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Clybiau
Plant
Cymru



KIDS' CLUBS

www.clybiauplantcymru.org

Summer 2019



In this issue...

- * Regional News
- * Project News
- * Employer Update
- * National Playwork Conference

...and more

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KIDS' CLUBS

Issue 70 Summer 2019

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Llywodraeth Cymru
Welsh Government

Dear Out of School Childcare Club Member



workshops in clubs in various areas across Wales, including **UK Space Agency**, **Tesco Bags for Help**, **Burbo Bank**, **Gwyn y Môr** and **Oakdale Trust**, please keep an eye out on our website www.clybiauplantcymru.org or social media www.facebook.com/clybiau/, for opportunities in your area, there are more details about the projects in your region later on in this newsletter.

Welsh Language – through our Work Welsh project and with funding from the Welsh Government, we are continuing to work with our CWLWM partners and the National Centre for Learning Welsh (NCLW) to help Welsh Government realise their target of #millionwelshspeakers. We are developing a number of new and exciting resources and have created an online resource "Welsh now in a minute". Our work Welsh team will be producing a monthly video of phrases that will help you and your staff increase the use of Welsh in your setting. We will also be supporting the NCLW with their partners to organise training and support for the Early years and Childcare sector to encourage their staff to learn Welsh, more information later on in the newsletter.

I am sure you will all have seen that the theme for Play Day which will be celebrated on Wednesday 7 August has been announced. We can confirm that the **2019 theme is Play Builds Children** and aims to highlight the many ways in which play is beneficial to children and young people.

Play Builds Friendships – playing allows children to interact with others, develop relationships, deal with conflict, and learn respect and tolerance.

Play Builds Resilience – playing boosts children's confidence, creativity, problem-solving skills and perseverance, enabling them to cope with stress and challenges throughout life.

Play Builds Health and Well-being – being active through play helps children physically and emotionally, contributing to their health and happiness.

Play Builds Communities – playing allows children to learn about the world around them, make connections, and develop a sense of identity and belonging.

Playday is an annual celebration of children's play with thousands of children and families playing out at events across the UK. It is an opportunity to raise awareness of the importance of children's play and the need for quality play opportunities every day of the year. We hope that you will hold or attend your own Playday event, and can help spread the word using #Playday2019 / #DiwrnodChwarae2019.

We have a wealth of projects offering

National Playwork Conference

The 17th National Playwork Conference - Eastbourne 2019 (Bev Williams, Training Officer)

This year I was lucky enough to attend the 'National Playwork Conference' - the 17th annual event which has been held every year in Eastbourne since 2001. The event was an amazing experience; and I had the fabulous opportunity to meet and mingle with Playworkers, Play Activists and Theorists (old friends and new) from across the UK.

There were many workshop sessions on offer over the two days, covering topics from 'understanding the play cycle' to 'knives, guns and gangs: playing in a violent city' - workshop facilitators included playwork greats such as Bob Hughes, Ali Wood, Meynell, Jess Milne and Jacky Kilvington.

Here is a summary of two of the many sessions that I attended:

BECKY BENNET - Play the international language of childhood

This was a fab session. I learned about how we as Playworkers naturally & effectively communicate with children and young people - reinforcing my belief that 'Play is an International Language'.

I enjoyed hearing about Becky and Joan Beattie's volunteering work with the Gypsy Romany children of Romania - which has

inspired me to accompany Joan to Transylvania this year - more info below.

MAYNELL – "There is no such thing as Free Play"

Maynell deduced that Free Play is an Oxymoron and that by 'allowing' children to play freely - adults are still giving their permission for children to play - and that ultimately the adult chooses and provides the play for the children, even down to the loose parts.

I am of a different opinion, and I feel that if we consult with, and observe the children and young people playing, we can determine their play needs and gain a better understanding of their play preferences, which enables us to plan and provide suitable resources - and give the children ownership of their play & play space.

I highly recommend the 2 day conference; if you get the chance to attend you will not be disappointed.

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inspired me to accompany Joan to Transylvania this year - more info below.

Here is the link with details of the conference...
<http://www.playworkconferences.org.uk/>

Romania Visit - July 2019

Inspired by a workshop I attended at the 17th National Playwork Conference, delivered by Becky Bennet; I am going to be travelling to Transylvania, Romania for 10 days in July - to bring Play opportunities to the poor Gypsy Romany children in the villages of Targu Mures and Ormenis.

Children from these villages are among the poorest in Europe; they are only guaranteed 2 meals a WEEK from a local 'Cantena', which are provided by a community worker called Gino who runs the Cantena - which is funded solely on donations - raised mostly by Joan Beatty.

From a very young age the village children are expected to look after their younger siblings and are sent out onto the streets by their parents to beg for money.

For 4 days during the visit we will take up to 40 children to a Play Camp, where the children will get 2 sets of new clothes, 3 meals a day and lots of fun play experiences.

This is a fab opportunity for me and something that I have always wanted to do - If anyone would like to donate to my fundraising efforts, the link here - <http://bit.ly/BEV-WILLIAMS>
Thanks, Bev :)

Summer Activities

Grow Your Own Feast

There are so many benefits to playing outside. As well as being great fun, it's a great way of getting exercise and improving wellbeing, provides a good dose of Vitamin D and improves distance vision as well as helping children develop an appreciation of nature. Gardening activities for example help children communicate, cooperate and problem-solve in practical ways – important life skills. Our Grow Your Own Feast project which has kindly been funded by Ernest Cook will allow us to develop new resources in the form of activity cards that can be used by both staff and children to grow, harvest and prepare a feast at your club! The activities will be carefully tailored; risk assessed and will give children new practical skills to use outdoors. In the meantime why not start 'growing your own feast' with this simple 'Cress Heads' activity.

What you need:

- The foot end of a pair of tights
- Cup
- Cress seeds
- Compost
- Wiggly eyes, pipe cleaners, felt, natural

objects e.g. acorns and seeds

- Cool melt glue gun
- PVA glue

What you need to do:

1. Place the piece of tights inside the cup and overlap the top. Put about two teaspoons of cress seeds inside the tights. Almost fill the tights with compost.
2. Remove the tights and tie off the end. Turn it over so the cress is at the top.
3. Pull out some of the tights with compost inside it to make the nose. Use a rubber band to hold it in place.
4. Decorate the rest of the face, remembering to leave the top of the head free for the cress to grow like hair.
5. Place the finished cress person onto a saucer and water well. Put it on a windowsill. Check each day to see if it needs watering.
6. When the seed germinates, cut a cross shape in the top as cress will not grow through the tights. When the cress has grown, cut your cress person's hair and use it in salads and sandwiches!

Den building..and more!

Give the children a mix of the items below and let their imaginations run wild! Many of these items can be obtained by asking parents/carers and local businesses/supermarkets for donations.

Old sheets, curtains, netting, milk crates, garden canes, pegs, rope, boxes, tape, arts and craft materials

Why not get the children to think of some skills/sporting challenges they could make with leftover items from this activity? Cut holes in cardboard boxes so children can throw, kick or hit different balls or objects such as bean bags through.

Can you change difficulties by making different sized holes and allocating point scores so children can get more points for achieving the harder targets? Get the children to decide on the rules, use chalk to keep scores.

