



Arolwg Cenedlaethol Clybiau Adroddiad 2024

National Club Survey report 2024

CYNNWYS | CONTENTS



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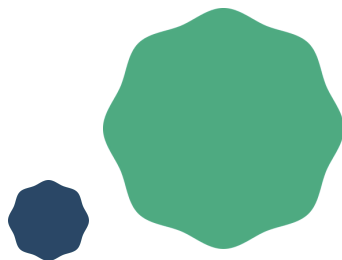


CEFNDIR

Gweledigaeth Clybiau Plant Cymru Kids' Clubs yw Cymru lle mae plant yn chwarae, a chymunedau'n ffynnu. Ein cenhadaeth yw bod yn llais i Glybiau Gofal Plant All-Ysgol yng Nghymru, gan gefnogi hawl plant i chwarae a gofal plant o safon sy'n gynaliadwy, yn fforddiadwy ac yn diwallu anghenion plant, eu teuluoedd a'u cymunedau.

Mae'r sefydliad yn cefnogi 1515 o Glybiau Gofal Plant y tu allan i oriau ysgol/841 o leoliadau unigol, sy'n rhan allweddol o economi sylfaenol Cymru, gan ddarparu dros 45,000 o leoedd gofal plant ac amcangyfrif o 5,500+ o swyddi Gweithwyr Chwarae. Mae lleoliadau'n galluogi rhieni a gofalwyr i weithio, hyfforddi, datblygu eu gyrfaedd a gwella amgylchiadau eu teuluoedd, tra'n cefnogi hawliau plant gan gynnwys eu hawl i chwarae a'r holl fanteision a ddaw yn sgil chwarae.

Rydym wedi gweithio'n agos gyda'r sector Gofal Plant All-Ysgol dros y 23 mlynedd diwethaf ac mewn partneriaeth â chonsortium [Cwlwm](#), Llywodraeth Cymru, [Arolygiaeth Gofal Cymru](#), awdurdodau lleol, [Gofal Cymdeithasol Cymru](#) a phartneriaid allweddol eraill i sicrhau bod y sector yn cael ei ddeall, ei werthfawrogi a'i gefnogi i ffynnu. I ddarganfod mwy am Clybiau Plant Cymru Kids' Clubs, cliciwch [yma](#).



BACKGROUND

Clybiau Plant Cymru Kids' Clubs' vision is a Wales where children play, and communities prosper. Our mission is to be the voice of Out of School Childcare Clubs in Wales, supporting children's right to play and quality childcare that is sustainable, affordable and meets the needs of children, their families and communities.

The organisation supports 1515 Out of School Childcare Clubs/841 individual settings, a key part of Wales' foundational economy, providing over 45,000 childcare places and an estimated 5,500+ Playworker jobs. Settings enable parents and carers to work, train, progress their careers and improve their families' circumstances, whilst supporting children's rights including their right to play and all the benefits play brings.

We have worked closely with the Out of School Childcare sector over the last 23 years and in partnership with the [Cwlwm](#) consortium, Welsh Government, [Care Inspectorate Wales](#), local authorities, [Social Care Wales](#) and other key partners to ensure that the sector is understood, valued and supported to thrive. To find out more about Clybiau Plant Cymru Kids' Clubs, click [here](#).



CRYNODEB O'R CANLYNIADAU | SUMMARY OF RESULTS



LLEOLIADAU A YMATEBODD:
| SETTINGS RESPONDED:
305 (36%)



04

Cyfraddau uchel o gofrestriadau |
High registration rates

Niferoedd uchel ar restrau aros |
High numbers on waiting lists

Niferoedd uchel ag anghenion
cymhwyso/hyfforddi/DPP |
High qualification/training/CPD needs

COFRESTRU | REGISTRATION:



NIFER Y PLANT AR RESTR AROS

| NUMBER OF CHILDREN ON WAITING LIST

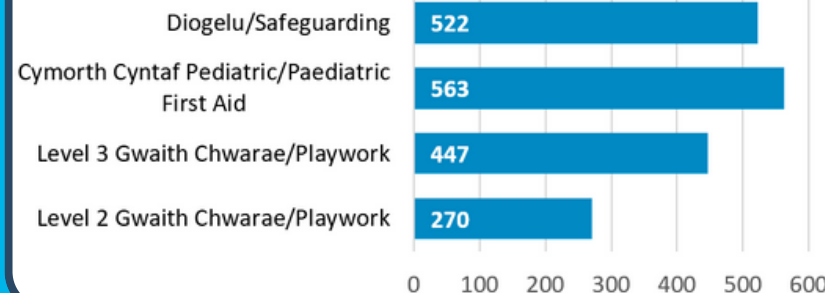


707
133

ADEG TYMOR | TERM
TIME CLUBS

CLYBIAU GWYLIAU |
HOLIDAYS CLUBS

Anghenion Cymhwyso/Hyfforddi Qualification/Training Needs



Lefelau uchel o anghenion
llesiant/cefnogaeth ymysg y plant |
High levels of children's
wellbeing/support needs

Cynaliadwyedd |
Sustainability



Am resymau cynaliadwyedd, mae clybiau'n ystyried y canlynol | Due
to sustainability reasons, clubs are considering

