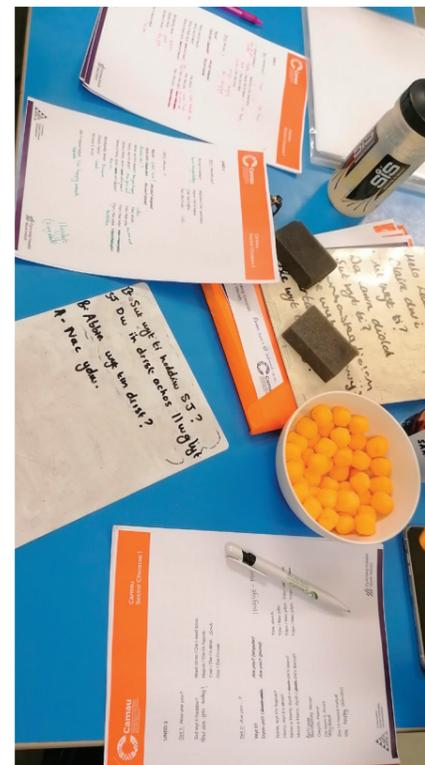
Camau is a specific Learn Welsh scheme for the Early Years Education, Play and Childcare Workforce. The scheme includes 5 courses: Entry, Foundation, Intermediate and Advanced for the Play sector. There are 4 learning models offering 20 hours of flexible training with mentoring and aftercare support from Work Welsh Language Officers. There are also delivery costs available to employers releasing staff to attend training during working time (£10 per hour).

This term we have been visiting some of our Welsh ambassadors, in clubs across Wales, to see how they are getting along with their fully funded Welsh learning courses. As touched upon in the previous issue, setting assessments have now been completed at all the settings we are supporting this term. Action plans have been devised with settings as to how they would increase and promote the Welsh language in their settings, and Welsh CAMAU courses are well under way.

As a part of the ongoing support provided by Clybiau Plant Cymru Kids' Clubs we have hosted several of our incidental Welsh workshops completely FREE of charge for

member clubs who have signed up for Welsh CAMAU courses and support. These workshops provide Playworkers and children an invaluable opportunity to immerse themselves fully in the Welsh language, facilitating a move towards a more fun and playful way of introducing the Welsh language to children and Playworkers alike. By modelling increased use of the Welsh language in settings we are able to facilitate better engagement with the language and increased passion for the beautiful country in which we live

For a more in depth look at Incidental Welsh workshops in your area please take a look at the CAMAU updates on the regional pages. If you have an interest in increasing the use of the Welsh language in your settings, please do not hesitate to contact your regional Clybiau Plant Cymru Kids' Club office where one of our Welsh Ambassadors will be delighted to help.



Santander Project Inspired Fundraising Ideas!

Spring Clean – Garage Sale

Ask parents / Local community to donate items to the club in good condition so that you can hold a "Garage Sale" and sell the items you have collected. Use the funds raised to support your Out of School Club to purchase anything you need.

Fashion Show

Teaming up with a local Boutique / independent fashion designer, hold a fashion show to showcase the clothing worn by the children. Charge for entry, which the club will benefit from and any sales made on the evening on clothing by parents will go to the designer. (why not try to sell refreshments to boost your profits).

Mother's Day / Someone Special Stall

Purchase a few small items for a low cost / no cost which the children can purchase for Mother's Day / Someone Special Day, ensure that you sell the items at a slightly higher cost than you purchased them for to ensure you make a profit.

Easter Egg Hunt

Set up your egg hunt at your club and charge a small fee for registration. Sell tickets ahead of time to ensure you have enough supplies for all participating kids.

Walk/Run/Bike-a-Thon - Choose your sport and get moving!

A great way to get the children in the club active and ensure everyone gets involved. Collect sponsors before the event to raise funds for your setting. Don't forget to take pictures to show the sponsors after you have completed. Stickers and medals are likely to be well received and maybe even a small prize for the child who raises the most money.