How many sports or activities can the children come up with? Send us pictures of your creations and we will look to include them in future editions – info@clybiauplantcymru.org



West Wales

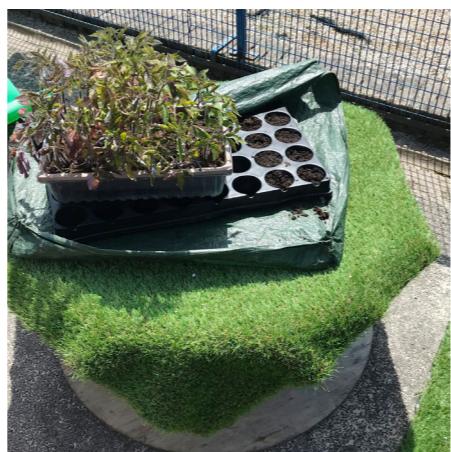
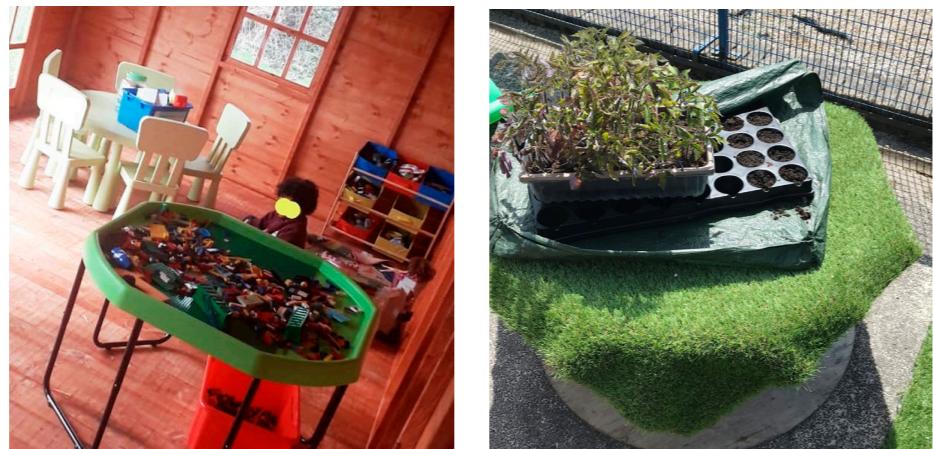
Developing Outdoor Play Spaces in Swansea

In the last financial year, Swansea Council provided Care Inspectorate Wales (CIW) registered settings the opportunity to apply for Outdoor Play funding. The grant was to help childcare settings develop their outside space and encourage more frequent opportunities to play outside and was well received; 12 Out of School Childcare settings received grants of up to £500.00 to purchase equipment and storage. Some settings purchased storage to house their existing outdoor equipment, some bought new outdoor play equipment and some used the funding to develop their outside space. Here are some photographs of how the settings have spent their grants.



Outdoor Play in Waunarlwydd, Swansea

Children and Playworkers at Waunarlwydd Wraparound and After School Club in Swansea celebrated their recent Care Inspectorate Wales registration by purchasing an outside cabin enabling them to play outdoors and connect with nature as often as possible!



Situated near a wooded area of the school grounds, Beverly Burgess, owner of the Setting is working hard to develop the outside space to enhance the children's experiences of being outdoors. The cabin, delivered and built in one day, will be extended with the addition of a decking area and a roof canopy made out of plastic bottles. The club is working hard to collect enough bottles which will be fitted together to create their roof.

The Setting is always equipped with suitable outdoor clothing for the children, ensuring that no opportunities are missed to play outdoors. Staff working at the setting have seen the benefits to the children since having the cabin and being able to play outdoors as often as possible. Staff have said "The children just love to be outdoors and will play outside in all weathers. The new cabin provides shelter when needed but with the doors wide open the children are able to move freely between inside and outside."

Swansea Childcare and Early Years Conference 2019

Swansea Family Information Service held their Childcare and Early Years Conference 2019 in March. With a choice of 15 workshops to attend, Childcare and Playworkers were able to attend 6 different workshops across the day, ranging from Mindfulness for Children, Circus Eruption, Rights Based storytelling, Forest Schools and Swansea Community Farm to name just a few!

Need to contact us?

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

Play Outdoors, Connect with Nature in Pembrokeshire

Clybiau Plant Cymru Kids' Clubs will be delivering FREE workshops to member Clubs in parts of Pembrokeshire from this summer thanks to Tesco Bags of Help funding scheme.

Clubs can choose from the following to support health and well being through outdoor and environmental play.

- **Den Building** (ideas for den building using everyday objects in your setting)
- **Games Galore** (cooperative games that develop and support social skills, self esteem and confidence)
- **Nature Zone** (practical environmental play activity ideas)
- **Playing out with the Elements** (introducing earth, air, fire and water as stimuli for children's play)

Workshops will be delivered to Playworkers and children within Out of School Childcare Club Settings, so please get in touch if you are interested!

01269 831010
info-ww@clybiaulplantcymru.org



Meet the Apprentices!



Tell us about yourself

I'm Carly Beynon Lloyd, a mother of 3 and I work as a Classroom Assistant and Playworker at Mayals Primary School, Swansea. I enjoy live music and nice glass of wine to relax!

Why did you choose the course?

I thought the course would be a great way to restart my education. It has been a while since I have done any studying and I'm looking forward to gaining my Level 3 in Playwork with a view to progress further.

What do you enjoy most about the course?

I love the course! I'm completing the course alongside a lovely group of ladies. We all get on really well and we all chat and share ideas and help each other out when we need to. The taught sessions with my tutor are great. They are so easy to follow and lots of fun too!

Do you find any aspects of the course challenging?

With a busy home life I do struggle to fit everything in at times, but it can be done!

Would you recommend the course?

Yes I would highly recommend, it has given me so much confidence.

What would you say to anyone considering starting the course?

Go for it! You have nothing to lose but lots to gain. You will have a great tutor who provides lots of help and guidance. You will make new friends, develop your knowledge and skills in taught group sessions and above all you will have a qualification to help further your career - it's a no brainer really!



National Playdays in West Wales

Playday is the national day for play in the UK. This year's Playday takes place on Wednesday 7 August 2019 with the theme 'Play Builds Children.' This highlights the many ways in which play is beneficial to children and young people.

- **Play Builds Friendships** – playing allows children to interact with others, develop relationships, deal with conflict, and learn respect and tolerance.
- **Play Builds Resilience** – playing boosts children's confidence, creativity, problem-solving skills and perseverance, enabling them to cope with stress and challenges throughout life.
- **Play Builds Health and Well-being** – being active through play helps children physically and emotionally, contributing to their health and happiness.
- **Play Builds Communities** – playing allows children to learn about the world around them, make connections, and develop a sense of identity and belonging.

Look out for Playdays and community events organised in your area.

RAY PLAY DAY

Wednesday 7th August 2019
11:30-3:30 Square Field Aberaeron
FREE ENTRY

With over 30 Ceredigion organisations attending all providing free of charge activities for children and families.

SWANSEA PLAY DAY

Wednesday 7th August 2019
10.00am-1.30pm National Waterfront Museum
(10.00-11.00am is quiet hour)
FREE ENTRY



Recycle Week 2019

Did you know that 23rd-29th September 2019 is Recycle Week 2019? Using old plastic bottles

for a roof canopy like Waunarlwydd Wraparound and After School Club have is a brilliant way of re-using household rubbish and turning it into something creative and useful!





North Wales

Conwy Family Centres

An exciting new project has been developed in the Conwy area. The Welsh Assembly Government has given Conwy County Borough Council the opportunity to take a more flexible approach to work differently and design services that support a preventing approach for children and young people in area.

Why?

Recent research has brought preventing and protecting children from the impact of Adverse Childhood Experiences to the forefront. This requires everyone to be smarter about earlier intervention in the lives of our youngest members of society, shifting the emphasis into prevention and protection.

The number of children in need in Conwy has increased by 63% in the last six years and there has been an increase in the number of children that are looked after by the Local Authority which brings prevention into sharp focus.

Conwy Family Centres will have lots of good services which will work with the families to prevent them from reaching crisis points.

