Clybiau Plant Cymru

KIDS' CLUBS

Clybiau Plant Cymru Kids' Clubs

Manifesto

Clybiau Plant Cymru Kids' Clubs exists to help communities in Wales by promoting, developing and supporting quality, affordable, accessible Out of School Childcare Clubs. Our work is underpinned by our commitment to all children, their families and the communities in Wales, ensuring that they have access to quality Out of School Childcare.

The organisation currently supports over 1,500 Out of School Childcare Clubs, a key part of Wales' foundational economy, providing over 44,000 childcare places and up to 5000 Playworker jobs. These settings support children's rights and provide quality, freely chosen play opportunities for children.

This document sets out the essential role of the Out of School Childcare sector and calls on the next Welsh Government to prioritise the following actions:

1. UNCRC - Children's Rights

Covid-19 has dramatically diminished children's ability to exercise their right to play, their health and wellbeing. Restrictions have drastically curtailed play opportunities, including outdoor play and compensatory play opportunities within schools and childcare, with typical justifications for time spent outdoors being adult focused and led (International Play Association, 2020).

To support children's rights (UNCRC, notably Articles 31, 19, 24, 23, 12 and 13; and General Comment 17) and the Wellbeing of Future Generations Act, Care Inspectorate Wales (CIW) registered Out of School Childcare Clubs offer quality, safe, play-rich and child-led spaces facilitated by qualified Playworkers.

Call for action

- To continue supporting children's rights by ensuring they are able to take part in decision making processes, and that funding meets their rights and wellbeing needs.
- To consistently and publicly support CIW registered, regulated childcare, and the registration of unregistered childcare, as opposed to other schemes falling within the Exceptions Order, often used for childcare purposes.
- To take a holistic approach to current and future policies and priorities, ensuring initiatives do not impact the sustainability of the Out of School Childcare Sector; recognising the integral role Clubs play in supporting the wellbeing of future generations and children's rights.
- To support the accessibility of registered childcare through continued affordability schemes.

2. Communities

Every community is different and a choice of play and childcare provision that reflects language, heritage and culture needs, supports community cohesion. Quality, CIW registered Out of School Childcare Clubs provide access to employment by: providing local Playworker positions and; supporting parents/carers to work/train. Working in partnership with schools, using community venues and involving the community in how settings are run through voluntary management committees, builds community cohesion and understanding of children's right to play, make mess and be noisy. The number of community led, voluntary run settings diminishes year on year.

Call for Action

- To ensure that policy and funding is inclusive of all the management types represented by the sector.
- To embed partnership working and understanding between education and childcare for all ages and at every level.
- Continuation of Camau (and other collaborative projects) to support settings' abilities to meet their communities' language needs.

3. Workforce

The workforce is the beating heart of the Out of School Childcare sector. Qualified and experienced Playworkers are critical to the quality of play and care and in turn to supporting children's needs and wellbeing, whilst allowing parents/carers to work or train. Keeping fees affordable for communities supports fair remuneration, job security and the recruitment and retention of experienced and qualified Playworkers.

Call for Action

- Continued investment in professionalisation of the sector: through suitable funding, equitable access to continuing professional development and qualification opportunities to keep building Manager / Committee Member /

Playworkers' knowledge and skills. This needs to continue beyond the 2022 Playwork qualification deadline for the sustainability and continued quality of the sector.

- Playworkers' professional, qualified status and their contribution to children's lives and the Welsh economy, recognised in all government communications and policy decisions.
- An active and effective sector skills council, supporting the Playwork sector as an equal in the delivery of childcare alongside Early Years Workers.
- Continued support/extension to the accessibility and sustainability of registered play and care provision through initiatives that support both affordability and fair remuneration for Playworkers (e.g. Tax Free Childcare, The Childcare Offer, 100% rates relief).

4. Support

As part of the foundational economy, Wales needs childcare. The Out of School Childcare sector has been particularly hard hit by Covid-19. Its revival is crucial to supporting economic regeneration. Tailored and specific business support will be essential to ensure well managed, quality and sustainable childcare provision prevails.

Call for action

- Suitable funding for the sector to survive post pandemic and support the economy to recover.
- Continued 'on the ground' childcare business support, tailored to individual setting needs, to strengthen governance and sustainability and ensure settings are able to continue offering essential services. Achieved through continued funding of Clybiau Plant Cymru Kids' Clubs, with scope to increase this through direct funding from the Children and Communities Grant.
- Continued engagement with 'sector representatives' (e.g. CWLWM) at a strategic level to ensure sector is considered in decisions that affect them.
- In recognition of the Early Childhood Education and Care concept, a holistic approach that recognises the equal value play and care has for children as they grow with equitable focus on the value and development of Playworkers as the Early Years Workforce.