Bird house building contest

Chirping birds are all around in the spring time, and people are building and shopping for bird houses and seed for their backyards. Get creative with this spring fundraising idea and run a wood-working contest. Set each registrant up with a peer-to-peer fundraising page and ask them to secure "votes" for their bird house in the form of donations.

Bake and cake sale

Ask all parents to donate home baked goodies on the morning of your cake sale. Then set up a stall to sell the cakes. If you are based on a school grounds why don't you ask permission to sell the cakes at school pick up to all the parents pick up their children.

How to Guide – Fundraising

Fundraising can be a great way of funding new equipment/trips/resources to support you to offer quality childcare services to your local community. Some Out of School Childcare Clubs may already be doing this, but have you thought about involving children in your fundraising planning and activities? Why not make one of your resolutions for 2020 to engage in more fundraising, using the enthusiasm and input of the children you provide childcare for?

Through our Santander funded project, Clybiau Plant Cymru Kids' Clubs has developed a "How to Guide" to support Playworkers to involve children in planning and carrying out fundraising activities. We launched this guide on our website and social media pages in January, and if you have not yet had the opportunity to read it, you can find it in the 'News' section of our website ("New Year, Fresh Start").

If you would like to talk to your Regional representative about Fundraising, please contact your local Clybiau Plant Cymru Kids' Clubs office.

National & South East Wales
info@glybiauplantcymru.org
029 2074 1000

North Wales
info-nw@clybiauplantcymru.org
01492 536318

West Wales
info-ww@clybiauplantcymru.org
01269 831010



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.



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



Morton Michel Ltd (Morton Michel) is authorised and regulated by the Financial Conduct Authority

Projects

UK Space Agency

Through this Project, we have developed a new, fun, low-cost/no-cost, hands-on workshop on the theme of Space, where children will be able to learn about planets, the stars, space travel and Space related careers. Our team of enthusiastic Training Officers, with their passion for and understanding of learning through play, researched and developed 6 new activities based around the theme of space. These activities then formed the basis of a workshop that could be delivered to Playworkers or to children and Playworkers directly within an Out of School Childcare Club.

Play Days

Our experienced Training Officers attended 3 local Play Day Events during August 2019 to engage families and communities using the activities developed. Training Officers delivered Space related activities at Play Days in Conwy, Rhondda Cynon Taf and Swansea, with a total of 288 children and their families being engaged. Lots of fun was had by all involved!

In Club Workshops

In early Autumn we held a competition on our Social Media page to enable 6 Out of School Childcare Clubs to be selected to win an In-Club Workshop through the Project funding. As part of the competition, which also helped to raise awareness of the Project, we asked Clubs from across Wales to ask children attending their services to "Dress Up Their Playworkers Like an Astronaut Using Loose Parts". Loose Parts are an integral element of play, and are natural/synthetic materials that children can

move, control and change within their play. Loose parts capture children's natural curiosity, spark imaginations and motivate learning and can be found, bought or upcycled items. Short-listed entries were then posted on our Facebook Page, with the 6 Clubs receiving the most 'likes' being selected to receive the workshops. Across the 6 In Club Workshops, we engaged with 17 Playworkers, who will be able to disseminate the information to their colleagues through Staff Meetings, and 78 children.

Launch Events

We held 3 Regional Launch Events in Newport, Conwy and Swansea during the Autumn term, in partnership with Dark Sky Wales. The Events were advertised to Playworkers from Clubs across Wales via email, social media and within our Quarterly Newsletter, and each Event featured activities from the newly developed Space themed workshop. Dark Sky Wales also featured their inflatable digital planetarium at each Event. The planetarium show was delivered by a professional astronomy educator from Dark Sky Wales, who took Playworkers on a mythological tour of the heavens, discovering modern cosmos including planets, galaxies and nebula, immersed in a spectacular visual and audio experience!

Across the 3 events, a total of **40 Playworkers** attended, supporting the dissemination of the information and ideas to a further **640 children** attending the Out of School Childcare Clubs. Excellent feedback was obtained from



attendees, with staff enthused to return to Settings and incorporate the new ideas and 'Stories of the Stars'.

Thank you to all of the Clubs that have taken part in this Project!