How?

Following the success of the newly opened Family Centre in Abergel, 3 new Family Centres are in being developed across the county. The aim of the Conwy Early Intervention and Prevention service within the family centres is to recognise that parenting is difficult and to take a holistic community based approach to meet the needs of families.

They say 'it takes a village to raise a child'
– Family Centres bring that community together.



Need to contact us?

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



Training at Teddy Bear Towers



Teddy Bear Towers was the lucky recipient in the North Wales region and the workshop was delivered by Cath Smith one of the Training Officers from our Colwyn Bay Office. The workshop was attended by 10 children and 2 Playworkers.

The children were encouraged to participate in a number of activities including; playing with Welsh board games, simple lotto games which would help to develop their use of incidental Welsh. They also took part in a 'Welsh Minefield' game where the children took it in turn to be blindfolded and the remaining children had to guide them through a 'minefield' (an area

mapped out with cones. The children had to guide the blindfolded child through the cones without touching them)

Both the staff and the children thoroughly enjoyed the workshop, with staff saying that they would definitely implement some of the activities and basic language used.

Would you like to improve your confidence with using Welsh in your setting? Would you like to book an incidental Welsh in club Workshop? If so please contact the North Wales Regional Office on 01492 536319 or info-nw@clybiaulancymru.org.

Cache Level 3 Award in Transition to Playwork (from Early Years)

CONGRATULATIONS to the 28 Playworkers in North Wales for completing their Cache Level 3 Award in Transition to Playwork (from Early Years) which was funded by the counties of Anglesey, Conwy and Gwynedd. The qualification was delivered over 13 evening sessions and provided the Learners with an existing level 3 (or equivalent) in early years an opportunity to gain a Playwork qualification.

"Enjoyed doing the course, different play types, the Playwork principles and that there is more play opportunities for the children"

If you are interested in this course, or any of our other Playwork qualifications, please complete an Expression of Interest Form, which you will find on our website <http://bit.ly/CPCKC-EOI>

Here are some of the comments received about their experience on the course:

"I was reassured that what I was doing in the OOSC was what I was meant to do"

"Really enjoyed the course and have learnt so much. Highly recommended"

"I have learnt a lot about Playwork and the difference between working in a school and a play setting"

North West Power Lunch

Our North Wales Regional Manager attended a Networking event last month organized by Sam Maitland-Price, Owner of Little Lambs Day Nursery and Out of School Club in Conwy County.

Sam, who is secretary of the North West Wales Network consisting of Conwy, Denbighshire, Gwynedd & Anglesey set up the event and invited owners and managers of nursery settings who are committed to providing quality in early years and Out of School Childcare. Sam was given the challenge to organise the event for the Networking group and Sam came up with 'NDNA Power Lunch!'

The Event was held in the Book House Mill in Denbighshire. It was an exciting opportunity for Day Nursery Owners and Out of School Childcare Settings to gain insightful knowledge and understanding around behaviour, development, outdoor play and an opportunity to put their very own questions to a Care Inspectorate Wales (CIW) representative! There were even gift bags for all who attended. The event allowed providers to share experiences and establish a collective voice to ensure their views can be heard by local authorities and other organisations.

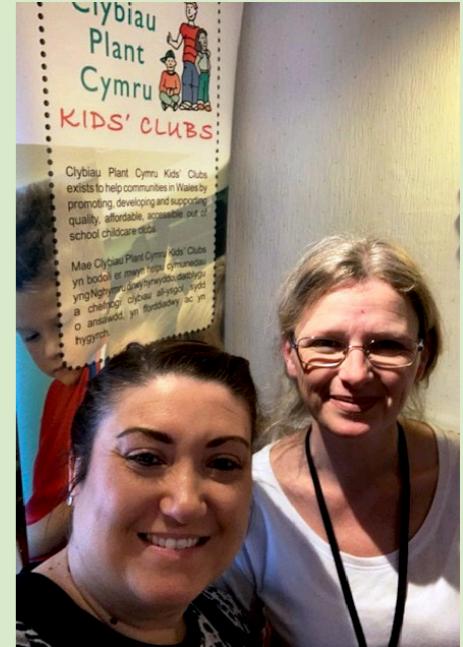
The day began with a special session from Lynn Williams, who gave interesting and provoking information about Brain Development and Behaviour followed by Nathania Scyner from Conwy Play Development Team who gave us inspirational ideas for the outdoor environment and Loose Parts play.

Ruth Rowlands from CIW then answered questions and there was also representatives from Design to Smile, Clybiau Plant Cymru Kids' Clubs, Denbighshire Family Information Service and the National Day Nurseries Association (NDNA).

It was a fantastic turn out and Settings from across North West Wales came and were thoroughly impressed, so much so that Sam is already planning the next one for next year! Well done Sam.

Feedback after the event:

'feel it is essential to run good business being able to network, discuss and work together with other settings in order to provide excellent childcare to the wider communities. This idea not only allowed us as settings to meet and network, but gave us an opportunity to ask questions and speak with CIW which we don't get too often. It also gave us an opportunity to come away from the setting and be inspired from



Nat and Lynn who are clearly so passionate and experienced in their field. I urge anyone who isn't, to become a part of a local network, the benefits of speaking with others, sharing ideas, sharing good practice, and being able to establish a voice in our sector is important for us to create better experiences for children of the future.'

Benefits of Continued Professional Development

As a Playworker, there is mandatory training that you have to complete in order to remain compliant with National Minimum Standards, but, we all want to achieve and deliver more than just the minimum and that is why CPD (Continued Professional Development) is so important.

Even Clybiau Plant Cymru Kids' Clubs Training Officers attend play sessions as part of their CPD, enabling them to see others at work, learn new skills and gain new ideas, which they can share with you when you attend our training.

As Playworkers, we know that you wish to provide the best quality play experience for the children in your care and you know the

importance of placing children at the centre of the play process, allowing them the ability to freely choose and self-direct their own play. Sometimes it can be difficult to create new experiences, which is why attending courses and workshops is a good idea.

CPD is not just about just attending training courses, it can also be achieved by visiting other settings. This will allow you to gain fresh insight and experience new ideas from other Playwork settings. This may be something you wish to arrange with another setting, almost like an exchange visit. Clybiau Plant Cymru Kids' Clubs can help facilitate this, putting you in touch with other settings who may be interested. Get in touch if we can help!



Incidental Welsh

As part of our ongoing Work Welsh project, 3 clubs across Wales were randomly selected to receive an Incidental Welsh club workshop. This workshop aims to overcome barriers that Playworkers have with regards to using basic Welsh in their settings. The workshop helps to support and develop Playworkers confidence, skills and explores several play resources that can be used within the setting to help promote Welsh.

CYMRAEG

Dysgu
Learn



South East Wales

Money, Money, Money!

Congratulations to the lucky winners of Santander funded workshops in South East Wales (see the Projects Page for more details). Four clubs in Newport, Rhondda Cynon Taf and Merthyr Tydfil received workshops to help organise fundraising events, with the children learning how to budget, record financial information and market an event. The children all had exciting ideas for how to fundraise, from a Fun Day to a night at the theatre. The Clubs will be holding their fundraising events during the course of the Summer Term. We wish all the clubs luck and hope the children are successful in their fundraising!

Cymraeg in Rhondda Cynon Taf

Clubs in RCT were very lucky to get some free Welsh resources provided to them from Rhondda Cynon Taf County Borough Council. Within their packs they had some posters, books, four exciting games and a jigsaw. All the clubs were very excited to start using these in sessions to help improve their Welsh and as the Childcare Business Development Officer goes on her visits she is regularly seeing the posters up on the walls and the games in full flow! It is really lovely seeing everyone giving Welsh a go! Da lawn RCT!

