Andi Pandi, Carmarthenshire: Governance and Sustainability Support

A well established, family run Day Nursery in Carmarthenshire – Andi Pandi – has been delivering high-quality childcare to its community for 21 years. Alongside its Day Nursery, the business also provides valuable Out of School Childcare through its After School and Holiday Clubs. Despite its strong foundation, recent years have brought significant challenges, including the lasting effects of the COVID-19 pandemic and personal family circumstances which impacted operations.

Recognising the need to strengthen the Sustainability and Governance of the setting, the owners reached out to Clybiau Plant Cymru Kids' Clubs for guidance and support.

> "Looking back at our structure of the business Andrea has been very generous, accommodating and flexible towards families and their individual circumstances." - reflected Ellie, who recently re- joined the business. "While this reflects our ethos, it's placed financial strain on the business – especially when we're waiting for payments for childcare that has already been delivered, while staff wages and other costs have already gone out." (Ellie, Andi Pandi)

Together with Childcare Business Development Officers (CBDO) from Clybiau Plant Cymru Kids' Clubs, supported the owners to review the business model and the decision was made to transition from Sole Trader to a Limited Company. This step not only increased financial security for the setting but also ensured the business could continue to run in the event of unforeseen circumstances.

> "We wanted to ensure the setting could continue successfully if Andrea ever needed to step away again. Becoming Limited Company gave us that added level of protection and structure. With the right foundations, we're hopeful for another 20+ years of providing childcare in our community."(Ellie, Andi Pandi)

Tailored Business Support

Throughout this journey, the CBDO provided tailored, hands-on support, helping the business take clear and confident steps forward. This included:

- Face-to-face visits to offer practical advice and reassurance
- A Step-by step action plan to guide the process of becoming a limited company and re-registering with Care Inspectorate Wales (CIW) - a requirement when changing the governing model of a childcare setting.

In-depth review of the business plan and financial forecasts. Ensuring the setting could strengthen its long-term sustainability.

> "Our CBDO highlighted the need for a reserves policy and helped us develop an action plan tailored to the needs of our childcare setting. Even though our accounts weren't in a bad place, there's always room to improve – and we welcomed the advice and guidance," shared Ellie, Andi Pandi.

The business has also introduced new payment structures, encouraging new customers to pay in advance, and existing families to build up credit – steps which aim to help the setting transition to a more sustainable model within the next 5 months.

A Partnership That Makes a Difference

The impact of the support received from Clybiau Plant Cymru Kids' Clubs has been both practical and empowering. Ellie shared her appreciation for the professionalism and experience of the CBDOs: "Excellent - very knowledgeable and experienced. I look forward to working more with Clare." Through partnership and proactive support, Andi Pandi has not only navigated challenges but is now in a stronger, more resilient position to continue offering high-quality and nurturing childcare in Carmarthenshire for many more years to come.

If you are considering reviewing your business model or restructuring your business Contact Us to find out more about the support Clybiau Plant Cymru Kids' Clubs can offer your club.

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Andi Pandi, Sir Gaerfyrddin: Cefnogaeth Llywodraethiad a Chynaliadwyedd

Yn Feithrinfa Ddydd deuluol, wedi ei hen sefydlu, yn Sir Gaerfyrddin, mae Andi Pandi wedi bod yn darparu gofal plant o ansawdd uchel i'w chymuned ers 21 mlynedd. Ochr yn ochr â'i Meithrinfa Ddydd, mae'r busnes hefyd yn darparu Gofal Plant y tu allan i oriau ysgol – a werthfawrogir yn fawr – trwy ei Glybiau Ôl-Ysgol a Gwyliau. Er ei sylfaen gref, mae'r blynyddoedd diwethaf wedi dod â heriau sylweddol, gan gynnwys effeithiau parhaol pandemig COVID-19 ac amgylchiadau teuluol personol ,a effeithiodd ar weithrediadau.

Gan gydnabod yr angen i gryfhau Cynaliadwyedd a Llywodraethu'r lleoliad, estynnodd y perchnogion allan at Clybiau Plant Cymru Kids' Clubs am arweiniad a chefnogaeth.