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

The UK is facing a well-documented STEM skills crisis. An ageing workforce means that hundreds of thousands of skilled technician and professional roles will need replacing over the next ten years. However, the supply of individuals into STEM occupations is not keeping pace with demand. This is due to lack of interest in STEM jobs, low attainment and progression in STEM at school.

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

By delivering these workshops we want to enthuse children about STEM subjects within a fun, informal, play based environment, and empower Playworkers to have the skills and confidence to carry on with these kind of activities after the project is over.



Grow Your Own Feast

There are so many benefits to playing outside. It's fun, a great way of exercising and improving wellbeing, develops children's appreciation of nature and provides a good dose of Vitamin D. Our Grow Your Own Feast project - kindly funded by Ernest Cook – has enabled us to develop activity cards for Clubs to grow, harvest and feast on their own produce, whatever the size of growing space available! Look out for new resources.



Tesco Bags of Help, Caerphilly

Our Tesco Bags of Help, Caerphilly came to an end in January 2020. During the course of the Project, a total of 11 workshops were delivered (a mix of Playworker workshops, and In Club workshops). Workshops included Safeguarding, STEM, Playing out with the Elements, Games Galore and Focus on Food. A total of 42 Playworkers and over 60 children benefited directly from the project, with an additional 240 children benefitting indirectly through Playworkers taking learning and ideas back to their settings.



Bags of Help

Holiday Hunger

Clybiau Plant Cymru Kids' Clubs was allocated £25,000 as part of the 'Holiday Hunger Pilot', with funding from the All Wales Play Opportunity Grant 2019-20. The purpose of the funding was to decrease holiday hunger, improve nutrition for children and young people along with providing rich play opportunities, improving physical activity, mental health and increasing socialisation. This was achieved through supporting 3 Care Inspectorate Wales Registered Out of School Childcare Clubs across Wales to offer means tested Fully Funded Places within their Clubs during Summer and October half term, 2019.

We would like to take the opportunity to thank the 3 Out of School Childcare Clubs involved (Clwb Allysogol Corneli Sger Out of School Club in Bridgend; Aberavon ICC in Neath Port Talbot and Clwb Y Morfa in Conwy) for working so hard to make the pilot a success, at what was very short notice in terms of confirmation of funding.



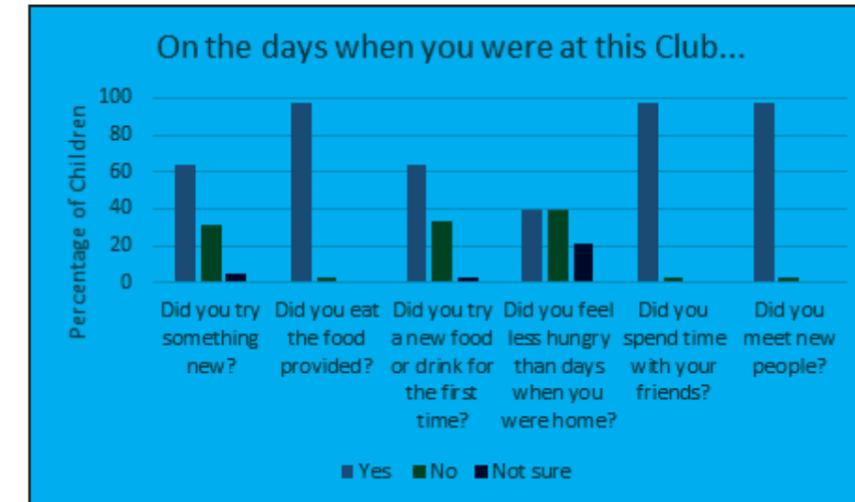
The Future of the Holiday Hunger Project

There is no question that the Holiday Hunger Project was very well received by the 3 Out of School Childcare Clubs, the parents/carers and the children that took part.

"It can be very disheartening running at a loss and facing sustainability issues when our staff work so hard to support our not for profit club, conscious of the need in the area, staff often give up their time for attending courses, planning and the paperwork for free. The take up of fee paying children has been dropping, due to the economic climate, as parents find it is not worth working outside school hours and term times. This scheme will encourage more parents into work and will support our business to continue and to flourish and we greatly hope that it will continue."