As part of our 'Welsh Now in a Minute' project we are encouraging settings to start using simple phrases in club. Our Welsh Language team are working hard to get some helpful resources together to support the Clubs with this. Why don't you check out our Projects Page www.clybiauplantcymru.org/projects or our Facebook page www.facebook.com/clybiau to find out more?



Need to contact us?

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

Funstation – making snack time more fun!

In 2015 Funstation was made aware of the Cardiff and Vale Gold Standard Healthy Eating Award. This involves having a snack award portfolio containing an up to date healthy eating policy, snack menu and feedback from parents.

Children must wash their hands thoroughly before eating, suitable plates should be used (we use disposable paper plates). Children are encouraged to sit until snack has finished.

When Funstation was visited by an Inspector a Families First Dietician, to be assessed for the award, we were eating outdoors, sat on the floor as we do not have enough tables and chairs for outdoor use. She said unfortunately we failed to reach the criteria of having the award because the children were sat on the floor and we had used hand gels thinking this would be ok for use by the children. The following day Jane Pruitt then deputy manager, now manager, wrote to Claire suggesting picnic blankets could be used. As Playworkers we feel snack time shouldn't be too structured and the children should feel it is still part of their play time. The Playwork Curriculum says we should have alternatives and choices, having picnics outdoors is a fun alternative for the children.



plums, oranges or clementines, pears, bananas and kiwi. We also provide tastes of exotic fruits every now and then such as mango and dragon fruit.

If we have crackers, wraps, pitta, bread and we always have a plate of salad, vegetables and ham, chicken and cheese.

We sometimes have meals where there are no vegetables provided such as cereals and pasta but fruit is ALWAYS available daily.

Semi skimmed milk is used and water ... no fruit juice or squash. The children enjoy making their own flavoured water with lemons, limes and other fruits.

Most days children come running up asking "what's for snack?" punching the air with delight when told and if a child isn't happy an alternative is offered."

Funstation After School Club

We always have a good response from people who see our snacks. A large variety of fruit is available daily; green and red apples, grapes,

Seren Mawr Opens in Newport

Back in October 2018, Clybiau Plant Cymru Kids' Clubs received a phone call from Glasllwch Primary School enquiring about opening a Breakfast Club to meet the childcare needs of parents at the school. The Newport Childcare Business Development Officer visited the school and discussed with them the options available. The parents of children at the school had approached the Governors expressing their desire to have a Breakfast Club at the school, and were prepared to pay for use to enable the club to open early enough to meet their needs as working parents.

With the support of Clybiau Plant Cymru Kids' Clubs and the School itself, the owner of Greenfields Nursery met with Parents to discuss how the club would run to ensure that what was set up could meet the needs of the local community.

On Monday 4th March, Seren Mawr Breakfast Club based at Glasllwch Primary School opened, with good attendance levels to date. We wish you the best of luck in your new business venture!

Telling Tales in Merthyr Tydfil

In March, Merthyr Tydfil County Borough Council funded Clybiau Plant Cymru Kids' Clubs to deliver a series of Storytelling Workshops in Primary Schools and Out of School Childcare Clubs across the county. In total, 4 Primary Schools and 3 Out of School Childcare Clubs received workshops, with the ages of children participating ranging from 4 to 10 year olds.

The Workshops promoted Article 31 of the United Nations Convention on the Rights of the Child which states:

- Parties recognize the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts.
- Parties shall respect and promote the right of the child to participate fully in cultural and artistic life and shall encourage the provision of appropriate and equal opportunities for cultural, artistic, recreational and leisure activity

Our enthusiastic Training Officers went in to the Settings armed with a box of tools including story dice and puppets. Children were encouraged to develop their own stories and let their imagination run wild.

Each session was full of laughter with a range of activities that encouraged participation, creativity, and inclusion. Children had the opportunity to express themselves whilst exploring their right to play and take part in cultural and recreational activities all integral to Article 31.

Thank you to all the children, schools and Out of School Childcare Clubs that took part, you made the workshops really enjoyable!

If you are interested in purchasing a Story Telling workshop (or one of a range of other workshops), please contact us:

029 2074 1000
info@clybiauplantcymru.org

Marketing Success at Darrenlas!

As children get older, they gain more responsibility and then they do not always need to attend After School Club. This can have an impact on the overall number of children attending a club, and therefore its sustainability. At Darrenlas After School Club in RCT, a decrease in the number of children attending led to the Manager reviewing their marketing strategy, which is when they started introducing 'activity nights'. The staff got their heads together and started planning themed sessions ranging from a Teddy bears picnic to make your own pizza night. With this they also started creating leaflets to target a different year group each week promoting the nights at Club. As the weeks went by they began to get busier, until they ended up turning bookings away! With three new staff members the Club is bursting at the seams on activity nights and they haven't looked back since!

Well done Darrenlas!

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!

All Wales Basic Safeguarding Training

Saturday 13th July, 2019
9:30am – 4:30pm
Bedwas and Trethomas Community Hall

The course has been designed to convey key values and principles in the safeguarding of individuals and to provide those who provide care or support with the basic foundation knowledge. It is expected that those taking part would undertake further training and learning relevant to the individuals they support, children or adults.

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
VENUE TBC

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
VENUE TBC

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.

Training

Everyone needs a toolkit

Dawn Bunn, National Training Manager



Fun in the dungeon

In April, Clybiau Plant Cymru Kids' Clubs was delighted to be invited to the Stephens and George Charitable Trust's 'Spread the Word Literature Festival' in Merthyr Tydfil.

The Spread the Word Festival has been running for 6 years, during which time it has grown dramatically and now hosts over 70 stalls and attractions, alongside attendance of over 3,500 schoolchildren from Merthyr Tydfil and the surrounding areas, in addition to being open to the public.

To incorporate the ethos of literature into the activities, Clybiau Plant Cymru Kids' Clubs was fortunate to receive copies of the recently published Play Wales storybook "Fun in the dungeon" which explores every child's right to play. The book was written in partnership with primary school children to develop their understanding of Article 31 of the United Nations Convention on the Rights of the Child (UNCRC).

We facilitated workshops for children and teachers from schools in Merthyr Tydfil, where we read through the storybook and got them to explore the meaning of the story and the importance of play in children's (and adult's) lives.

Following this we invited the children to play in our very own 'dungeon', filled with nothing but cardboard boxes and sticky tape (plus some colouring pens for the more artistic). This allowed children to explore play in an environment bereft of conventional toys, whilst demonstrating the importance, impact and flexibility of Loose Parts within play to the teachers and support staff.

The range of play that took place was fascinating to watch, with some children initially only interested in whacking the boxes with tubes or pretend sword fighting before developing this play to build forts and castles. Others initially starting by building their own dens before joining with friends to build bigger structures, demonstrating teamwork and problem solving skills to get the results they wanted.

I have recently been researching the work of Hendry and Kloep (2002) and the lifespan model, that considers how changing experiences in a person's life impacts on their well-being. The theory suggests that every person has internal resources that enable them to cope with challenges and that support is needed to ensure that these are not depleted. To enable children to be able to deal with challenges, we need to be using opportunities to fortify their resilience and provide them with the tools and mechanisms to overcome adversity.

From an early age children's play teaches them how to explore their play space, problem solve and deal with failure, by affording children with rich play opportunities, praising the attempt rather than the outcome, concentrating on being and not becoming, we help children to build resilience. Resilience encourages children to try again and limits negative feelings that are encountered when experiencing failure.

Play and the support given by Playworkers not only enables children in the short term to overcome challenges, it also empowers further tools that support them into adulthood. Resilience and successful resolution of problems encourages children to risk assess and smart choices, and seek out new developmental and life experiences; whilst also producing feel good hormones to enhance well-being.

