The impact of Playwork qualifications on the quality of care and meeting the National Minimum Standards (NMS)

Summary

Clwb yr Enfys is a Welsh medium after school and holiday club located in Ysgol Gymunedol Peniel, Carmarthenshire for children aged 4-11 years, offering a stimulating environment where children can engage in various play activities. The holiday club over the summer and after school club from the autumn are full with a waiting list.

As part of their commitment to high-quality standards, staff at the club achieved Playwork qualifications, delivered through Clybiau Plant Cymru Kids' Clubs, enabling them to enhance the quality of their provision, meet the National Minimum Standards and fulfil the registration requirements of Care Inspectorate Wales (CIW). An additional five members of staff are hoping to access the Level 2 Playwork qualification to increase their capacity, given the amendments of the NMS to include a proportion of staff working towards qualifications..

Background

The refreshed National Minimum Standards set out the childcare/playwork qualifications requirements for day care providers clearly and have been amended to allow 20% of staff in full day care settings and 10% of staff in sessional or open access settings who are working towards a qualification to be included in the staff qualification ratios. This means that it's an optimum time to find out about the qualifications accessible to you and embark on CIW registration to enhance affordability for families as well as the quality of care.

Clwb yr Enfys recognised that suitable Playwork qualifications would equip their staff with the necessary skills and knowledge to create a high-quality play environment to enhance children's play and development and meet regulatory requirements. They sought assistance from Clybiau Plant Cymru Kids' Clubs and two staff members accessed the fully funded Level 3 Award in Transition to Playwork qualification. The qualification included a wide range of topics including the Playwork Principles, safeguarding, health and safety, behaviour management and effective communication. It was delivered through online classes, workbooks and mentoring sessions, ensuring that staff members could engage with the material in a flexible manner.

Funding and Support

The qualification was fully funded through Cwlwm's CYMell Project via Welsh Government to encourage and support the increase of qualified Welsh language playworkers in the sector. Clwb yr Enfys were also able to receive additional financial support through the project that helped them overcome barriers to meeting registration requirements including a bursary to pay staff to attend Welsh language qualifications and a grant to support registration costs. Clybiau Plant Cymru Kids' Clubs' Development Officers were also able to support the registration process.

Funded Playwork qualifications and CIW support are also available for English medium clubs from Clybiau Plant Cymru Kids' Clubs and some local authorities provide grants to support settings' development and/or meet capital needs.

Grant and Bursary Support

In addition to accessing playwork training through Clybiau Plant Cymru Kids' Clubs, Clwb yr Enfys received additional financial support through the Cymell project that significantly contributed to their success in meeting registration requirements and enhancing their staff's qualifications.

Grant for Registration Costs: Recognising the financial burden associated with registration with Care Inspectorate Wales, Clwb yr Enfys successfully secured a grant specifically aimed at supporting Welsh language childcare providers in meeting registration requirements. This grant provided the club with the necessary financial assistance to cover the costs associated with the registration process, ensuring compliance with regulatory standards.

Bursary for Welsh Language Playwork Training: As part of their commitment to promoting the Welsh language and culture, Clybiau Plant Cymru Kids' Clubs offered a bursary for each learner who completed relevant Welsh language playwork training courses through the CYMell Project. This initiative is aimed to encourage and support the increase of qualified Welsh language playworkers in the sector.

Sustainability Grant: Furthermore, Clwb yr Enfys also received a sustainability grant, further supporting their financial stability and ensuring the long-term viability of their operations. This additional support played a crucial role in fortifying the club's commitment to providing quality childcare services while maintaining financial sustainability in the ever-changing sector of childcare provision.

The grant and bursary support provided significant benefits to Clwb yr Enfys:

Financial Assistance: The grant for registration costs alleviated the financial burden on the club, allowing them to allocate resources to other important aspects of their childcare provision. It ensured that the registration process with Care Inspectorate Wales was completed smoothly and efficiently.

Professional Development: The bursary for Welsh language playwork training encouraged staff members to engage in professional development opportunities specifically focused on enhancing their playwork knowledge. By completing the training course, the staff became more confident and proficient in delivering play provision, thereby enriching the Welsh language play experiences of the children in their care.