% y clybiau a ymatebodd | % of clubs responding

2023

7%



CAU'R LLEOLIAD ALL-YSGOL |
CLOSING THE OUT OF SCHOOL
CHILDCARE SETTING

21%



CAU ELFENNAU O'R
GWASANAETH | CLOSING
ELEMENTS OF THE SERVICE

18%



LLEIHAU'R AMSERAU AGOR |
REDUCING OPENING TIMES

69%



CODI'R FFOEDD | INCREASING
FEES

10%



DADGOFRESTRU AG AROLYGIAETH
GOFAL CYMRU | DE-REGISTRATION
WITH CARE INSPECTORATE WALES

2024

7%

10%

17%

50%

10%

Lleihad yn y ddarpariaeth |
Decrease in provision

NEWID NET YN NIFER Y LLEOLIADAU |
NET CHANGE IN NUMBER OF SETTINGS IS:

-9



CLYBIAU | CLUBS



LLEOEDD | PLACES

CYFRADD LLENWI | OCCUPANCY:

Clybiau'n 75% llawn y mwyafrif o nosweithiau |
Clubs that are 75%-full most nights



C. BRECWAST |
BREAKFAST CLUB



C. OL-YSGOL | AFTER
SCHOOL CLUB



C. GWYLIAU |
HOLIDAYS CLUB

% CLYBIAU SY'N CEFNOGI ANGHENION LLES/CEFNOGAETH | % CLUBS SUPPORTING WELLBEING/SUPPORT NEEDS

ANAWSTERAU RHEOLI EMOSIYNAU DIFFICULTY MANAGING EMOTIONS	68%
HERIAU LLEFERYDD AC IAITH SPEECH AND LANGUAGE CHALLENGES	63%
ANHAWSTER GWNEUD FFRINDIAU NEWYDD/SGILIAU CYMDEITHASOL ERAIL DIFFICULTY MAKING NEW FRIENDS/OTHER SOCIAL SKILLS	48%
LEFELAU UWCH O NIWROAMRYWIAETH INCREASING LEVELS OF NEURODIVERSITY	48%
LEFEL ISEL O ANNIBYNIAETH POOR INDEPENDENCE	46%
GORBRYDER NEU HWYLIAU ISEL ANXIETY OR LOW MOOD	43%
HUNANHYDER/HUNAN-DYB ISEL LOW SELF-CONFIDENCE/ESTEEM	41%
LEFEL ISEL O FFITRWYDD CORFFOROL POOR PHYSICAL FITNESS	21%
YMDYGIADAU NIWEIDIOL E.E. CYDYMFFURFIO Â NORMAU RHYWEDD NEU YMDYGIADAU HILIOL HARMFUL BEHAVIOURS E.G. CONFORMING TO GENDER NORMS OR RACIST BEHAVIOURS	11%
ARALL OTHER	6%

ARGYMHELLION I'R SECTOR GOFAL PLANT ALL-YSGOL |

RECOMMENDATIONS FOR THE OUT OF SCHOOL CHILDCARE SECTOR

05



01. Ymrwymiad parhaus gan Lywodraeth Cymru i gefnogi cynaliadwyedd.

01. Continued commitment from Welsh Government to support sustainability.



02. Y defnydd o Glybiau o ansawdd da, cofrestredig ag AGC, i gefnogi cynlluniau presennol a'r rhai sydd ar y ffordd.

02. High quality, CIW registered Clubs used to support current and emerging initiatives.



03. Cydweithio i gefnogi mynediad i leoliadau cymunedol, gyda rhent fforddiadwy a hyblyg a threfniadau. Archwilio ymestyn y Cynllun Rhyddhad Ardrethi Busnesau Bach i ysgolion/adeiladau cymunedol a ddefnyddir yn rhannol gan ofal plant.

03. Collaboration to support access to community based venues, with affordable, flexible rent and arrangements. Explore extending the Small Business Rate Relief Scheme to schools/community buildings used in part by childcare.



04. Ymrwymiad ariannu hirdymor ar gyfer cymwysterau/hyfforddiant Gwaith Chwarae a mentrau i gynnal recriwtio/cadw.

04. Long term funding commitment for Playwork qualifications/training and initiatives to sustain recruitment/retention.



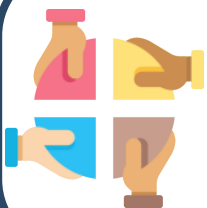
05. Cymorth busnes penodol a theilwredig gan Swyddogion Datblygu Busnes Gofal Plant gwybodus ledled Cymru.

05. Tailored and specific business support from knowledgeable Childcare Business Development Officers across Wales.



06. Hyrwyddo a chydabod gwerth Gweithwyr Chwarae, y sector Clybiau Gofal Plant All-Ysgol, hawl plant i chwarae a'i fanteision.

06. Promotion and recognition of the value of Playworkers, the Out of School Childcare Club sector, children's right to play and its benefits.



07. Digon o gefnogaeth i Glybiau roi darpariaeth **mwyr cyfartal** wrth iddynt ymateb i anghenion cynyddol plant.

07. Sufficient support for Clubs to provide **more equal** provision, as they respond to children's increasing needs.



08. Hyrwyddo manteision cofrestru gydag AGC, Gofal Plant Di-dreth a'r Cynnig Gofal Plant.

08. Promotion of the benefits of registering with CIW, for Tax-Free Childcare and The Childcare Offer.



CRYNODEB GWEITHREDOL

Diolch i'r 305 (36%) o leoliadau a ymatebodd i'n harolwg rhwng Tachwedd 2024 ac Ionawr 2025. Mae'r gyfradd ymateb uchel yn ein galluogi i ddeall cryfderau a heriau'r sector, mireinio ein cefnogaeth i glybiau unigol a'r sector cyfan, a gwneud argymhellion allweddol i'r rhai sy'n gwneud penderfyniadau.