Hendry and Kloep (2002) found that by people having a range of techniques and resources to help them conquer internal and external struggles they feel more secure and increased self-esteem. When a person's toolkit is depleted they ultimately feel insecure and lack the confidence and ability to move forward; this can then manifest itself in the person becoming withdrawn and demotivated or act out in a negative way or make bad choices. It

is vital that when we are working with children that we consider all the factors that may be causing a child to respond in certain ways, and reflect on whether we need to provide playful responses that encourage them not to change their behaviour but build their own confidence, resilience and wellbeing, that can then result in meaningful personal changes that support them not only in the short-term but throughout their later life.

Finally, I urge you to remember that the lifespan model relates to people not just children, and as much as children's life experiences can impact on their feelings of security, adults are equally as susceptible to feelings of anxiety. Playworkers need a different kind of toolkit, consisting of training, experience and support that empowers them to meet the changing needs of the industry and children without the stress that is associated with not knowing what to do. They need the opportunity to reflect on and resolve inner conflict and have mechanisms in place where they can see a challenge as an opportunity to grow rather than a problem that will hinder themselves, the club or the children they care for. Whilst staff may not show that they are in the anxious phase of the lifespan model a demotivated or nervous colleague may result in unproductive working, poor teamwork, and attendance issues. A motivated and confident member of staff is a productive and dedicated one.

For more information about the lifespan model check out; Lifespan Development; Resources, Challenges and Risks Hendry and Kloep 2002

For more information on how to support your staff to feel more confident in their role, check out our Training Directory; where you will find information on single courses and full Toolkit – all available on the website www.clybiauplantcymru.org



Playvolution

Bob Hughes is a well known, and well loved (especially by our Training Officer Bev), Playwork Theorist who gave us the theory of Play Types back in 1996. Fast forward to now, an incredible 23 years later, and whilst they still stand true as a 'tool for analysing the nature of the work and offer some common language in which to do that', is it time that they are updated.

There are currently 16 play types recognised within Playwork that 'demonstrate the scope and complexity of the job' and of play, but with play being ever evolving and changing are there more play types that could be added.

E-Play:

to enable children to access play experiences through the means of electronic devices both individually and in groups. Children can become immersed in this play and it may become an external motivation rather than intrinsically motivated.

Fad Play:

to enable children to access trending play in which they use equipment or themselves to partake in the fad for however long a time it lasts. e.g. Pogs, fidget spinners, slime, dabbing.

Non committal Play:

to enable children to explore the environment without requiring them to commit to an activity or area perhaps more displayed by children new into the setting.

Anti-Play:

to enable children to access behaviour where they may be against wanting to be seen playing due to peer pressure, age or social norms within their peer group.

Reflective Play:

to enable children to access personal information and experiences and allow time for them to reflect by letting them simply be.

At the same time at looking at whether there is scope to add to the play types, is there also reasoning behind merging similar play types?

Could dramatic and socio-dramatic be combined as well as fantasy and imaginative? Are they similar? Or do we still need them in order to clearly define and differentiate the complexity of the play that we see on a day to day basis?

Have you seen any other play that you feel could be added as a play type? We'd love to know your experiences and thoughts

of the play types. Email info@clybiauplantcymru.org or get in touch through our Facebook page www.facebook.com/clybiau

A day in the life of a Loose Part

Reusing tyres as part of play is not only good for low budget resources but it also helps the environment, tyres take a long time to break down in landfill so by reusing them as a loose part or as part of your play space you are doing your bit for the environment.

Some ideas for using Tyres in a play space and as loose parts

- Obstacle Courses
- Gardening Projects
- Sandpits and Water Play

Tips to safely reuse tyres in outdoor play spaces

- When you introduce tyres to the play space check tyres thoroughly using gloves to ensure there are no sharp hazards before the children play with them.
- Paint the tyres with a glossy primer undercoat on the outside to cut down on the amount of black rubbing off on clothes.
- If using tyres for gardens or sand play it is a good idea to first line the inside with a little hessian material that you can cut to size and will allow for water drainage.
- Always consider the weather – if playing outdoors on a hot day, tyre surfaces can become too hot to touch and may be unsafe for children to play with that day.



Voluntary run Out of School Childcare Clubs

What we do:



- Decide our aims/objectives - why we are here
- Plan for the future
- Be aware of our legal duties and formulate policy
- Monitor and evaluate our service
- Oversee money matters to ensure financial stability. Ensure assets are used to carry out our aims and objectives.
- Recruit and manage staff/volunteers, be a responsible employer and understand and respect the relationship between committee and staff
- Manage our public image
- Recruit and induct new committee members
- Attend regular, productive meetings, follow our constitution and act with reasonable care and skill.

What are committee members' responsibilities? A committee is a group of individuals with overall management responsibility for an organisation, fulfilling its legal obligations and operating efficiently and according to the organisation's governing document.

Contact Clybiau Plant Cymru Kids' Clubs for further information. Nuts and Bolts, our sector specific toolkit for voluntary management committees of Out Of School Childcare Clubs; it addresses:
Building Better Meetings; Policy into Practice; Recruiting Committee Members; Roles and Responsibilities; Strategic Planning; The Committee as an Employer.

Increases to automatic enrolment contributions

The minimum contributions you and your staff pay into your automatic enrolment workplace pension scheme increased on 6 April 2019. This is also sometimes known as phasing.

It is your responsibility as an employer to make sure these increases are implemented.

Who does this apply to?

All employers with staff in a pension scheme for automatic enrolment must take action to make sure at least the minimum amounts are being paid into their pension scheme. This applies to you whether you set up a pension scheme for automatic enrolment or you decided to use an existing scheme.

However, you don't need to take any further action if you don't have any staff in a pension scheme for automatic enrolment, or if you are already paying above the increased minimum amounts.

If you're using a defined benefits pension scheme the increases do not apply.

What are the increases?

This table below shows the minimum contributions you must pay and the date when they must increase:

Date	Employer minimum contribution	Staff contribution	Total minimum contribution
New rate: 6 April 2019 onwards	3%	5%	8%
Previous rate: 6 April 2018 to 5 April 2019	2%	3%	5%

Most employers use pension schemes that from April 2019 will require a total minimum of 8% contribution to be paid. The calculation for this type of scheme is based on a specific range of earnings. For the 2019/20 tax year this range is between £6,136 and £50,000 a year (£512 and £4,167 a month, or £118 and £962 a week). These figures are reviewed each year by the government.

When you are calculating contributions for this type of scheme you include the following:

- salary
- wages
- commission
- bonuses
- overtime
- statutory sick pay
- statutory maternity pay
- ordinary or additional statutory paternity pay
- statutory adoption pay

What you need to do

It is your responsibility, under the Pensions Act 2008, to make sure the right minimum contributions are being paid for your staff. For more information, see the Pension Regulator website <https://www.thepensionsregulator.gov.uk/en/employers/increase-of-automatic-enrolment-contributions>

About 40% of Out of School Childcare Clubs in Wales are managed by voluntary management committees. Being part of a committee can be enjoyable and rewarding, offering opportunities to give back to your community by providing your expertise and also to develop new skills which can support a return to employment or education.

Voluntary run Clubs meet a social need, delivering important services for the community, especially in less affluent areas. It means that Clubs can be managed/led by their own community members and stakeholders and profit is kept to meet the needs of the families and community they serve. Voluntary run Clubs are able to access funding to keep fees affordable/start new initiatives for their communities.

What are committee members' responsibilities? A committee is a group of individuals with overall management responsibility for an organisation, fulfilling its legal obligations and operating efficiently and according to the organisation's governing document.

