Clwb Carco and CYMell

Summary

Clwb Carco was set up in October 2003 to provide modern day childcare solutions through the medium of Welsh to busy parents. Clwb Carco took over the ownership of its first after school club at Ysgol Y Wern, Llanishen, Cardiff in May 2004. It has since opened clubs in Ysgol Melin Gruffydd, Ysgol Y Berllan Deg, Ysgol Pwll Coch, Ysgol Llantrisant, Ysgol Iolo Morganwg and Ysgol Pen Y Garth.

Background

In 8 years Ross Dingle - Play Leader Clwb Carco Limited has developed the play quality and ethos of the organisation. Through completion of firstly a L3 Diploma in Playwork and later a Level 5 Diploma in Advanced Playwork (Manager) (Wales) with Clybiau Plant Cymru Kids' Clubs Ross has up skilled to give him the qualifications to manage the 7 Clwb Carco Play care sessions operational in South Wales.

His passion for play, inclusive practice and working within the Playwork principles has shone through since Covid -19, sourcing funding from the Welsh Government and Cardiff Council play service to run play sessions for 80 children per day free of charge to support children recovery from the pandemic through play during school holidays. The sessions have allowed vulnerable children with complex needs and disabilities from around Cardiff to develop through Welsh medium inclusive play sessions.

This work and dedication to Playwork and the local community earned Ross the 2022 Playworker of the year award at the Clybiau Plant Cymru Kids' Clubs award Ceremony.

Training

In the half term of October 2023 Clybiau Plant Cymru Kids' Clubs worked cohesively with Ross, within his setting in Pwll Coch Cardiff to deliver the Level 2 Award in Playwork Practice (L2APP). The course was delivered to both staff employed by Clwb Carco staff as well as staff in need of the qualification from surrounding clubs in South East Wales.

As part of their commitment to high-quality standards, 14 learners on the course ,12 of whom were still in full time education achieved the L2APP qualification This was delivered through Clybiau Plant Cymru Kids' Clubs in the half term to ensure it did not impact on their studies,enabling them to enhance the quality of their provision and meet the National Minimum Standards as well as enabling the young people to access part time work over the holidays

Recruiting young people in post 16 education (6th form and college) to Playwork qualifications provides great role models for younger children, diversifies the workforce and gives students a chance to gain qualifications and employment working with children whilst enhancing school life and study.

The L2APP is a great introductory course to Playwork, with a good mixture of both practical and theory-based information. There are no qualification entry requirements, learners however must be over the age of 16. This award is the entry level qualification for progression onto the Agored Cymru Level 2 Certificate Playwork: Principles into Practice.

Innovative Practice

The training took place over 3 days during half term within a classroom at Ysgol Gynradd Pwll Coch where Clwb Carco was running a Holiday Club and inclusion project, with over 70 children attending. The holiday club, based in a really busy and vibrant setting, gave the learners time to see some great practice in risky play. Having an onsite delivery, learners were able to observe in practice, the theory they had learnt in the classroom of the vibrant Holiday Club .

As part of the L2APP learners have an introduction to the theory of the Play Cycle, by delivering alongside a Holiday Club meant learners were able to identify the play cues and returns etc whilst the children played and it was fresh in their mind.

As the Holiday Club was also part of an inclusion project the learners were able to witness first hand how Ross and his team had adapted the setting to the range of needs of the children. Inclusion can be a difficult element of the course for learners to grasp, especially if they are new to the sector. However, as they were able to witness great examples of inclusive practice in real time this made it a lot easier for the learners.

The onsite delivery was also very beneficial to us as Training Officers as we were able to observe learners with children from the first day which really helped with their development and for us to be able to pick up any issues and areas to improve instantly.

> "The onsite delivery alongside a session was a massive help. It allowed learners to see a live play environment and visualise all the L2APP detail in real time. This gave learners who work in a more childcare-based setting to see the benefits of a playwork approach. Alongside this the Play Cues, Resource/Loose parts, children managing their own conflict and risk-benefit where all there."
>
> (Ross Dingle, Manager Clwb Carco)

Funding and Support

The qualification was fully funded through Cwlwm's CYMell Project via the Welsh Government to encourage and support the increase of qualified Welsh Language Playworkers in the sector. Clwb Carco Ltd was also able to access bursaries for their staff in order to contribute to the staff attending training and to support with staff cover as the club was also running form the venue.

> "It allowed us to pay the staff to attend and offer a better pay rate after completing the course. This gave them the initiative to complete as up take can be very tough without it."
>
> (Ross Dingle, Manager, Clwb Carco)

Ross is also working with Clybiau Plant Cymru Kids' Clubs Childcare Business Development Officers to register one of his other settings with Care Inspectorate Wales (CIW). He has also accessed the CIW registration grant which supports Welsh / bilingual settings with the costs associated with submitting a CIW registration application and gain registration.