Mae 1,515 o glybiau/841 o leoliadau yn darparu amcangyfrif o 5,500 o swyddi Gweithwyr Chwarae Lleol ac yn galluogi rhieni/gofalwyr dros 45,000 o blant i ddarparu ar gyfer eu teuluoedd, tra bod eu plant yn elwa o chwarae.

Bydd galw mawr y sector am gymwysterau, hyfforddiant a datblygiad proffesiynol parhaus yn parhau i hybu ansawdd a hygyrchedd Gofal Plant All-Ysgol. Yn ogystal, mae dros 90% o Glybiau yn defnyddio dulliau lleoliad cyfan o ddefnyddio'r Gymraeg ac yn dod yn wrth-hiliaeth.

Mae clybiau'n darparu cyfleoedd chwarae a chymdeithasu gwerthfawr i nifer uchel a chynyddol o blant ag anghenion ychwanegol ac sydd ag amrywiaeth o anghenion lles a chymorth. Gwyddom y manteision enfawr y mae chwarae yn eu rhoi i'r plant a'r teuluoedd hyn a bod heriau yn dod gyda hyn hefyd.

EXECUTIVE SUMMARY

Thank you to the 305 (36%) settings who responded to our survey between November 2024 and January 2025. The high response rate enables us to understand the sector's strengths and challenges, refine our support both for individual clubs and the sector as a whole, and make key recommendations to decision makers.

1,515 Clubs/841 settings provide an estimated 5,500 local Playworker jobs and enable parents/carers of over 45,000 children to provide for their families, whilst their children benefit from play.

The sector's high demand for qualifications, training and continuing professional development will continue to boost quality and accessibility of Out of School Childcare. In addition, over 90% of Clubs are taking whole setting approaches to using Welsh and becoming anti-racist.

Clubs are providing valuable play and socialisation opportunities for a high and increasing number of children with additional needs and with a variety of wellbeing and support needs. We know the huge benefits play brings to these children and families and that there are challenges that come with this too.



CRYNODEB GWEITHREDOL

Er bod cofrestriad gydag Arolygiaeth Gofal Cymru (AGC), Gofal Plant Di-dreth a'r Cynnig Gofal Plant yn parhau'n uchel, gyda chymorth, gellid gwella hyn ymhellach. Mae prinder staff yn tanseilio gallu Clybiau i gofrestru ag Arolygiaeth Gofal Cymru (ac felly ar gyfer Gofal Plant Di-dreth a'r Cynnig Gofal Plant, cynaliadwyedd lleoliadau, a'u gallu i ehangu eu busnesau i fodloni rhestrau aros. Mae mwyafrif y rhai sy'n gadael swyddi yn gadael y sector (53%); diffyg ymgeiswyr â chymwysterau yw'r brif her wrth recriwtio (70% i fyny o 56% yn arolwg 2023), ac yna diffyg ymgeiswyr yn gyffredinol (63% i fyny o 55%).

Mae cynaliadwyedd ariannol yn parhau i fod yn her sylweddol i'r sector.

Mae effaith costau cynyddol, gan gynnwys Isafswm Cyflog Cenedlaethol a rhent, prinder parhaus yn y gweithlu, cynnydd mewn gweithio gartref gan rieni a gofalcwyr a phwysau ar incwm teuluoedd yn tanseilio cynaliadwyedd y sector Gofal Plant All-Ysgol. Bu colled net o 20 clwb, 9 lleoliad a 1,316 o leodd ers ein harolwg yn 2023. Rydym yn parhau i gefnogi clybiau newydd i agor, ond gyda thuedd barhaus ar i lawr yn niferoedd y Clybiau, mae angen gweithredu i sicrhau bod y sector yn cael ei gynnal i gefnogi plant, teuluoedd a'r economi ledled Cymru.

Mae canrannau uchel o Glybiau yn dal i ystyried cynyddu ffioedd (50%), lleihau oriau agor (17%) a chau elfennau o'u busnes (10%). Pe bai 7% o Glybiau fel y nodwyd yn cau, byddai hyn yn cynrychioli 59 o leoliadau/106 o glybiau.

EXECUTIVE SUMMARY

Whilst registration with Care Inspectorate Wales (CIW), Tax Free Childcare and The Childcare Offer (TCO) remains high, with support, this could be improved further. Staff shortages undermine Clubs' ability to register with Care Inspectorate Wales (and therefore for Tax-Free Childcare and TCO), the sustainability of settings, and their ability to expand their businesses to meet waiting lists. The majority of those leaving posts are leaving the sector (53%); lack of candidates with qualifications is the main challenge when recruiting (70% up from 56% in the 2023 survey), followed by lack of applicants generally (63% up from 55%).

Financial sustainability continues to be a significant challenge for the sector.

The impact of rising costs, including National Minimum Wage and rent, continuing workforce shortages, parents and carers increased home working and pressures on family incomes are undermining the sustainability of the Out of School Childcare sector. There has been a net loss of 20 clubs, 9 settings and 1,316 places since our 2023 survey. We continue to support new clubs to open, but with a continuing downward trend in Club numbers, action is needed to ensure the sector is sustained to support children, families and the economy across Wales.

There are high percentages of Clubs still considering increasing fees (50%), reducing opening times (17%) and closing elements of their business (10%). If 7% of Clubs as indicated were to close, this would represent 59 settings/106 Clubs.

Ymateb odd ein sector Gofal Plant All-Ysgol yn dda i'n Harolwg Clybiau Cenedlaethol 2024 (hydref/gaeaf) gan ein galluogi i fodloni'n well anghenion Clybiau mewn ffordd strategol, ac i gynrychioli'n llawn y sector i gydweithwyr o ran polisi a'r sawl sy'n penderfynu.