Contact Clybiau Plant Cymru Kids' Clubs for further information. Nuts and Bolts, our sector specific toolkit for voluntary management committees of Out Of School Childcare Clubs; it addresses:
Building Better Meetings; Policy into Practice; Recruiting Committee Members; Roles and Responsibilities; Strategic Planning; The Committee as an Employer.

'Fun'draising Ideas

Beach/Field Volleyball

A great way to enjoy the sun and get active! Set up a tournament and ask teams to gain sponsorship.

BBQ Dinner or Cook-Off

Host a BBQ in your club, selling tickets for food. Add some fun team games to help your BBQ go with a bang(er)!

Summer Games Event

Invite families to a good, old fashioned summer games event this summer with a wheelbarrow race, sack race, three-legged race, egg-and-spoon race, water balloon toss, and games of capture the flag, and tug-of-war. Ask for a

minimum donation and you could also make it fancy dress themed.

Water Balloon Fight

Nothing says summer more than a water balloon fight! Children will love getting outside, having fun, and cooling down during a hot summer day. You could charge an admission fee or sell water balloons as a standalone event or as part of a bigger summer event (e.g. a party or a summer picnic).

Ice-Cream Party

Everybody loves ice-creams! Ensure you have a cool space to store the ice cream and enough space for children and adults to talk and mingle.

Open-Air Movie

A great, family-friendly summer fundraiser that has the potential to raise a lot of funds while providing a wonderful evening of entertainment. You could also sell drinks and snacks. Take into account the expected weather and sunset times (the recommended time to start an outdoor movie is 15-30 minutes after sunset).

Fayres and Carnivals

There are lots of school fayres and carnivals over the summer. Speak to Headteacher/organiser to find out when they're taking place and ask if you can have a stall/area on the day to play children's games.



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

The Childcare Insurance Specialist

Projects

Work Welsh Project - the story so far...

Fundraising in Out of School Childcare Clubs – Santander

During Spring 2019 we ran a competition for member Out of School Childcare Clubs across Wales to work with the children in their Setting to submit a Fundraising Idea.

A brilliant variety of Fundraising ideas were put forward, and we would like to thank all of the Out of School Childcare Clubs that sent in applications that had been developed by the children in their care. 8 Winning Clubs were selected to receive a newly developed Fundraising Workshop, which supports children to cultivate valuable life skills in financial planning, account keeping, marketing and project management. All Workshops took place during April and May 2019.

All 8 Out of School Childcare Clubs have been provided with £50 to support the necessary expenditure as part of their Event, and will be running their Fundraising Activity prior to the Summer Holidays.

The Winning Clubs were:
TEMPS – The Eating Meeting Playscheme, Wrexham with their fundraising idea to set up a sweet stall at the Church Fête

Busy Bees, Gilfach Goch, RCT with their fundraising idea to put on a show, selling tickets, refreshments and holding a raffle

Kidz Den, Merthyr Tydfil with their fundraising idea to hold their own table top fête, inviting other small local businesses and selling cakes, donated toys and slime made by the children.

Clwb Carco Pwll Coch, Cardiff with their fundraising idea to hold a Fun Day, including sale of cakes, face painting, BBQ, a Talent Show and throwing sponges at the Play Leader

Ollie's Out of School Club, Flintshire with their fundraising idea to hold a car wash, including a pop up shop selling refreshments

Short After School Club, Cardiff with their fundraising idea to set up a Paris themed café to sell decorated cupcakes and drinks (we love the posters the children have created to advertise their café!)

Annexe Alive, Flintshire with their fundraising idea to make and sell sweet cones

Lliswerry Out of School Club, Newport with their fundraising idea to run a slime making and selling stall at the school fête

Good Luck to all Out of School Childcare Clubs involved with your Events, we look forward to seeing the results of your projects!



For those of you following us on Facebook, you may have seen a new video we recently shared with children using Welsh in play. Yn yr Ardd (In the Garden) was the first in a series of videos we will be creating, featuring children using Welsh, to try and encourage other children to do the same.

This is part of our new Welsh Language campaign Welsh Now in a Minute which is directed at children using Out of School Childcare Clubs to help them and Playworkers use more Welsh in play.

7 x 3 hour evening sessions

- Wrexham Foundation
- Llanelli Foundation
- Pembrokeshire Foundation
- Bangor Advanced

10 x 2 hour daytime session

- Wrexham Entry

3 x 7 hour full day sessions

- Merthyr Entry

7 x 3 hour sessions workplace learning

- Barry Entry
- Welshpool Intermediate
- Ruthin Foundation

What next? March 2019-2020

An online Welsh Language Awareness Course will also be developed with the aim of helping Playworkers better understand the value of learning Welsh.

Having completed the research, we know that the majority of the Early Years, Childcare and Playwork sector need Entry (or beginners) level of Welsh language courses. The training providers will now work with CWLWM partners to best identify the most appropriate locations and levels of courses, so keep your eyes peeled for FREE Welsh-language training near you.

We are also very excited to announce that following the courses, Clybiau Plant Cymru Kids' Clubs staff will be available to help learners make use of the additional course materials provided, practically supporting learners to implement learning into their play environment.

We don't expect people to become fluent overnight, but we would like to see settings incorporating just a little bit of Welsh where they can – even if it is just a word or a phrase here or there.

We will be creating and uploading videos on different topics each month
 April - Yn y Ardd (In the garden)
 May - Amser Bwyd (Food time)
 June - Chwaraeon (Sports)
 July – Brawddegau syml (Simple sentences)

We would like you to look at these videos and let us know what you think and we would love if you wanted to become part of the campaign, sharing videos of children in your setting utilising their Welsh. If you would like to be part of the project, please email info@clybiauplantcymru.org

To accompany these videos, we will also be producing handy downloadable posters for you to display on the walls.

UK Space Agency – Space for All

Clybiau Plant Cymru Kids' Clubs is pleased to be a recipient of funding from the UK Space Agency through their Space for All Grants Programme.

Our Project will involve developing a new fun, hands on Space themed workshop. Activities from this workshop will be delivered within 3 Local Authority organised Play Days across Wales during August 2019. There will also be the opportunity for 6 Out of School Childcare Clubs to receive a free In-Club Space Workshop – keep an eye on our Website Projects Page and our Facebook Page for details!

There will be 3 Regional "Launch" Events with an opportunity for Playworkers from across Wales to receive the new training, as well as a chance to experience an 'inflatable planetarium' courtesy of Dark Sky Wales who will also be attending each event.



Gwiriwr – Learn Welsh Level Checker

Since last August, we have been asking Playworkers to complete an online tool to better understand the needs of Playworkers when it came to learning Welsh. This online tool was called Gwiriwr – Learn Welsh Level Checker.

This online tool measured Welsh Language skills of an individual, by testing reading, writing, listening and speaking skills. At the end, each individual was given a 'level' of Welsh competency which ranged from Entry – all the way through to Advanced.

We are delighted to report that 191 playworkers registered from Out of School Childcare Clubs to take part in the Gwiriwr and we would like to thank everyone who took the time to support the project. By helping us gather feedback we have been able to make recommendations on changes for future users.

Overall, users of the Gwiriwr were positive about gaining an objective insight into their current Welsh language skill levels. Despite the technological challenges faced over the course of the project, users noted that they perceived the Gwiriwr to be a positive step forwards, especially in allowing individuals and employers to select appropriate courses to continue their Welsh language learning journey.