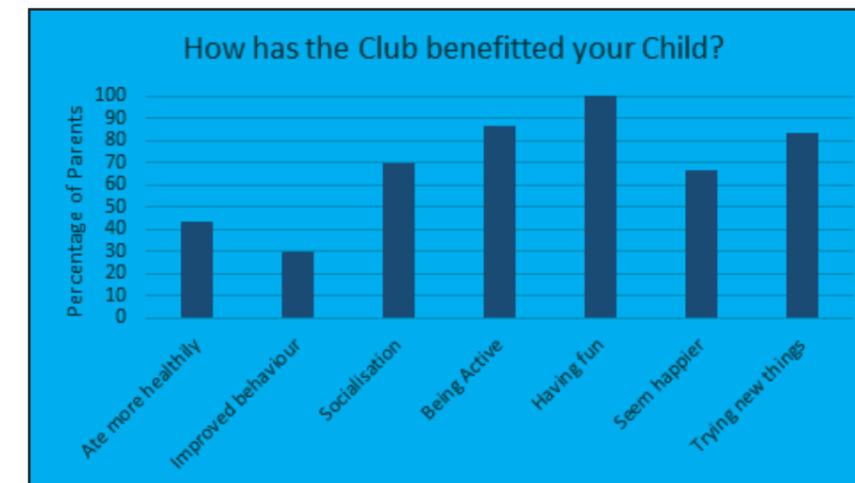
Whilst there is a place for the School Holiday Enrichment Programme in areas where Care Inspectorate Wales Registered Childcare would not be possible to run sustainably, utilising existing registered Out of School Childcare Clubs where they are in existence to run 'SHEP'/Holiday Hunger Assisted Places schemes offers **value for money, targeted support, reduced stigma, quality play experiences for children, opportunities to learn new skills and support health and wellbeing, and sustainability for valuable community businesses.**

The ability to offer this scheme in registered Holiday Clubs across Wales in future years would have a multitude of benefits for you as settings and your communities, supporting parents/carers to work during the holidays and promoting outcomes for children who are able to experience quality play environments managed by qualified Playworkers. Clybiau Plant Cymru Kids' Clubs has produced a full report of the outcomes of this pilot for Welsh Government (available on our website), and will continue to campaign to encourage Welsh Government to fund the scheme (and extend its reach) in future years.



Data was collected from children and parents involved in the scheme via dot voting (with two questions asked at regular intervals throughout the holiday periods and children/parents asked to respond with a sticky dot to each question to measure satisfaction) and via end of scheme questionnaires.

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



A significant number of positive outcomes were reported by parents for their children, with over 40% recognising that their children ate more healthily as a result of attending the Club, 100% reporting that their children had fun, 70% responding that there were socialisation benefits and over 80% stating that their children had tried new things.

Employer Update

6th April 2020

In the 'Good work plan', published in December 2018, the government made a commitment to abolish a legal loophole known as the 'Swedish derogation' in the rules governing the use of agency workers. This allowed agencies to opt out of equalising the pay of agency staff with the permanent workforce when they had been with the same employer for more than 12 weeks, provided they paid the agency workers between assignments.

The opt-out will cease on 6 April 2020 when the [Agency Workers \(Amendment\) Regulations 2019](#) come into force.

The government is also lengthening the reference period for determining an average week's pay from 12 weeks to 52 weeks from 6 April 2020 - see the [Employment Rights \(Employment Particulars and Paid Annual Leave\) \(Amendment\) Regulations 2018](#). The reform is intended to improve the holiday pay for seasonal workers, who tend to lose out over the way it is currently calculated.

A third change will extend the entitlement to receive a statement of 'written particulars' (on basic employment terms and conditions) to include workers as well as employees and make it a day one right (see Part 3 of [Employment Rights \(Miscellaneous Amendments\) Regulations 2019](#)). Currently employers have up to two months to issue the statement to any employee working for them for more than a month.