Mae'r ymatebion yn cael eu defnyddio i ddarparu cynlluniau gweithredu pwrpasol ac i gefnogi clybiau unigol drwy ein Swyddogion Datblygu Busnesau Gofal Plant, a ariennir gan y Loteri Genedlaethol ac awdurdodau lleol.

Dyma'r bedwaredd flynedd yn olynol inni gynnal arolwg o'n sector. Gallwch hefyd ddarllen ein canlyniadau am [2022](#) and [2023](#).

Cafwyd colled net o 20 o glybiau, 9 lleoliad a 1,316 o leoedd mewn clybiau ers ein harolwg yn 2023. Rydym yn dal i gynorthwyo clybiau newydd i agor, ond gyda gogwydd parhaus ar i lawr o ran niferoedd Clybiau, mae angen gweithredu bod y sector yn cael ei gynnal i gefnogi plant, teuluoedd a'r economi arhyd a lled Cymru.

Dros gyfnod o 5 mlynedd (ers Rhagfyr 2019, cyn Covid), bu lleihad net o 62 o glybiau a 42 lleoliad, er bod nifer y lleoedd mewn clybiau wedi cynyddu yn ôl 1,793.

Rydym wedi gweld cynnydd yn y nifer o glybiau cyfrwng-Cymraeg/dwyieithog (i fyny 4% o 30% i 34%) a chynnydd yn y nifer o Glybiau Gofal Plant All-Ysgol a reolir yn breifat (50% , i fyny o 47%).



LLEOLIADAU A YMATEBODD:

| SETTINGS RESPONDED:

305 (36%)

NEWID NET YN NIFER Y LLEOLIADAU |

NET CHANGE IN NUMBER OF SETTINGS IS:

-9



CLYBIAU | CLUBS



LLEOEDD | PLACES

Our Out of School Childcare sector responded well to our National Club survey 2024 (autumn/winter) allowing us to better meet Clubs' support needs strategically and fully represent the sector to policy colleagues and decision makers.

The responses are being used to provide tailored action plans and support to individual clubs from our National Lottery and local authority funded Childcare Business Development Officers.

This is the fourth consecutive year that we've surveyed our sector. You can also read our [2022](#) and [2023](#) results.

There has been a net loss of 20 clubs, 9 settings and 1,316 places since our 2023 survey. We continue to support new clubs to open, but with a continuing downward trend in Club numbers, action is needed to ensure the sector is sustained to support children, families and the economy across Wales.

Over a 5 year time period (since December 2019, pre Covid), there has been a net decrease of 62 clubs, and 42 settings, although the number of places has increased by 1,793.

We have seen an increase in Welsh medium/bilingual clubs (up 4% from 30% to 34%) and an increase in privately managed Out of School Childcare (50% up from 47%).

COFRESTRU | REGISTRATION

Mae 85% o'r rhai a ymatebodd (i lawr o 89% yng nghanlyniadau 2023) yn cynnig gwasanaethau sy'n gofrestredig ag Arolygiaeth Gofal Cymru ac yn bodloni'r Safonau Gofynnol Cenedlaethol: mae 5% o'r clybiau fodd bynnag yn gweithio tuag at gael eu cofrestru.

Mae canrannau'r rhai sydd wedi cofrestru ar gyfer Gofal Plant Di-dreth (84%) a'r Cynnig Gofal Plant (77%) wedi aros yr un fath/yn debyg i'r llynedd (84% a 79%, yn y drefn honno). Mae hyn yn rhoi cefnogaeth sydd ei mawr angen i deuluoedd ar adeg o brinder ariannol ac yn gwella cynaliadwyedd y clybiau.

Mae Ffigur 1 yn dangos mai'r prif resymau dros beidio â bod wedi'u cofrestru ag AGC oedd diffyg digon o staff cymwys (20% o'r ymatebwyr) a safleoedd anaddas (16%). Yn yr un modd, byddai mwy o staff a lle ychwanegol yn galluogi lleoliadau i ehangu ar gyfer 840 o blant ar restrau aros.

Mae'n hollbwysig bod lleoliadau ac unigolion yn manteisio ar y cyfleoedd cymhwyster a ariennir yn llawn sydd ar gael ar hyn o bryd (gall unigolion gofrestru diddordeb [ar-lein](#)) ac mae'n amlwg y bydd angen i argaeledd cymwysterau a ariennir barhau yn y tymor hir i gefnogi cofrestru ag AGC, darparu ar gyfer plant ar restrau aros a lliniaru her y gweithlu ar gyfer y sector yn fwy cyffredinol.

Ffigur 1 | Figure 1

85% of respondents (down from 89% in 2023 survey results) are offering Care Inspectorate Wales registered services and meeting National Minimum Standards: 5% of clubs however are actively working towards registration.

The percentages of those registered for Tax Free Childcare (84%) and The Childcare Offer (77%) have remained the same/similar to last year (84% and 78% respectively). This provides much needed support to families in cash strapped times and improves sustainability for clubs.