Sustainability: The sustainability grant played a crucial role in fortifying Clwb yr Enfys' overall financial stability. This additional support enabled the club to implement sustainable practices, invest in necessary resources, and adapt to evolving childcare requirements
The grant's impact extended beyond immediate financial relief, fostering the club's long-term viability and resilience in providing high-quality childcare services to the community. Through the sustainability grant, Clwb yr Enfys could focus on maintaining a robust and sustainable childcare operation, ensuring continued positive outcomes for the children under their care.

Impact

Clwb yr Enfys were able to:

- Enhance the quality of care. The training had a transformative effect on the club's overall provision. Staff members developed a deep 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.
- Align its practices with the National Minimum Standards as staff members gained a comprehensive understanding of the regulations and guidelines, ensuring compliance in areas such as child protection, safeguarding, and staff-to-child ratios.
- Meet the registration requirements of Care Inspectorate Wales. It enhanced the staff's competence, allowing them to confidently address the inspection criteria, policies, and procedures required for CIW registration.

Future Plans

Having recognised the benefits of Playwork training, Clwb yr Enfys has made a commitment to ongoing professional development. They continue to engage with Clybiau Plant Cymru Kids' Clubs, with an additional five members of staff hoping to access the Level 2 Playwork course through the CYMell project. The responsible person and owner of this setting is also eager to participate in further training and utilise the organisation's resources to enhance their knowledge and practice.

Effaith cymwysterau Gwaith Chwarae ar ansawdd gofal a chwrdd â'r Safonau Gofynnol Cenedlaethol (SGC)

Crynodeb

Mae Clwb yr Enfys yn glwb ar ôl ysgol a gwyliau cyfrwng-Cymraeg sydd wedi'i leoli yn Ysgol Gymunedol Peniel, Sir Gaerfyrddin ar gyfer plant 4-11 oed, ac yn cynnig amgylchedd ysgogol lle gall plant gymryd rhan mewn gweithgareddau chwarae amrywiol. Mae'r clwb gwyliau dros yr haf a'r clwb ôl-ysgol o'r hydref yn llawn, a chyda rhestr aros.

Fel rhan o'u hymrwymiad i safonau o ansawdd uchel, cyflawnodd staff y clwb gymwysterau Gwaith Chwarae, a ddarperir trwy Clybiau Plant Cymru Kids' Clubs, gan eu galluogi i wella ansawdd eu darpariaeth, cwrdd â'r Safonau Gofynnol Cenedlaethol a bodloni gofynion cofrestru Arolygiaeth Gofal Cymru (AGC). Mae pum aelod ychwanegol o'r staff yn gobeithio cael mynediad at gymhwyster Gwaith Chwarae Lefel 2 i gynyddu eu capasiti, o ystyried gwelliannau'r NMS sy'n cynnwys bod cyfran o'r staff yn gweithio tuag at gymwysterau.

Cefndir

Mae'r Safonau Gofynnol Cenedlaethol diwygiedig yn nodi'n glir y gofynion cymwysterau gofal plant/gwaith chwarae ar gyfer darparwyr gofal dydd, ac maent wedi'u diwygio i ganiatáu i 20% o staff mewn lleoliadau gofal dydd llawn a 10% o staff mewn lleoliadau sesiynol neu fynediadagored sy'n gweithio tuag at gymhwyster gael eu cynnwys yn y cymarebau cymwysterau staff. Mae hyn yn golygu bod hwn yn amser da iawn i holi am y cymwysterau sydd ar gael i chi a dechrau cofrestru ag AGC i wella fforddiadwyedd i deuluoedd yn ogystal ag ansawdd y gofal.