British Science Week 2019

Clybiau Plant Cymru Kids' Clubs received funding from British Science Week 2019 to develop and pilot a free science workshop based around the 5 Senses. Our Training Officer Sarah Turton visited Llanharan Drop in Centre in Rhondda Cynon Taf during February Half Term to pilot the workshop, with video footage taken of the fun activities that had been developed. These videos were then shared through our YouTube channel (<https://www.youtube.com/channel/UCxABPsAWTZcT9njxfI7u5A>) and via our Facebook Page (www.facebook.com/clybiau) during British Science Week, to encourage all Out of School Childcare Clubs across Wales to take part and to provide some fun, low cost/no cost activity ideas incorporating science that can be replicated in your own settings.



The children and Playworkers at Llanharan Drop in Centre enjoyed taking part in the workshop, with 75% of the children reporting an increase in their interest levels in science and describing the workshop as "fun" and "interesting".

If you have not yet seen the videos of the experiments and activities, visit the Projects Page of our website to find out more! We would love to hear from any Out of School Childcare Clubs using the ideas within their Settings.

Meet the Team!

Name: Catherine Smith



Job Title: Training Officer

How long have you worked for Clybiau Plant Cymru Kids' Clubs? 4 months as Training Officer.

What is your favourite childhood memory? Playing rounders in the street

What do you like to do in your spare time? Reading and spending time outdoors with my husband and children

What is your favourite TV programme? Line of Duty

If you could have a superpower, what would it be and why? To be able to see the future

If you were stuck on a desert island with one luxury item (not mobile phone) what would it be and why? Chocolate

What is your favourite film and why? The Greatest Show Man, I love the songs.

Name: Charlotte Mincher

Job Title: Finance Assistant

How long have you worked for Clybiau Plant Cymru Kids' Clubs? Almost 2 Years

What is your favourite film? The Nightmare before Christmas

What would people be surprised to find out about you? I am also a swimming instructor and teach lessons on the weekend

Do you have any phobias? What are they? Moths

Name: Hayley Timms

Job Title: West Wales Training Officer

How long have you worked for Clybiau Plant Cymru Kids' Clubs? Since September 2013

What do you like to do in your spare time? Music, theatre and playing the piano

If you were stuck on a desert island with one luxury item (not mobile phone) what would it be and why? A music player of some sort, I couldn't live without music!

What would people be surprised to find out about you? I'm learning to speak Polish

What is your favourite film and why? The Notebook as it's such as beautiful story.

Do you have any phobias? What are they? I'm terrified of frogs and I hate flying!

Name: Paweł Grzyb

Job Title: Finance Assistant

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

What is your favourite childhood memory? Spending summer with my grandparents

If you could have a superpower, what would it be and why? Teleporting – so I could see more places in the world

What would people be surprised to find out about you? I used to be a maths teacher

What is your favourite film and why? Pulp fiction, because the story isn't in order, this adds extra interest to the film

Employer Update

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 will be featuring this 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).

Safeguarding

All Out of School Childcare Clubs must have a Child Protection/Safeguarding Policy and Procedure in place, which should be reviewed on at least an annual basis and as and when there are any changes to legislation. All Staff

members working with children should also receive training in Safeguarding.

Some Settings have had feedback within recent inspections however that there is a need to ensure that all members of staff are aware of and have an understanding of the Safeguarding Policy and Procedure, as they may be questioned individually about this during inspections. It is therefore essential that all members of staff are aware of the procedure, their own roles and responsibilities within this, and are aware of where to find a copy of the Policy and Procedure within the Setting.

Reverse Evacuation Drills

We have received feedback from some Out of School Childcare Clubs that within recent inspections their Emergency Policy / Procedure has been reviewed in relation to Reverse Evacuation Procedures. Reverse Evacuation occurs when conditions inside a building are safer than conditions outside and as with other Evacuation, an incident report should be completed, notifying the Emergency Services, CIW and your insurance provider as and where relevant.

Reverse Drills should also be completed on a

regular basis in line with your Policy and Risk Assessment.

Templates of Emergency Procedures including Reverse Evacuation and Drills can be found in our Stepping Out Resource, which at the time of writing is being updated in readiness for inclusion on our website.

Transportation

With a growing number of Settings across Wales providing Wrap Around care or school collections and utilising vehicles to do so, it is essential that you ensure that you are adhering to relevant legislation and best practice in relation to Transportation. This includes ensuring that the vehicle (and driver) is covered by the relevant insurance (including being insured for Business Use), ensuring that the vehicle is taxed and has an up to date MOT, having a vehicle use and maintenance check list in place (a template for this can be found in Stepping Out), ensuring that your Arrival and Collection Policy and Procedure sufficiently covers the transportation of children, having and reviewing a risk assessment of journeys and that all children are seated in car seats appropriate for their age/height and that follow the relevant legislation.

Bereavement Leave for Parents

A new right to paid leave for bereaved parents is expected to enter into force in 2020. Employed parents will gain the right to at least two weeks of leave following the death of a child under the age of 18. This right will apply from day one of employment. Bereaved parents will also be entitled to be paid while they are off if they meet the eligibility criteria.

Age Discrimination at Work

Acas has produced new guidance on preventing age discrimination at work. The 27-page guide, 'Age discrimination: key points for the workplace', defines different types of age discrimination (direct, indirect, harassment etc) and gives an overview of where discrimination can occur (recruitment, training, redundancy and so on).

The main guide is accompanied by two one-page factsheets, listing 10 employer obligations and 10 top myths, associated with age discrimination.

To download the guidance, go to the Age discrimination page on the Acas website [<http://www.acas.org.uk/index.aspx?articleid=1841>].

Know Your Market

Market research or gathering information about families' needs and preferences is an important ongoing action for Out of School Childcare Clubs to undertake. It will support your Quality of Care Review, that must be updated regularly for Care Inspectorate Wales (CIW) purposes, and tell you how you can improve and better meet the needs of your families.

You can do this through satisfaction questionnaires, group consultations, parents evenings, open days or through quick data collection methods (e.g. dot voting) at collection/drop off times. This consultation may be with current service users, or the wider community to reach families that are not currently using your service, to establish the reasons/barriers.

Keeping abreast of opportunities and threats is also important. For example potential competitors, new house building schemes, school closures will all have a significant impact on your Out of School Club. Did you know for example that schools in several local authority areas such as Pembrokeshire, Anglesey, Vale of Glamorgan and Powys have been consulting on closing schools earlier in the day – possibly from lunchtime every Friday.

This highlights the need for regular reviews of the childcare needs of your local community, as these needs can change which can provide an opportunity for you to extend your services to support parents/carers to continue their employment/training, or may require you to register with CIW to run for longer than 2 hours, where this was not previously necessary. Changes such as amendments to school opening hours may also provide opportunities for new childcare developments, where there may not have been sufficient demand historically.

Get in touch if you have any queries – info@clybiauplantcymru.org

The journey to become a Charitable Incorporated Organisation

Hands) to Members.

"With the help from Development Worker at Clybiau Cymru Kids' Clubs it was easy to find information to become a CIO. The whole process was much easier to go through with support."

The next step is to decide which model of CIO is best for your Out of School Childcare Club: Foundation Model: members of this model are the Board of Trustees

Association Model: as with the Foundation model members are the Trustees but this model allows for a wider membership i.e. parents of children who attend your setting (who do not sit on the Board of Trustees).

Clybiau Plant Cymru Kids' Clubs has sample constitutions ready for all our member settings who are ready to transfer and become a CIO.

In our next edition of Y Bont, will we look at the next steps in the journey. If however you cannot wait and are ready to begin the journey now please contact your local office

South East Wales Regional Office

029 2074 1000
info@clybiauplantcymru.org

North Wales Regional Office

01492 536318
info-nw@clybiauplantcymru.org

West Wales Regional Office

01269 831010
info-ww@clybiauplantcymru.org

Out of School Childcare Clubs and the Additional Learning Needs Code

The Welsh Government wants to ensure that all children and young people in Wales have the best opportunities to do well in life. Some children and young people find learning more difficult than most others their age, due to an additional learning need. To support the opportunities of all children and young people, Welsh Government introduced the Additional Learning Needs and Education Tribunal (Wales) Act (2018) which establishes the statutory framework for supporting children and young people with additional learning needs (ALN), replacing legislation around special educational needs ('SEN'). The Act introduced, among other things, a new statutory plan called an 'individual development plan'.