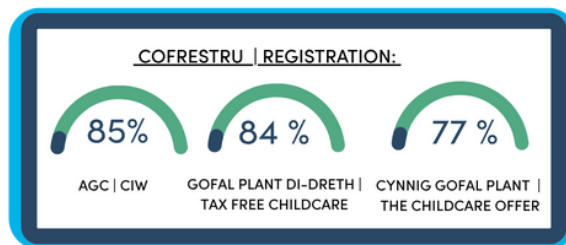
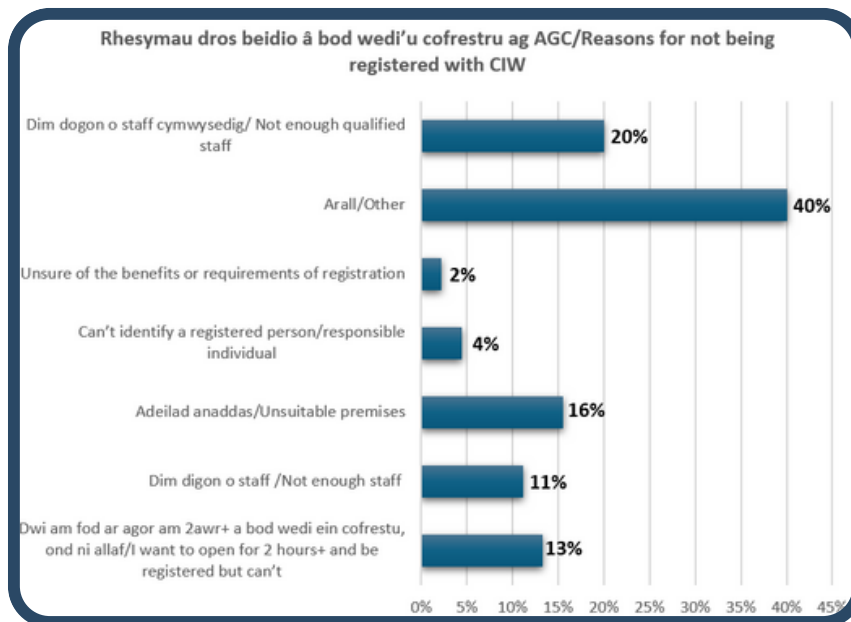


Figure 1 shows the main reasons for not being CIW registered was not enough qualified staff (20% of respondents) and unsuitable premises (16%). Similarly, more staff and additional space would enable settings to expand for 840 children on waiting lists.



It is imperative that settings and individuals seize the fully funded qualification opportunities currently available (individuals may register an interest [online](#)) and it is evident that the availability of funded qualifications will need to continue long term to support CIW registration, accommodate children on waiting lists and mitigate the workforce challenge for the sector more generally.



COFRESTRU | REGISTRATION

O'r 18 (40%) a nododd resymau eraill dros beidio â chofrestru:

- Roedd 5 lleoliad eisoes wedi'u cofrestru ag AGC neu'n gweithio tuag atynt,
- Nododd 3 anghenion yr ysgol a/neu rieni a
- 3 o gostau a ddyfynnwyd.
- "Cynyddodd yr ysgol fy rhent hyd at 90% oherwydd hyn fe wnes i ganslo fy nghofrestriad, gan nad oedd digon o niferoedd i gefnogi'r cynnydd yn y pris."
- "Rydym wedi cau ein clwb gwyliau a dim ond yn cynnig i blant 5 oed, nid oedd yn gynaliadwy"
- Soniwyd hefyd am resymau personol a'r cymwysterau sydd eu hangen i fod yn rhwystr i'r rhai sy'n gweithio ychydig oriau'r wythnos neu dim ond yn ystod gwyliau ysgol.

Mae 62% o leoliadau Gofal Plant All-Ysgol mewn ysgolion. Yn unol ag ethos Ysgolion Bro, mae Clybiau'n helpu i ddatblygu cymunedau sy'n ffynnu, yn rymus ac yn gysylltiedig. Gallai ysgolion, yn enwedig Ysgolion Bro, liniaru adeiladau anaddas, diffyg lle a rhent uchel, ar yr amod bod rhent fforddiadwy a hyblyg a threfniadau ar waith. Byddai'r Cynllun Rhyddhad Ardrethi Busnesau Bach **a estynnwyd yn rhannol** i ysgolion/adeiladau cymunedol a ddefnyddir gan ofal plant hefyd yn ddefnyddiol i gefnogi costau rhent.

Of the 18 (40%) citing other reasons for not being registered:

- 5 settings were already CIW registered or working towards,
- 3 stated the needs of the school and/or parents and
- 3 quoted costs.
- "School increased my rent up to 90% due to this I cancelled my registration, as not enough numbers to support the increase in price."
- "We have closed our holiday club and only offer to children aged 5, it wasn't sustainable"
- Personal reasons and the qualifications needed being a barrier for those working a few hours a week or just during school holidays were also mentioned.

62% of Out of School Childcare settings are based within schools. Aligned with the Community Focused Schools ethos, Clubs help to develop communities that are thriving, empowered and connected. Unsuitable premises, lack of space and high rent could be alleviated by schools, particularly Community Focused Schools, provided there are affordable, flexible rent and arrangements in place. The Small Business Rate Relief Scheme **extended to** schools/community buildings used **in part** by childcare would also be helpful to support rent costs.



Gyda chostau byw yn parhau i fod yn uchel, rydym yn gwybod bod teuluoedd yn ei chael hi'n anodd talu am ofal plant (a bod Clybiau'n cael trafferth talu rhent, cyflogau a biliau eraill). Mae cefnogi ein Clybiau i gofrestru gydag AGC a gyda mentrau fforddiadwyedd fel Gofal Plant Di-dreth a'r Cynnig Gofal Plant yn flaenoriaeth strategol allweddol i ni ac mae'n gwneud gofal plant yn fwy hygyrch a fforddiadwy. Gyda chyfradd yr awr, y Cynnig Gofal Plant wedi cynyddu i £6.40 a chyda phlant 3-4 oed yn gallu cael mynediad at 30 awr o ofal plant wedi'i ariannu trwy 9 wythnos o wyliau ysgol, mae'n bwysig bod cofrestriad ar gyfer y Cynnig Gofal Plant yn cynyddu, yn enwedig ar gyfer Clybiau Gwyliau.