Roedd Clwb yr Enfys yn cydnabod y byddai cymwysterau Gwaith Chwarae addas yn rhoi'r sgiliau a'r wybodaeth angenrheidiol i'w staff er mwyn creu amgylchedd chwarae o ansawdd uchel i wella chwarae a datblygiad plant a bodloni'r gofynion rheoleiddio. Fe wnaethant ofyn am gymorth gan Clybiau Plant Cymru Kids' Clubs a chafodd dau aelod o'r staff fynediad at y cymhwyster Lefel 3 mewn Pontio i Waith Chwarae, a ariennir yn llawn. Roedd y cymhwyster yn cynnwys ystod eang o bynciau, gan gynnwys yr Egwyddorion Gwaith Chwarae, diogelu, iechyd a diogelwch, rheoli ymddygiad a chyfathrebu effeithiol. Fe'i cyflwynwyd trwy ddosbarthiadau ar-lein, gweithlyfrau a sesiynau mentora, gan sicrhau y gallai aelodau staff ymgysylltu â'r deunydd mewn modd hyblyg.

Cyllid a chefnogaeth

Cafodd y cymhwyster ei ariannu'n llawn drwy Brosiect CYMell Cwlwm drwy Lywodraeth Cymru i annog a chefnogi'r cynnydd mewn gweithwyr chwarae Cymraeg cymwys yn y sector. Roedd Clwb yr Enfys hefyd yn gallu derbyn cymorth ariannol ychwanegol drwy'r prosiect, a fu'n help iddynt oresgyn y rhwystrau i fodloni'r gofynion cofrestru, gan gynnwys bwrsariaeth i dalu staff i fynychu cymwysterau Cymraeg a grant i gefnogi costau cofrestru. Hefyd, roedd Swyddogion Datblygu Clybiau Plant Cymru Kids' Clubs wrth law i gefnogi'r broses gofrestru.

Mae cymwysterau Gwaith Chwarae a ariennir a chefnogaeth AGC hefyd ar gael ar gyfer clybiau cyfrwng-Saesneg sy'n aelodau o Clybiau Plant Cymru Kids' Clubs, ac mae rhai awdurdodau lleol yn darparu grantiau i gefnogi datblygiad lleoliadau a/neu ddiwallu anghenion cyfalaf.

Cymorth Grant a Bwrsariaeth

Yn ogystal â chael mynediad i hyfforddiant gwaith chwarae trwy Glybiau Plant Cymru Kids' Clubs, derbyniodd Clwb yr Enfys gymorth ariannol ychwanegol trwy brosiect Cymell a gyfrannodd yn sylweddol at eu llwyddiant wrth fodloni gofynion cofrestru a gwella cymwysterau eu staff.

Grant ar gyfer Costau Cofrestru: Gan gydnabod y baich ariannol sy'n gysylltiedig â chofrestru gydag Arolygiaeth Gofal Cymru, llwyddodd Clwb yr Enfys i sicrhau grant wedi'i anelu'n benodol at gefnogi darparwyr gofal plant Cymraeg i fodloni gofynion cofrestru. Rhoddodd y grant hwn y cymorth ariannol angenrheidiol i'r clwb i dalu'r costau sy'n gysylltiedig â'r broses gofrestru, gan sicrhau cydymffurfiaeth â safonau rheoleiddio.

Bwrsariaeth Hyfforddiant Gwaith Chwarae Cymraeg: Fel rhan o'u hymrwymiad i hyrwyddo'r iaith Gymraeg a'i diwylliant, cynigiodd Clybiau Plant Cymru bwrsariaeth i bob dysgwr a gwblhaodd gyrsiau hyfforddiant gwaith chwarae Cymraeg perthnasol trwy Brosiect CYMell. Nod y fenter hon yw annog a chefnogi'r cynnydd mewn gweithwyr chwarae Cymraeg cymwys yn y sector.

Grant Cynaliadwyedd: Ymhellach, derbyniodd Clwb yr Enfys grant cynaliadwyedd hefyd, gan gefnogi eu sefydlogrwydd ariannol ymhellach a sicrhau hyfywedd hirdymor eu gweithrediadau. Chwaraeodd y gefnogaeth ychwanegol hon ran hanfodol wrth atgyfnerthu ymrwymiad y clwb i ddarparu gwasanaethau gofal plant o safon tra'n cynnal cynaliadwyedd ariannol yn y sector darpariaeth gofal plant sy'n newid yn barhaus.