During Spring 2019, Welsh Government consulted on an Additional Learning Needs Code, which is a document that clarifies how the Act must/should be enacted, outlining responsibilities of schools, colleges, Local Authorities and health services in relation to support for children and young people with additional learning needs. The consultation

came to an end in March and the final Code will become available in December 2019.

Where do Out of School Childcare Clubs fit in terms of the ALN Code?

Clybiau Plant Cymru Kids' Clubs has discussed the Code and its relation to Out of School Childcare Clubs with the Central South ALN Transformation Lead who clarified that:

- Out of School Childcare Clubs are not publicly funded to provide education and consequently have no legal responsibility in terms of the ALN Act / ALN Code
- It is the School/College/Local Authority's responsibility to ensure that the ALN Act and Code requirements are met, and that individual development plans (IDPs) are put in place where required
- While Out of School Childcare Clubs (and other childcare settings not providing funded education places) are not legally responsible, they could be part of the person centred planning that could help to

create a picture of the child's needs (e.g. a Keyworker may have a good insight into a child's needs/what works in terms of support, which could influence the content of the IDP or how it is then implemented)

- The IDP may also influence how an Out of School Childcare Club identifies support needs for engagement in the play opportunities provided for a specific child, or for elements of the childcare offered such as during the walk from the school site. Consequently, a dialogue between the School and services such as Out of School Childcare Clubs can be useful not just for the child but also for the providers.
- Each Local Authority will be appointing an Early Years ALN Officer who could be a point of contact for Out of School Childcare Clubs or other childcare providers wanting to know if there is a certain way in which they can support children with additional learning needs, or in terms of supporting IDPs.

The Benefits of Buddying – Managers/Persons in Charge

Working in the Childcare Sector can be hugely rewarding, but can also provide a host of challenges. Playworkers and staff within Out of School Childcare Clubs and other Childcare Settings should receive regular supervisions, along with an annual appraisal, with plenty of opportunities to discuss any issues, concerns, challenges they are facing and to receive advice, support and guidance. However, when you are the Manager and/or Person in Charge of a setting, there is not always someone suitable to provide you with support/guidance or with whom to discuss issues, concerns or challenges.

In Voluntary Managed Settings, the Committee should provide the Person in Charge with supervisions and an annual appraisal, and within some privately managed settings there is an Owner who can do the same for the Manager. However, these individuals do not always have the comprehensive knowledge, experience and understanding of working in the Out of School Childcare Sector to fully meet the support needs of the Person in Day to Day Charge.

One way in which you could address your own needs in terms of support as a Manager could be to buddy up with a Manager of another Childcare Setting. This could be a local Setting that you work in partnership with in other ways, it could be a Manager that you have met at a County event/training session, or it could be a Setting from further afield. Creating a Buddying relationship with another Manager/Person in Charge can provide you both with the opportunity to problem solve, discuss challenges, ask for advice or simply be a listening ear for each other, without needing to share personal/sensitive data. It could be that the Buddying relationship not only provides the opportunity to discuss issues, but also a way of sharing good practice and ideas for how to build each business and provide the best care possible for your respective communities.

If Clybiau Plant Cymru Kids' Clubs can support you in this, please get in touch!

The Good Work Plan

The UK Government has announced that it will make a range of policy changes and introduce new laws to provide new protections for employees and workers. Its 'Good Work Plan' has been published following the four consultations that followed its Good Work Report, which was in response to the Taylor Review.

The changes set out in the Good Work Plan aim "to ensure that workers can access fair and decent work, that both employers and workers have the clarity they need to understand their employment relationships, and that the enforcement system is fair and fit for purpose".

10 key points for employers:

Below, you will find ten key points from the Government's Good Work Report. Draft legislation has already been published in relation to some of these proposals with the intention that they take effect in either April 2019 or April 2020. For others, further work needs to be done so the timetable is less clear.

1. More clarity on employment status – the Government states that it will introduce new legislation to clarify the test for employment status that reflects modern working practices. This will be a difficult task. It states that it will also seek to align how the law deals with status for tax purposes with the status for employment rights purposes. There is no set timetable for these potentially significant proposals for new legislation.

In addition, to improve clarity and understanding, individuals and employers will have access to an online tool that determines employment status in the majority of cases.

2. Extension of the right to written particulars to all workers – From April 2020, all workers (not just employees) will be entitled to receive a document setting out the key terms of their contract (known as "written particulars") from day one of their contract (rather than within two months as at present). There will also be new requirements for additional mandatory information provided in the written particulars.

3. Extension of the right to a payslip – the Government announced previously that from 6 April 2019, all workers, including casual and zero-hour workers, will have the right to a payslip. For part-time workers, this must state the number of hours they are being paid for.

4. Right for all workers to request a 'more stable' contract – there will be a right for all workers, not just zero-hour and agency workers, to request a more predictable and stable contract after 26 weeks service.

5. Making it easier to show continuity of service – to enable atypical workers to establish 'continuity of service' more easily (giving them access to key rights), the qualifying 'break in service' period will be extended from one week to four weeks. This means that an employee will generally have continuity of service even if they have gaps in the work of up to four weeks. The change applies from April 2020.

6. New protections for gig economy workers – the Taylor report recommended introducing higher National Minimum Wage/National Living Wage rates for hours that are not guaranteed as part of the contract, as well as alternative options to tackle low pay. However, following advice from the Low Pay Commission in a report published on the same day as the Good Work Plan, the Government will not be taking this forward. The LPC proposed a number of alternatives to address one-sided flexibility, which the Government says will be subject to further consultation.

7. Holiday rights and working time for seasonal, casual and zero hours workers – the holiday pay reference period will be increased to 52 weeks (from the current 12 weeks) in April 2020. The Government will also launch a holiday pay awareness campaign.

8. Protections for agency workers – agency workers will have the right to be provided with a Key Facts Page, to include information on the type of contract, their rate of pay, who is responsible for paying it and any deductions or fees that will be taken. The 'Swedish derogation'

will be abolished, which currently allows workers who have a contract that provides for a minimum level of pay between assignments to be excluded from the right to comparable pay with permanent employees. These changes apply from April 2020.

9. Enforcement of vulnerable workers' rights to holiday pay, sick pay and the NMW and wider review of statutory sick pay – there will be a new state enforcement system for holiday pay. In the context of the Statutory Sick Pay reforms, the Government will consider whether to make changes to the enforcement provisions.

10. Enforcement of tribunal awards and increasing tribunal fines for employers – the Government will:

- introduce a new "naming and shaming" scheme for employers that fail to pay tribunal awards and make it easier for successful claimants to enforce payment.
- increase the maximum penalty from £5,000 to £20,000, for 'aggravated' breaches of employment rights with effect from 6 April 2019.
- require tribunals to consider stronger punishments for employers that ignore previous tribunal judgments against them.

In addition to the above...

- The re-introduction of tribunal fees looks increasingly likely given that the Good Work Plan statement to Parliament indicated it was "under consideration" by the Government.
- Following a consultation in 2016 employers will be banned from taking "administrative fees" or other deductions from staff tips with effect from April 2020.
- The threshold required for a request to set up information and consultation arrangements will be lowered from 10% to 2% of employees, subject to the existing minimum of 15 employees. This will apply from April 2020.

The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.