> "The funding and support allows us to keep above the NMS staffing ratios and in the case of Pencae it is allowing us to register another Welsh language setting. Offering working parents longer play cover hours above 2hr sessions and getting tax free 20% off their costs."
>
> (Ross Dingle, Manager, Clwb Carco)

Impact

Clwb Carco were able to

- Enhance the quality of care. The training had a transformative effect on the club's overall provision. Staff members developed an understanding of the Playwork Principles, enabling them to create engaging and inclusive play environments. This in turn, fosters children's holistic development, increasing their well-being, and facilitating positive interactions among peers.
- Become more confident and proficient in delivering play provision, thereby enriching the Welsh language play experiences of the children in their care.
- Meet the registration requirements of Care Inspectorate Wales.

“The staff are all now adapting a play-work approach and facilitate amazing sessions. They come with fresh ideas and work within the playwork principles and UNCRC convention of rights to support the play leader at the setting and run better sessions.”

(Ross Dingle, Manager, Clwb Carco)

“Although I worked every day at the after-school club I was unaware of what a Playworker approach really was. The course has given me the detail and confidence to work with children and children of disabilities. It has also given me better pay and the chance to work every holiday in the sector; I am thinking of moving forward and having a year out working within the sector.”

(Bethan Jones, Playworker, Clwb Carco)

Future Plans

Clwb Carco has made a commitment to ongoing professional development. They continue to engage with Clybiau Plant Cymru Kids' Clubs and reaching out to Welsh language secondary schools to keep on top of the ongoing recruitment and retention issues. Ross is hoping to hold further training at Pwll Coch in the very near future.

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Clwb Carco a CYMell

Crynodeb

Sefydlwyd Clwb Carco ym mis Hydref 2003 i ddarparu datrysiadau gofal plant modern trwy gyfrwng y Gymraeg i rieni prysur. Cymerodd Clwb Carco berchnogaeth ei glwb ôl-ysgol cyntaf yn Ysgol Y Wern, Llanisien, Caerdydd ym mis Mai 2004. Ers hynny mae wedi agor clybiau yn Ysgol Melin Gruffydd, Ysgol Y Berllan Deg, Ysgol Pwll Coch, Ysgol Llantrisant, Ysgol Iolo Morganwg ac Ysgol Pen Y Garth.

Cefndir

Mewn 8 mlynedd mae Ross Dingle - Arweinydd Chwarae Clwb Carco Cyfyngedig wedi datblygu ansawdd chwarae ac ethos y sefydliad. Trwy gwblhau Diploma L3 mewn Gwaith Chwarae yn gyntaf ac yn ddiweddarach Diploma Lefel 5 mewn Gwaith Chwarae Uwch (Rheolwr) (Cymru) gyda Clybiau Plant Cymru Kids' Clubs mae Ross wedi cynyddu'r sgiliau i roi'r cymwysterau iddo reoli'r 7 sesiwn gofal Chwarae Clwb Carco sy'n weithredol yn Ne Cymru.

Mae ei angerdd dros chwarae, arferion cynhwysol a gweithio o fewn yr egwyddorion Gwaith Chwarae wedi disgleirio ers Covid-19; daeth o hyd i gyllid gan Lywodraeth Cymru a gwasanaeth chwarae Cyngor Caerdydd i gynnal sesiynau chwarae ar gyfer 80 o blant y dydd yn rhad ac am ddim i gefnogi adferiad plant ar ôl y pandemig drwy chwarae yn ystod gwyliau ysgol. Mae'r sesiynau wedi galluogi plant bregus ag anghenion cymhleth ac anableddau, o bob rhan o Gaerdydd, i ddatblygu trwy sesiynau chwarae cynhwysol cyfrwng-Cymraeg.

Enillodd y gwaith hwn a’r ymroddiad i Waith Chwarae a’r gymuned leol wobr Gweithiwr Chwarae’r Flwyddyn 2022 i Ross yn Seremoni Wobrwyo Clybiau Plant Cymru Kids’ Clubs.

Hyfforddiant

Yn ystod hanner tymor mis Hydref 2023 bu Clybiau Plant Cymru Kids' Clubs yn gweithio'n gydlynol gyda Ross, yn ei leoliad ym Mhwll Coch Caerdydd i gyflwyno Dyfarniad Lefel 2 mewn Arferion Gwaith Chwarae (yr L2APP). Cyflwynwyd y cwrs i staff a gyflogir gan Clwb Carco yn ogystal â staff o glybiau cyfagos yn Ne-Ddwyrain Cymru a oedd angen y cymhwyster.