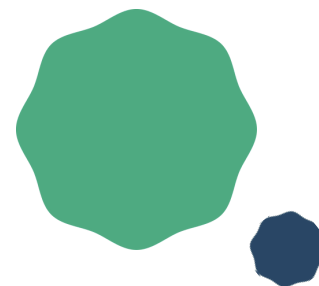
Er mwyn cynaliadwyedd busnesau gofal plant, ac i gefnogi teuluoedd, rydym hefyd yn pwyso ar ddarparwyr i wneud yn sicr eu bod yn deal ac yn hyrwyddo'r gefnogaeth sydd ar gael i rieni/gofalwyr, yn cynnwys Credydau Cynhwysol. Y mae'n hollbwysig cyrraedd teuluoedd newydd a'r rhai presennol nad ydynt yn defnyddio Gofal Plant Di-dreth, Y Cynnig Gofal Plant a chynlluniau eraill, a'u bod yn egluro'r manteision a sut i wneud cais. Rhaid hyrwyddo'r cynlluniau ar wefannau/cyfryngu cymdeithasol/o gwmpas lleoliadau, a defnyddio cysylltiadau defnyddiol megis [Gofal Plant Di-dreth - GOV.UK](#) [Gwiriwch pa gymorth y gallech ei gael i dalu costau gofal plant - GOV.UK](#)

With the cost of living remaining high, we know families struggle to pay for childcare (and that Clubs struggle to pay rent, wages and other bills). Supporting our Clubs to register with CIW and with affordability initiatives such as Tax-Free Childcare and TCO is a key strategic priority for us and it makes childcare more accessible and affordable. With the TCO hourly rate increased to £6.40 and with 3-4 year olds able to access 30 hours of funded childcare through 9 weeks of the school holidays, it is important that registration for TCO increases, particularly for Holiday Clubs.

For the sustainability of childcare businesses and to support families, we also urge providers to ensure they understand and promote the support available to parents/carers, including Universal Credits. It is imperative to approach new and existing families who are not using Tax-Free Childcare, TCO and other initiatives and explain the benefits and how to apply. The schemes must be promoted on providers' website/social media/around settings and include useful links such as

[Tax-Free Childcare - GOV.UK](#)

[Check what help you could get with childcare costs - GOV.UK](#)



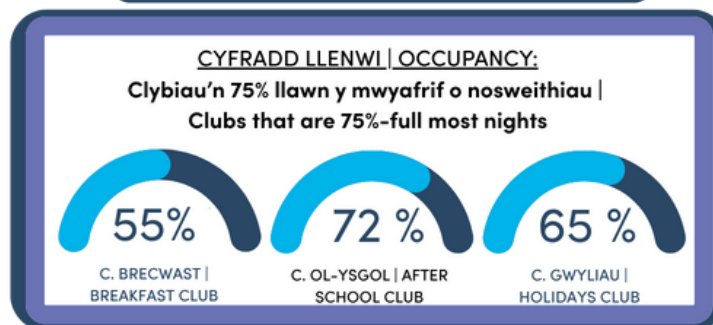
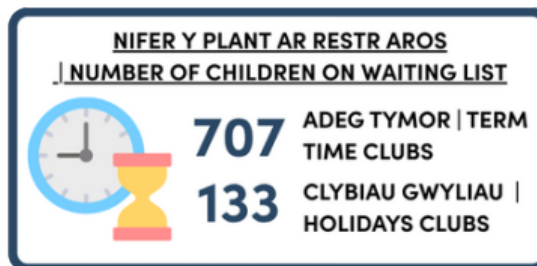
CYFRADDAU LLENWI | OCCUPANCY

Roedd gan y rhai a ymatebodd i'r arolwg restrau aros ar gyfer 840 o blant (i lawr o 918 yn 2023).

Yn ein harolwg yn 2023, dywedodd lleoliadau Gofal Plant All-Ysgol eu bod yn 79% llawn yn ystod y tymor a 73% llawn yn ystod gwyliau'r ysgol.

Mae data eleni'n dangos bod 72% o Glybiau Ar Ôl Ysgol 75% yn llawn bron bob nos, gan ostwng i 65% ar gyfer Clybiau Gwyliau a 55% ar gyfer Clybiau Brecwast. Er ei bod yn anodd cymharu'r wybodaeth hon, dim ond 25%-50% llawn yw nifer sylweddol o Glybiau Brecwast (45%) a Chlybiau Gwyliau (36%) a fydd yn cael effaith sylweddol ar gynaliadwyedd ariannol.

Mae'r ffeithlun (Effaith ar Gynaliadwyedd) hefyd yn nodi bod 30% o Glybiau'n profi llai o blant yn mynychu bob wythnos.



Survey respondents had waiting lists for 840 children (down from 918 in 2023).

Within our 2023 survey, Out of School Childcare settings said they were 79% full during term time and 73% full during school holidays.

This year's data indicates that 72% of After School Clubs are 75% to full most nights, dropping to 65% for Holiday Clubs and 55% for Breakfast Clubs.

Although it's difficult to compare this information, a significant number of Breakfast Clubs (45%) and Holiday Clubs (36%) are only 25%-50% full which will have a significant impact on financial sustainability.