Clybiau Plant Cymru Kids' Clubs has been supporting and training the sector for 20 years, and with our sector specific expertise, we are best placed to help steer settings and communities across Wales through this next set of challenges, representing them at a local and strategic level. Ongoing support for our foundational sector, from our staff, from communities and from local and national partners, is essential to support the needs of children, their families and the Welsh economy.

www.clybiauplantcymru.org

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Maniffesto

Clybiau Plant Cymru Kids' Clubs

Mae Clybiau Plant Cymru Kids' Clubs yn bodoli i helpu cymunedau yng Nghymru drwy hyrwyddo, datblygu a chefnogi Clybiau Gofal Plant Allysgol sydd o ansawdd, yn fforddiadwy ac yn hygyrch. Tanategir ein gwaith gan ein hymrwymiad i bob plentyn, eu teuluoedd a chymunedau Cymru, gan sicrhau bod ganddynt fynediad at Ofal Plant Allysgol o ansawdd.

Ar hyn o bryd mae'r gyfundrefn yn cefnogi dros 1,500 o Glybiau Gofal Plant Allysgol, rhan allweddol o economi sylfaenol Cymru, sy'n darparu 44,000 o leoedd gofal plant a hyd at 5000 o swyddi Gweithwyr Chwarae. Mae'r lleoliadau yma'n cefnogi hawliau plant ac yn darparu ar gyfer plant gyfleodd chwarae o ansawdd, a ddewisir yn rhydd.

Mae'r ddogfen yma'n gosod rôl hanfodol y sector Gofal Plant Allysgol, ac yn galw ar Lywodraeth nesaf Cymru i flaenoriaethu'r camau canlynol:

1. Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (UNCRC) – Hawliau Plant

Mae Covid-19 wedi lleihau mewn ffordd ddramatig allu plant i ymarfer eu hawl i chwarae, eu hiechyd a'u llesiant. Mae cyfyngiadau wedi cwtogi'n llym ar gyfleoedd i chwarae, yn cynnwys chwarae yn yr awyr agored, a chyfleodd chwarae digolledol mewn ysgolion a mannau gofal plant, ynghyd â'r cyfiawnhad nodweddiadol dros dreulio amser yn yr awyr agored yn rhai â'u ffocws ar oedolion, a than eu harweiniad (International Play Association, 2020).

I gefnogi hawliau plant (rhai'r UNCRC, yn enwedig Erthyglau 31, 19, 24, 23, 12 and 13; a Sylw Cyffredinol17) a'r Ddeddf Llesiant Cenedlaethau'r Dyfodol, mae Clybiau Gofal Plant Allysgol sydd wedi cofrestru gydag Arolygiaeth Gofal Cymru (AGC) yn cynnig lleoedd sydd o ansawdd sy'n ddiogel, yn gyfoethog o ran chwarae ac o dan arweiniad y plant, wedi eu hwyluso gan Weithwyr Chwarae cymwysedig.

Galwad i weithredu

- I barhau i gefnogi hawliau plant drwy sicrhau bod modd iddynt gymryd rhan mewn prosesau penderfynu, a bod ariannu'n ateb eu hawliau a'u hanghenion o ran llesiant.
- I gefnogi yn gyson ac yn gyhoeddus, gofal plant sydd yn gofrestredig gydag Arolygiaeth Gofal Cymru ac wedi ei reoleiddio, ynghyd â chofrestru gofal plant anghofrestredig, yn hytrach na chynlluniau eraill sy'n cael eu cynnwys yn y Gorchymyn Eithriadau ac sy'n cael eu defnyddio'n aml i bwrpasau gofal plant..
- Ymgymryd â dull cyfannol o ran polisïau a blaenoriaethau presennol ac yn y dyfodol, gan sicrhau nad yw cynlluniau'n effeithio ar gynaliadwyedd y Sector Gofal Plant Allysgol; gan gydnabod y rôl hanfodol y mae Clybiau'n ei chwarae yn cefnogi llesiant cenedlaethau'r dyfodol a hawliau plant.
- I gefnogi hygyrchedd gofal plant cofrestredig drwy barhau â chynlluniau fforddiadwyedd.

2. Cymunedau

Mae pob cymuned yn wahanol ac mae dewis o ddarpariaethau chwarae a gofal plant sy'n adlewyrchu anghenion o ran iaith, traddodiad a diwylliant, yn cefnogi cydlyniad cymunedol. Mae Clybiau Gofal Plant Allysgol o ansawdd, sydd wedi eu cofrestru gydag Arolygiaeth Gofal Cymru yn darparu mynediad at gyflogaeth drwy: ddarparu swyddi lleol i Weithwyr Chwarae a: chefnogi rhieni/gofalwyr i weithio/hyfforddi. Mae gweithio mewn partneriaeth ag ysgolion, defnyddio mannau cyfarfod cymunedol a chynnwys y gymuned yn y ffordd y mae lleoliadau'n cael eu rhedeg, drwy bwyllgorau rheoli gwirfoddol, yn adeiladu cydlyniad cymunedol a dealltwriaeth o hawl plant i chwarae, gwneud llanast a bod yn swnllyd. Mae nifer y lleoliadau gwirfoddol, o dan arweiniad y gymuned yn lleihau flwyddyn ar ôl blwyddyn.