Parental Bereavement Leave

In October 2017, the government confirmed its backing for a private members' bill, the Parental Bereavement (Leave and Pay) Bill. The Bill, which became the Parental Bereavement (Leave and Pay) Act on 13 September 2018, will entitle employees who lose a child under the age of 18, or suffer a stillbirth from the 24th week of pregnancy, to two weeks' unpaid leave,

as a right from day one of their employment.

The leave will be paid at the statutory rate (see our [Statutory rates and compensation limits](#)) if the employee has 26 weeks' service. The government is aiming for the new law to be in force in 2020.

Employed parents are already entitled to take a reasonable amount of unpaid time off to deal with an emergency involving a dependant, including dealing with a dependant's death, as a day one right

April 2020 statutory maternity, paternity and sick pay rates published

The government has published the proposed statutory rates for maternity pay, paternity pay, shared parental pay, adoption pay and sick pay from April 2020.

The current weekly rate of statutory maternity pay is £148.68, or 90% of the employee's average weekly earnings if this figure is less than the statutory rate.

The rate of statutory maternity pay is expected to rise to £151.20 from April 2020. The increase normally occurs on the first Sunday in April, which in 2020 is 5 April.

Also on 5 April 2020, the rates of statutory paternity pay and statutory shared parental pay is expected to go up from £148.68 to £151.20 (or 90% of the employee's average weekly earnings if this figure is less than the statutory rate).

The rate of statutory adoption pay increases from £148.68 to £151.20.

This would mean that, from 5 April 2020, statutory adoption pay is payable at 90% of the employee's average weekly earnings for the first six weeks, with the remainder of the adoption pay period at the rate of £151.20, or

90% of average weekly earnings if this is less than £151.20.

The rates normally increase each April in line with the consumer price index (CPI). The rate of statutory sick pay is also proposed to increase from £94.25 to £95.85 on 6 April 2020.

To be entitled to these statutory payments, the employee's average earnings must be equal to or more than the lower earnings limit. However, the lower earnings limit from April 2020 has not yet been published.

National Minimum Wage and National Living Wage rates

The hourly rate for the minimum wage depends on your age and whether you're an apprentice.

You must be at least:

- school leaving age to get the National Minimum Wage
- aged 25 to get the National Living Wage - the minimum wage will still apply for workers aged 24 and under

Current rates

These rates are for the National Living Wage and the National Minimum Wage. The rates change every April.

Year	April 2019 (current rate)	April 2020
25 and over	£8.21	£8.72
21 to 24	£7.70	£8.20
18 to 20	£6.15	£6.45
Under 18	£4.35	£4.55
Apprentice	£3.90	£4.15

Apprentices

Apprentices are entitled to the apprentice rate if they're either:

- aged under 19
- aged 19 or over and in the first year of their apprenticeship

- ♦ The date the document was last reviewed,
- ♦ The date the document will next be reviewed (must be a year or less from date last reviewed)
- ♦ The person responsible for reviewing and updating the document

Play In October, our National Training Manager Dawn Bunn, along with Play Wales, travelled to Newtown to deliver 'Play' training to a group of Care Inspectorate Wales Inspectors, who are going to take on the role of 'Play Champions'. With some Inspectors tending to have more of a background in Early Years and/or Education, enhancing their understanding of the differences between these and a quality Play Environment for school aged children will equip them with the knowledge needed to assess and understand the quality of play experiences being delivered in Out of School Childcare Clubs. We hope that this will lead to an increased focus on play environments within inspections going forward, which means as a Sector we need to ensure that we are following the Playwork Principles, adequately training staff in Playwork, and understanding Play Spaces and Risky Play.

a Statement of Purpose in place. The Statement of Purpose is a key document that sets out the vision for the service and should clearly demonstrate that Providers understand the needs of their service users and how (through trained staff, routines, and environment) they promote the best possible outcomes for those in their care. The Statement of Purpose must contain accurate, up to date information and as part of your Self-Assessment of Service earlier this year, you will have uploaded your up to date Statement of Purpose. Any time your Statement of Purpose is updated, you are required to notify CIW, which can now be done through their online notification system. Within inspections, CIW will consider whether the service being offered is in line with the Statement of Purpose, and so it is essential that this is a document that is regularly reviewed.