The infographic (Impact on Sustainability) also indicates that 30% of Clubs are experiencing fewer children attending each week.



RECRIWTIO A CHADW | RECRUITMENT AND RETENTION

Mae'n glir bod yr heriau recriwtio a chadw'n parhau. O blith y 305 o ymatebwyr, roedd 408 aelod o'r staff wedi gadael swyddi yn eu lleoliadau y ystod y 12 mis diwethaf (i lawr o 593 yn 2023). Roedd 42% o'r ymatebwyr yn awyddus i gael gymorth i recriwtio.

Dengys Ffigur 2 bod staff yn chwilio am gyflogaeth o fath arall gan eu bod yn gadael am swyddi eraill y tu allan i'r sector (53%). Roedd 28% o'r staff wedi gadael am swydd arall o fewn y sector, rhoddodd 34% resymau eraill, yn eu plith astudiaethau pellach, cyfrifoldebau gofal ac oriau annigonol.

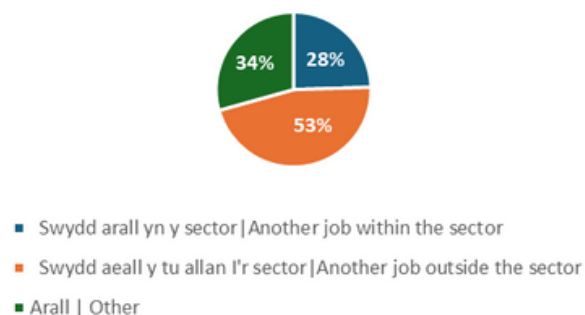
Recruitment and retention challenges clearly continue. Of 305 respondents, 408 staff members had left positions in their settings over the last 12 months (down from 593 in 2023). 42% of respondents wanted support with recruitment.

Figure 2 shows that staff are seeking alternative employment as they leave for other jobs outside the sector (53%). 28% of staff had left for another job inside the sector, 34% quoted other reasons, with further studies, caring responsibilities and insufficient hours most commonly quoted.

"Oherwydd effaith yr Isafswm Cyflog Cenedlaethol ar rolau rheoli uwch, ni cheir yr un cynnydd bob tro."

Ffigur 2 | Figure 2

Trosiant staff | Staff turnover



"Impact of the National Minimum Wage on more senior management roles can't always get the same increase."

Mae llawer o Weithwyr Chwarae ar yr Isafswm Cyflog Cenedlaethol/cyflog isel, a mwy a mwy o gyfrifoldeb wrth i ddeddfwriaeth newid a disgwyliadau ar y sector gynyddu, ac nid yw gwerth y rôl yn cael ei gydnabod yn llawn o hyd. Mae'n anodd i'r sector gystadlu â rolau swyddi eraill gyda chyflog tebyg ond llawer llai o gyfrifoldeb. Mae cyfraddau cyflog yn cael eu cyfyngu gan allu'r sector i godi mwy (a fyddai'n effeithio ar bresenoldeb ac felly ar gynaliadwyedd).

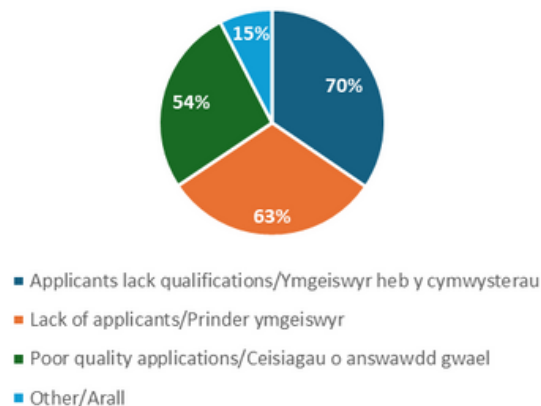
Many Playworkers are on low/National Minimum Wage, with an increasing amount of responsibility as legislation changes and expectations on the sector increase, and the value of the role is still not fully recognised. It is difficult for the sector to compete with other job roles with similar pay but much less responsibility. Pay rates are limited by the sector's ability to charge more (which would impact attendance and therefore sustainability).



Ers mis Ebrill 2017, mae'r isafswm cyflog ar gyfer person dros 21 oed wedi codi 52.53% ac mae chwyddiant (yn ôl Mynegai Prisiau Prynwyr[CPI]) wedi cynyddu 24.8% gyda rhai lleoliadau hefyd yn gweld codiadau rhent sylweddol.

Mae Ffigur 3 yn dangos yr heriau wrth recriwtio: ymgeiswyr heb gymwysterau yw'r brif her a wynebwyd gan leoliadau wrth recriwtio (70% i fyny o 56% yn arolwg 2023), ac yna diffyg ymgeiswyr yn gyffredinol (63% i fyny o 55%).