Rhoddodd y cymorth grant a bwrsariaeth fanteision sylweddol i Glwb yr Enfys:

Cymorth Ariannol: Roedd y grant ar gyfer costau cofrestru wedi lleddfu'r baich ariannol ar y clwb, gan ganiatáu iddynt ddyrannu adnoddau i agweddau pwysig eraill ar eu darpariaeth gofal plant. Sicrhaodd fod y broses gofrestru gydag Arolygiaeth Gofal Cymru yn cael ei chwblhau'n esmwyth ac yn effeithlon.

Datblygiad Proffesiynol: Roedd y fwrsariaeth ar gyfer hyfforddiant gwaith chwarae Cymraeg yn anogaeth i aelodau o'r staff i gymryd rhan mewn cyfleoedd datblygiad proffesiynol a oedd yn canolbwyntio'n benodol ar wella eu gwybodaeth gwaith chwarae. Trwy gwblhau'r cwrs hyfforddi, daeth y staff yn fwy hyderus a hyfedr wrth gyflwyno darpariaeth chwarae, a thrwy hynny gyfoethogi profiadau chwarae Cymraeg y plant yn eu gofal.

Cynaladwyedd: Chwaraeodd y grant cynaladwyedd rôl hanfodol wrth gryfhau sefydlogrwydd ariannol cyffredinol Clwb yr Enfys. Galluogodd y cymorth ychwanegol hwn y clwb i roi arferion cynaliadwy ar waith, buddsoddi mewn adnoddau angenrheidiol, ac addasu i ofynion gofal plant esblygol. Roedd effaith y grant yn ymestyn y tu hwnt i ryddhad ariannol uniongyrchol, gan feithrin hyfywedd a gwydnwch hirdymor y clwb wrth ddarparu gwasanaethau gofal plant o ansawdd uchel i'r gymuned. Trwy'r grant cynaliadwyedd, gallai Clwb yr Enfys ganolbwyntio ar gynnal gweithrediad gofal plant cadarn a chynaliadwy, gan sicrhau canlyniadau cadarnhaol parhaus i'r plant yn eu gofal.

Effaith

Effaith Roedd Clwb yr Enfys yn gallu:

- Gwella ansawdd y gofal. Cafodd yr hyfforddiant effaith drawsnewidiol ar ddarpariaeth gyffredinol y clwb. Datblygodd aelodau staff ddealltwriaeth ddofn 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, cynyddu eu lles, a hwyluso rhyngweithio cadarnhaol ymhlith cyfoedion.
- Dod yn fwy hyderus a medrus wrth ddarparu darpariaeth chwarae, a thrwy hynny gyfoethogi profiadau chwarae'r plant yn eu gofal.
- Alinio ei arferion â'r Safonau Gofynnol Cenedlaethol wrth i aelodau staff ennill dealltwriaeth gynhwysfawr o'r rheoliadau a'r canllawiau, gan sicrhau cydymffurfiaeth mewn meysydd fel amddiffyn plant, diogelu, a chymarebau staff-i-blentyn.
- Cwrdd â gofynion cofrestru Arolygiaeth Gofal Cymru. Cafwyd gwelliant yng nghymhwysedd y staff, gan ganiatáu iddynt fynd i'r afael yn hyderus â'r meini prawf, y polisïau a'r gweithdrefnau arolygu sy'n ofynnol ar gyfer cofrestru ag AGC.

Cynlluniau ar gyfer y dyfodol

Ar ôl cydnabod manteision hyfforddiant Gwaith Chwarae, mae Clwb yr Enfys wedi ymrwymo i ddatblygiad proffesiynol parhaus. Maent yn parhau i ymgysylltu â Chlybiau Plant Cymru Kids' Clubs, gyda phum aelod ychwanegol o'r staff yn gobeithio cael mynediad i'r cwrs Gwaith Chwarae Lefel 2 drwy brosiect CYMell. Mae person cyfrifol a pherchennog y lleoliad hwn hefyd yn awyddus i ymgymryd â hyfforddiant pellach a defnyddio adnoddau'r gyfundrefn i wella eu gwybodaeth a'u harferion.

Clybiau Plant Cymru Kids' Clubs, Bridge House | Ty'r Bont, Station Road | Ffordd yr Orsaf, Llanishen | Llanisien, Cardiff | Caerdydd, CF14 5UW
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