In terms of the content, support can be found on CIW's website, and there is also a template within our "Stepping Out" resource which can be amended to fit your service provision. In some recent inspections, Settings have been informed that their Statement of Purpose needs to be amended to include:

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).

Statement of Purpose It is a legal requirement for all Registered Childcare to have

Safeguarding

Procedures

November 2019 saw the launch of the new Wales Safeguarding Procedures; replacing the All Wales Child Protection Procedures to create a cohesive guide to support both children and vulnerable adults. The procedure is only available online but can be accessed online or via an app downloadable from Android or Apple.

The Wales Safeguarding Procedures, is an easy to use document with clear headings that make it easy to navigate regardless of levels or knowledge or responsibility. It contains a glossary that provides an insight into the terminology, roles and responsibilities and links to Local Safeguarding Boards.

With the advent of a new national procedure it is important that all settings review their policies to ensure that this information is still in line with your statutory duty. It may be useful to review the comments in the procedure known as pointers for practice as this may provide greater guidance on roles and responsibilities. You could also collate some of the useful links that would support colleagues to fulfill their role and also act as a useful resource for managers.

More information can be found from: <https://socialcare.wales/hub/hub-resource-sub-categories/safeguarding-procedures> <http://www.myguideapps.com/projects/wales-safeguarding-procedures/default/>

Safe Recruitment

When you are recruiting new staff, it is important to make sure that you take every step possible to limit risk. Recruiting Well published by Social Care Wales identifies that 2 references should be sort by an employer when recruiting new staff. What is also important is making sure that the references you receive are valid. As outlined in Recruiting Well the most recent employer should be contacted as one of the referees, what should also be considered is how you are receiving the information. Years ago, it was quite common when going for an interview that candidates would take along references with them for the employer to read; these are known as open references. Now it is widely accepted practice that closed references are used where the employer contacts names given; this is a much safer and valid way of ensuring the information received is authentic and here is why:

- The previous employer is less likely to be influenced by friendship or a power imbalance if they do not need to show the reference to the candidate
- There is no way that the candidate can alter or use out of date references
- You can ask the questions that are important to your organisation
- You can be certain that the reference is from the appropriate person

ACES

- Adverse Childhood Experiences

Although ACES, or Adverse Childhood Experiences is not a new concept, there is a growing understanding on how the occurrence of these can impact on children both in the short term and the long term. In 2015 Public Health Wales conducted a survey that identified the extent that ACES are experienced in Wales. What was found is that the greater number of Adverse Experiences a child has the more likely they are to suffer significant and lifelong consequences.

When working with children it is important to consider what is happening in their lives and watch out for signs of what they may be experiencing and how best to support them. The sooner children get support the greater life outcomes they could achieve.

Adverse Childhood Experiences include:

- Abuse
- Witnessing Domestic Violence
- Substance misuse in the household
- Parental Separation
- Parent/Carer with Mental Illness
- Parent/Carer in prison
- Bereavement

The real risk factors start to appear when a child has more than 4 ACES. With increased risk of substance misuse, poor diet, challenging behavior, unwanted pregnancies and suicide.

As Playworkers you have an important role in spotting ACES but also building children's resilience. The greater a child's resilience the more likely they are to have an ability to deal with adversity. Sharing information with parents about the importance of resilience and sources of external support or getting children the support they need to protect their well being can help them thrive. To find out more visit the Public Health Wales website or check out this YouTube video <https://www.youtube.com/watch?v=YiMjTzCnbNQ>



Information Commissioners Office (ICO)

Data Protection is about ensuring that people can trust you to use their data fairly and responsibly, and if you are collecting information about individuals (for reasons other than personal, family or household purposes) you need to comply with the UK Data Protection Regime. This is set out in the Data Protection Act (2018) along with the GDPR (which also forms part of UK Law).

In the UK, the Information Commissioners Office (ICO) regulates data protection, offering advice and guidance, promoting good practice, auditing, considering complaints, monitoring compliance and taking enforcement action where appropriate.