> "Wrth edrych yn ôl ar strwythur ein busnes mae Andrea wedi bod yn hael iawn, yn gymwynasgar ac yn hyblyg tuag at deuluoedd a'u hamgylchiadau unigol." - oedd teimlad Ellie, a ail- ymunodd â'r busnes yn ddiweddar. "Tra bod hyn yn adlewyrchu ein hethos, y mae hefyd wedi rhoi straen ariannol ar y busnes – yn enwedig pan ry'n ni'n aros am daliadau am ofal plant sydd eisoes wedi'i ddarparu, tra bod cyflogau staff a chostau eraill eisoes wedi'u talu." (Ellie, Andi Pandi)

Ynghyd â Swyddogion Datblygu Busnesau Gofal Plant (SDBGion) o Glybiau Plant Cymru Kids' Clubs, cefnogwyd y perchnogion i adolygu'r model busnes a phenderfynwyd trosglwyddo o fod yn Fasnachwr Unigol i fod yn Gwmni Cyfyngedig. Roedd y cam hwn nid yn unig yn rhoi mwy o sicrwydd ariannol i'r lleoliad, ond hefyd yn sicrhau y gallai'r busnes barhau i redeg pe byddai amgylchiadau annisgwyl yn codi.

> "Roeddem am sicrhau y gallai'r lleoliad barhau'n llwyddiannus pe bai angen i Andrea fod i ffwrdd eto. Rhoddodd 'Dod yn Gwmni Cyfyngedig' y lefel ychwanegol honno o amddiffyniad a strwythur i ni. Gyda'r sylfeini cywir, rydym yn obeithiol am 20+ yn rhagor o ddarparu gofal plant yn ein cymuned." (Ellie, Andi Pandi)

Cymorth Busnes wedi'i Deilwra

Drwy gydol y daith hon, darparodd y SDGG gefnogaeth ymarferol wedi'i theilwra, gan helpu'r busnes i gymryd camau clir a hyderus yn ei flaen. Roedd hyn yn cynnwys:

- Ymweliadau wyneb yn wyneb i gynnig cyngor ymarferol a sicrwydd
- Cynllun gweithredu cam wrth gam i arwain y broses o ddod yn gwmni cyfyngedig ac ailgofrestru gydag Arolygiaeth Gofal Cymru (AGC) - gofyniad wrth newid model llywodraethu'r lleoliad gofal plant.

Adolygiad manwl o'r cynllun busnes a'r rhagolygon ariannol. Sicrhau y gallai'r lleoliad gryfhau ei gynaliadwyedd hirdymor.

> "Amlygodd ein CBDO yr angen am bolisi cronfeydd-wrth-gefn a'n helpu i ddatblygu cynllun gweithredu wedi'i deilwra i anghenion ein lleoliad gofal plant ni. Er nad oedd ein cyfrifon mewn cyflwr gwael, mae lle i wella bob amser – a chroesawn y cyngor a'r arweiniad," meddai Ellie, Andi Pandi.

Mae'r busnes hefyd wedi cyflwyno strwythurau talu newydd, gan annog cwsmeriaid newydd i dalu ymlaen llaw, a theuluoedd presennol i gronni credyd – camau sy'n ceisio helpu'r lleoliad i drosglwyddo i fodel mwy cynaliadwy o fewn y 5 mis nesaf.

Partneriaeth sy'n Gwneud Gwahaniaeth

Mae effaith y cymorth a gafwyd gan Glybiau Plant Cymru Kids' Clubs wedi bod yn ymarferol ac yn rymusol. Rhannodd Ellie ei gwerthfawrogiad o broffesiynoldeb a phrofiad y SDBGion: "Ardderchog - gwybodus a phrofiadol iawn. Edrychaf ymlaen at weithio mwy gyda Clare." Trwy bartneriaeth a chefnogaeth ragweithiol, mae Andi Pandi nid yn unig wedi ymdopi â heriau ond y mae bellach mewn sefyllfa gryfach a mwy gwydn i barhau i gynnig gofal-plant o ansawdd da a meithringar yn Sir Gaerfyrddin am lawer mwy o flynyddoedd i ddod.

Os ydych yn ystyried adolygu eich model busnes neu ailstrwythuro eich busnes Cysylltwch â Ni i ddarganfod mwy am y cymorth y gall Clybiau Plant Cymru Kids' Clubs ei gynnig i'ch clwb chi.

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