Fel rhan o'u hymrwymiad i safonau ansawdd uchel, fe wnaeth 14 o ddysgwyr ar y cwrs – a 12 ohonynt yn dal mewn addysg amser llawn – i ennill y cymhwyster L2APP. Cyflwynwyd hyn drwy Glybiau Plant Cymru Kids' Clubs yn yr hanner tymor i sicrhau nad oedd yn effeithio ar eu hastudiaethau, gan eu galluogi i wella ansawdd eu darpariaeth a bodloni'r Safonau Gofynnol Cenedlaethol yn ogystal â galluogi'r bobl ifanc i gael mynediad i waith rhan amser dros y gwyliau

Mae recriwtio pobl ifanc mewn addysg ôl-16 (6ed dosbarth a choleg) i gymwysterau Gwaith Chwarae yn fodelau rôl gwych i blant iau, yn amrywio'r gweithlu ac yn rhoi cyfle i fyfyrwyr ennill cymwysterau a chyflogaeth yn gweithio gyda phlant tra'n gwella bywyd ysgol ac astudio.

Mae'r L2APP yn gwrs rhagarweiniol gwych i Waith Chwarae, gyda chymysgedd da o wybodaeth ymarferol a theori. Nid oes unrhyw ofynion mynediad o ran cymwysterau, ond rhaid i ddysgwyr fod dros 16 oed. Y dyfarniad hwn yw'r cymhwyster lefel mynediad ar gyfer symud ymlaen i Dystysgrif Lefel 2 mewn Gwaith Chwarae, Agored Cymru Troi'r Egwyddorion yn Arferion..

Arferion Arloesol

Cynhaliwyd yr hyfforddiant dros 3 diwrnod yn ystod hanner tymor mewn ystafell ddosbarth yn Ysgol Gynradd Pwll Coch lle roedd Clwb Carco yn cynnal Clwb Gwyliau a phrosiect cynwysoldeb, â thros 70 o blant yn mynychu. Rhoddodd y clwb gwyliau, sydd wedi'i leoli mewn lleoliad prysur a bywiog iawn, amser i'r dysgwyr weld arferion gwych mewn chwarae a oedd yn cynnwys risg. A'r cyflenwi ar y safle, roedd modd i'r dysgwyr arsylwi'n ymarferol ar y ddamcaniaeth yr oeddent wedi ei dysgu yn ystafell ddosbarth y Clwb Gwyliau bywiog.

Fel rhan o'r L2APP mae dysgwyr yn cael cyflwyniad i ddamcaniaeth y Cylch Chwarae, roedd cyflwyno ochr yn ochr â Chlwb Gwyliau yn golygu bod dysgwyr yn gallu adnabod y ciwiau chwarae a'r dychweliadau ac ati tra'r oedd y plant yn chwarae ac roedd yn ffres yn eu meddwl.

Gan fod y Clwb Gwyliau hefyd yn rhan o brosiect cynwysoldeb roedd y dysgwyr yn gallu gweld yn uniongyrchol sut roedd Ross a'i dîm wedi addasu'r lleoliad i ystod o anghenion y plant. Gall cynhwysiant fod yn elfen anodd o’r cwrs i ddysgwyr ei deall, yn enwedig os ydynt yn newydd i’r sector. Fodd bynnag, gan eu bod yn gallu gweld enghreifftiau gwych o arfer cynhwysol mewn amser real, roedd hyn yn ei gwneud yn llawer haws i'r dysgwyr.

Roedd y ddarpariaeth ar y safle hefyd yn fuddiol iawn i ni fel Swyddogion Hyfforddi gan ein bod yn gallu arsylwi dysgwyr gyda phlant o'r diwrnod cyntaf a oedd yn help mawr gyda'u datblygiad ac i ni allu nodi unrhyw faterion a meysydd i'w gwella ar unwaith.