Under the Data Protection Regulations (2018),

individuals and organisations that process personal data need to pay a data protection fee to the ICO, unless they are exempt. On the ICO website (www.ico.org.uk) there is a short online self-assessment that you can undertake to determine whether you/ your organisation needs to pay a fee to the ICO. The cost of the data protection fee depends on the organisation size and turnover, but for most organisations will be between £40-£60. There is a fee-assessment tool on the ICO website to determine what fee will be charged.

The ICO publish some information provided by individuals/organisations on the register of controllers. If you use a domestic address and do not want this to be included on the register, you should provide a PO Box or alternative address.

Welsh Water -Healthy Friends

The 2019 Healthy Weight: Healthy Wales Welsh Government Consultation calls for all childcare settings to give children healthy food and support them to be active.

Clybiau Plant Cymru Kids' Clubs has received funding from Welsh Water to deliver a 'Healthy Friends' workshop in an Out of School Childcare Club in the Rhondda Cynon Taf area. We ran a competition on Facebook during the Autumn Term ("Send us your healthy snack photos"), and JAKS Out of School Club was selected as the winner, who will be receiving their free In Club workshop during the Spring.

As part of the Project, we would like to share some 'Healthy Friends' tips for use in your Out of School Childcare Clubs, supported by ideas from our Play, Learn & Grow Healthy (PLGH) Pack. Our Play, Learn & Grow Healthy pack focuses on physical literacy, nutrition and knowledge of risky behaviours (smoking and alcohol consumption) and utilises the 'Healthy Friends' delivery model, where older children take on a buddying role, acting as ambassadors and lead younger children in activities.



Be Active

28% of children aged 4-5 years in Wales are classed as overweight or obese (Public Health Wales). Communities across Wales have changed. In years gone by, children had the freedom to explore their local communities; climbing trees, accessing parks, woods, rivers and playing on their streets. Today, children spend a large amount of time being physically inactive: being driven to school, sat in classrooms during lessons, or sat in front of screens after school (on average, children aged 7-16 years spend 5 hours per day online/ watching television).

While some children do not enjoy 'structured' sporting activities available through schools and extracurricular clubs, Out of School Childcare Clubs like yourselves can offer opportunities to be active in a less formal, play environment.

Game Idea: "Steps"

What you need: Coloured mats; Space to Play
Time needed: 10 minutes

What you need to do: 1. Place coloured mats on the floor making pathways
2. Green mats are where children walk/jog to the next mat
3. Blue mats are where children jump to the next mat
4. Red mats are where children hop to the next mat
5. You could have two pathways, with two teams racing each other; or you could introduce more colours or different 'rules'

Eat Well

On average, children eat the equivalent of 10-12 sugar cubes daily, which is 2 times the recommended daily amount (Public Health Wales, 2018). Poor diet is now the number one factor driving ill health, surpassing even smoking (Public Health England study, 2015) and leading to an increased focus on the need for initiatives to support increased knowledge and changes to behaviour relating to salt, sugar and 'bad fat' intake, and an increase in the consumption of fruit and vegetables.

As Out of School Childcare Clubs, you should be aiming to support children's healthy eating through providing healthy snacks (and/or meals). There are also opportunities to introduce healthy foods through play.

Game Idea: "Fruit and Vegetable Drawing"

What you need: A range of fruit and vegetables; knife; pencils/paint and brushes; paper
Time needed: 30 minutes

What you need to do: 1. Give children a range of unusual fruit/vegetables
2. Have a 'naming' quiz to see if children know the names of them all
3. Help children if they do not know the names
4. Allow the children to pick a piece of fruit/vegetable to draw/paint
4. Help the children to cut the fruits/vegetables to see what they look like inside
5. Encourage the children to try tasting the different fruits and vegetables

Safety: Adults cut fruit if necessary; check for food allergies; wash hands before tasting fruit

For more information about how you can purchase a 'Healthy Friends' workshop for your setting (with every workshop coming with a copy of our fantastic bilingual resource pack, Play Learn & Grow Healthy, full of child-friendly activities to support healthy lifestyle choices), please contact your Regional Office.