Galwad i Weithredu

- I sicrhau bod polisïau ac ariannu yn cynnwys yr holl fathau o reoli a gynrychiolir gan y sector.
- Gwreiddio gweithio mewn partneriaeth a dealltwriaeth rhwng addysg a gofal plant yn achos pob oed ac ar bob lefel.
- Parhad Camau (a phrosiectau cydweithredol eraill) i sicrhau gallu lleoliadau i ateb anghenion ieithyddol eu cymunedau.

3. Y Gweithlu

Y Gweithlu sy'n gyrru'r sector Gofal Plant Allysgol. Mae Gweithwyr Chwarae cymwysedig a phrofiadol yn allweddol

i ansawdd chwarae a gofal, ac yn eu tro mewn cefnogi anghenion a llesiant plant, gan alluogi rhieni/gofalwyr i weithio neu hyfforddi. Mae cadw ffioedd yn fforddiadwy i gymunedau yn atgyfnerthu tâl teg, sicrwydd mewn swydd a recriwtio a chadw Gweithwyr Chwarae profiadol a chymwysedig.

Galwad i Weithredu

- Parhad mewn buddsoddi mewn proffesiynoli'r sector, drwy ariannu addas, mynediad teg i ddatblygiad proffesiynol a chyfleoedd i gymhwyso er mwyn adeiladu ar wybodaeth a sgiliau Rheolwyr / Aelodau Pwyllgor / Gweithwyr Chwarae. Y mae'n rhaid i hyn barhau y tu hwnt i'r terfyn amser Cymhwyso mewn Gwaith Chwarae yn 2022 er mwyn cynaliadwyedd a pharhad yn ansawdd y sector.
- Cydnabod ym mhob cyfathrebiad llywodraethol a phenderfyniad polisi, statws proffesiynol, cymwysedig Gweithwyr Chwarae a'u cyfraniad i fywydau plant ac economi Cymru
- Cyngor sgiliau'r sector sy'n weithredol ac yn effeithiol, sy'n cefnogi'r sector Gwaith Chwarae fel cydradd â Gweithwyr y Blynyddoedd Cynnar o ran cyflenwi gofal plant.
- Parhad yn y gefnogaeth / ymestyn hygyrchedd a chynaliadwyedd darpariaethau chwarae a gofal cofrestredig drwy gynlluniau sy'n cefnogi fforddiadwyedd a thâl teg i Weithwyr Chwarae (e.e. Gofal Plant Di-dreth, Y Cynnig Gofal Plant, rhyddhad, rhyddhad ardrethi o 100%).

4. Cefnogaeth

Yn rhan o'r economi sylfaenol, mae ar Gymru angen gofal plant. Mae'r sector Gofal Plant Allysgol wedi ei daro'n arbennig o wael gan Covid-19. Mae ei adfywiad yn allweddol i gefnogi adfywiad economaidd. Bydd cefnogaeth fusnes pwrpasol a phenodol yn hanfodol er mwyn sicrhau parhad darpariaethau gofal plant sydd wedi eu rheoli'n dda, sydd o ansawdd ac yn gynaliadwy.

Galwad i weithredu

- Ariannu addas i'r sector oroesi wedi'r pandemig a chefnogi adferiad yr economi.
- Parhad mewn cymorth 'llawr gwlad' i fusnesau gofal plant, wedi ei deilwrio yn ôl anghenion unigol lleoliadau, er mwyn cryfhau llywodraethiad a chynaliadwyedd a sicrhau bod modd i leoliadau barhau i gynnig gwasanaethau hanfodol. Hyn wedi ei gyflawni drwy barhau i ariannu Clybiau Plant Cymru Kids' Clubs, gyda'r gallu i gynyddu hyn drwy ariannu uniongyrchol o'r Grant Plant a Theuluoedd.
- Parhad yn yr ymgysylltu â 'chynrychiolwyr y sector' (e.e. CWLWM) ar lefel strategol i wneud yn sicr bod y sector yn cael eu hystyried mewn penderfyniadau sy'n effeithio arno.
- Gan gydnabod y cysyniad o Addysg a Gofal Plentyndod Cynnar, dull cyfannol sy'n cydnabod gwerth cydradd chwarae a gofal i blant wrth iddynt dyfu, a ffocws cyfartal ar werth a datblygiad Gweithwyr Chwarae a'r Gweithlu Blynyddoedd Cynnar.

Mae Clybiau Plant Cymru Kids' Clubs wedi bod yn cefnogi ac yn hyfforddi'r sector ers 20 mlynedd, a chyda'n harbenigedd sector-benodol, rydym yn y lle gorau i helpu i lywio lleoliadau a chymunedau ledled Cymru drwy'r set nesaf hon o heriau, wrth eu cynrychioli ar lefel leol a strategol. Mae cefnogaeth barhaus i'n sector sylfaenol, gan ein staff, ein cymunedau a'n partneriaid yn lleol ac yn genedlaethol, yn hanfodol i gefnogi anghenion y plant, eu teuluoedd a'r economi Gymreig.

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