> “Roedd cyflwyno ar y safle ochr yn ochr â sesiwn yn help enfawr. Roedd yn galluogi dysgwyr i weld amgylchedd chwarae byw a delweddu holl fanylion L2APP mewn amser real. Rhoddodd hyn gyfle i ddysgwyr a oedd yn gweithio mewn lleoliad a oedd yn fwy seiliedig ar ofal plant weld manteision dull gwaith chwarae. Ochr yn ochr â hyn roedd y Ciwiau Chwarae, Adnoddau, Rhannau Rhydd, plant yn rheoli eu gwrthdaro eu hunain a risg-budd – i gyd yno.”
>
> (Ross Dingle, Rheolwr Clwb Carco)

Ariannu a Chefnogaeth

Ariannwyd y cymhwyster yn llawn trwy Brosiect CYMell Cwlwm trwy Lywodraeth Cymru i annog a chefnogi cynnydd mewn Gweithwyr Chwarae Cymraeg cymwys yn y sector. Roedd Clwb Carco Cyf hefyd yn gallu cael bwrsarïau ar gyfer eu staff er mwyn ychwanegu at nifer y staff a oedd yn mynychu hyfforddiant ac i gefnogi gyda cyflenwi staff hefyd, gan fod y clwb hefyd yn dal i redeg o'r lleoliad.

> “Roedd yn caniatáu i ni dalu’r staff i fynychu a chynnig cyfradd tâl gwell ar ôl cwblhau’r cwrs. Rhoddodd hyn y fenter iddynt ei chwblhau gan y gall fod yn anodd iawn hebddo.”
>
> (Ross Dingle, Rheolwr, Clwb Carco)

Mae Ross hefyd yn gweithio gyda Swyddogion Datblygu Busnesau Gofal Plant Clybiau Plant Cymru Kids' Clubs i gofrestru un o'i leoliadau eraill gydag Arolygiaeth Gofal Cymru (AGC). Mae hefyd wedi cael mynediad at grant cofrestru AGC sy'n cefnogi lleoliadau Cymraeg/dwyieithog gyda'r costau sy'n gysylltiedig â chyflwyno cais cofrestru ag AGC a chael eu cofrestru.

> "Mae'r cyllid a'r gefnogaeth yn ein galluogi i gadw uwchlaw cymarebau staffio'r SGC ac yn achos Pencae mae'n caniatáu i ni gofrestru lleoliad Cymraeg arall. Rydym yn cynnig i rieni sy'n gweithio, oriau chwarae hirach – sesiynau dros 2-awr – a gostyngiad o 20% yn rhydd o dreth ar eu costau."
>
> (Ross Dingle, Rheolwr, Clwb Carco)

Effaith

Roedd Clwb Carco yn gallu

• Gwella ansawdd gofal. Cafodd yr hyfforddiant effaith drawsnewidiol ar ddarpariaeth gyffredinol y clwb. Datblygodd aelodau'r staff ddealltwriaeth o'r Egwyddorion Gwaith Chwarae, gan eu galluogi i greu amgylcheddau chwarae deniadol a chynhwysol. Mae hyn yn ei dro yn meithrin datblygiad cyfannol plant, yn cynyddu eu lles, ac yn hwyluso rhyngweithio cadarnhaol ymhlith cyfoedion.
• Dod yn fwy hyderus a hyfedr wrth gyflenwi'r ddarpariaeth chwarae, a thrwy hynny gyfoethogi profiadau chwarae Cymraeg y plant yn eu gofal.
• Ateb gofynion cofrestru Arolygiaeth Gofal Cymru.

> “Mae’r staff i gyd bellach yn mabwysiadu’r dull gwaith chwarae ac yn hwyluso sesiynau anhygoel. Maen nhw’n dod â syniadau ffres ac yn gweithio o fewn yr egwyddorion gwaith chwarae a Chonfensiwn y Cenhedloedd Unedig ar Hawliau’r Plentyn i gefnogi’r arweinydd chwarae yn y lleoliad a chynnal sesiynau gwell.”
>
> (Ross Dingle, Rheolwr, Clwb Carco)

> “Er fy mod yn gweithio bob dydd yn y clwb ar ôl ysgol doeddwn i ddim yn gwybod beth oedd y dull Gwaith Chwarae mewn gwirionedd. Mae'r cwrs wedi rhoi'r manylion a'r hyder i mi weithio gyda phlant a phlant ag anableddau. Mae hefyd wedi rhoi gwell cyflog i mi a’r cyfle i weithio bob gwyliau yn y sector; rwyf yn awr yn ystyried symud ymlaen a chael blwyddyn allan yn gweithio o fewn y sector.”
>
> (Bethan Jones, Gweithiwr Chwarae, Clwb Carco)

Cynlluniau ar gyfer y Dyfodol

Mae Clwb Carco wedi ymrwymo i ddatblygiad proffesiynol parhaus. Maent yn parhau i ymgysylltu â Chlybiau Plant Cymru Kids' Clubs ac yn estyn allan i ysgolion uwchradd Cymraeg i gadw llygad parhaus ar faterion recriwtio a chadw. Mae Ross yn gobeithio cynnal hyfforddiant pellach ym Mhwll Coch yn y dyfodol agos iawn.