Challenges when recruiting | Heriau wrth recriwtio



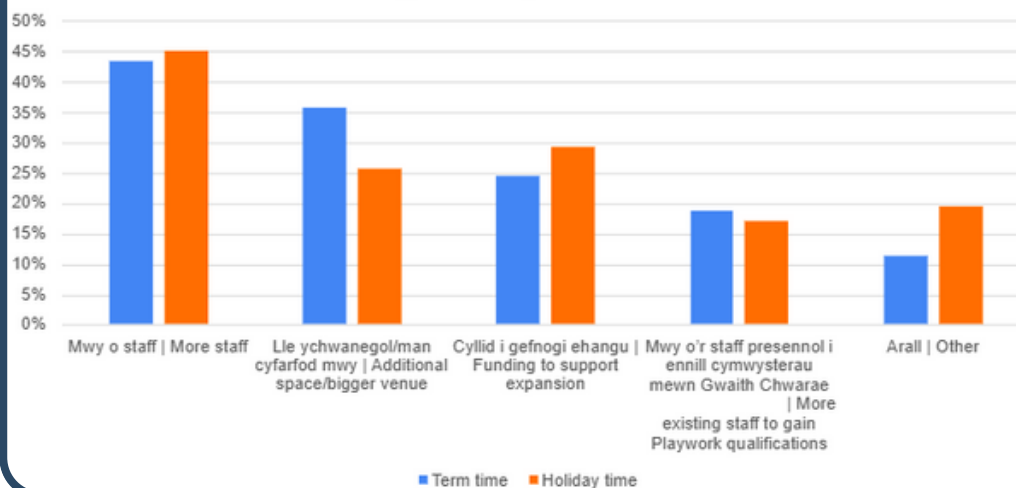
Ffigur 3 | Figure 3

Since April 2017, the minimum wage for a person over 21 years old has risen 52.53% and inflation (CPI) has increased by 24.8% with some settings also experiencing significant rent hikes.

Figure 3 shows the challenges when recruiting: applicants lacking qualifications is the main challenge encountered by settings when recruiting (70% up from 56% in the 2023 survey), followed by lack of applicants generally (63% up from 55%).

Roedd gan y rhai a ymatebodd i'r arolwg restrau aros ar gyfer 840 o blant. Dengys Ffigur 4 mai mwy o staff (48% o Glybiau yn ystod y tymor a 48% o Glybiau yn ystod gwyliau'r ysgol), lle ychwanegol/man cyfarfod mwy (38% a 27%) a chyllid i gefnogi ehangu (26% a 31%) yw'r ffactorau pwysicaf a fyddai'n galluogi lleoliadau i ehangu a derbyn mwy o blant.

Byddai'n galluogi lleoliadau i dderbyn mwy o blant | Would enable settings to accept more children



Ffigur 4 | Figure 4

Survey respondents had waiting lists for 840 children. Figure 4 shows that more staff (48% of Clubs term time and 48% of Clubs during school holidays), additional space/bigger venue (38% and 27%) and funding to support expansion (26% and 31%) are the most significant factors that would enable settings to expand and accept more children.





CYMWYSTERAU AC ANGHENION HYFFORDDI | QUALIFICATIONS AND TRAINING NEEDS

Mae angen mawr am gymwystrau, hyfforddiant a datblygiad proffesiynol parhaus (DPP).

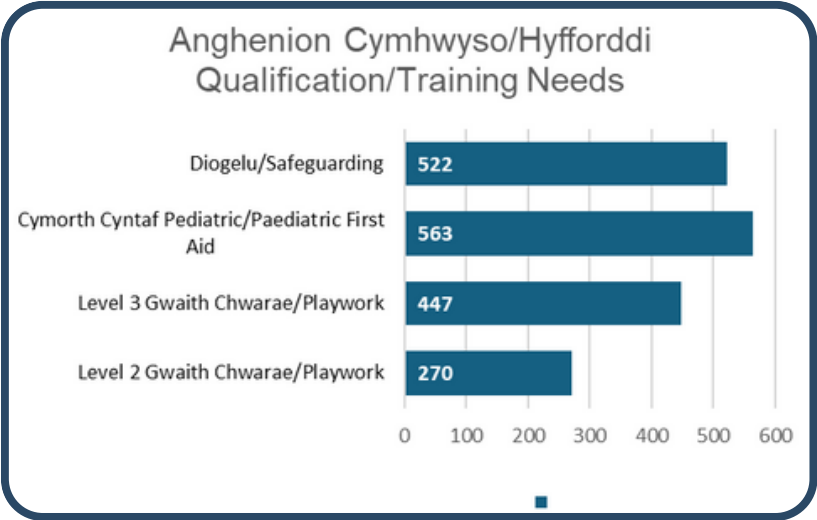
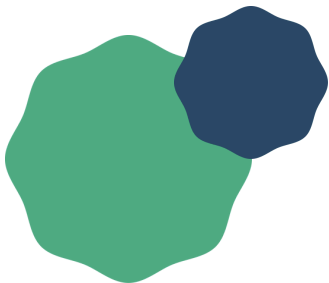
Dengys Ffigur 5 bod ar o leiaf 874 o aelodau o'r staff angen cymwystrau yn y 36% o leoliadau a ymatebodd (o'i allosod, amcangyfrif o 2,500 yn achos y sector Gofal Plant All-Ysgol ledled Cymru). Y mae hefyd angen am hyfforddiant mewn Cymorth Cyntaf Pediatrig a Diogelu (1085 o staff).

Nodwyd angen pellach am ddatblygiad proffesiynol hefyd er mwyn parhau i wella arfer, er enghraifft cefnogi anghenion lles plant, cefnogi anghenion ychwanegol, cynllunio ariannol a chadw cofnodion, sgiliau rheoli staff a phwyllgor. Ar hyn o bryd mae ein Prosiect 'Cymunedau Gofal Plant Cysylltiedig' a ariennir gan y Loteri Genedlaethol (tan fis Mai 2026) yn ein galluogi i ddarparu cyfleoedd DPP wedi'u hariannu sy'n cwmpasu pynciau megis anghenion ychwanegol, lles, rheoli staff, cyllid ymysg pynciau eraill.

There is a high need for qualifications, training and continuing professional development (CPD).

Figure 5 shows that at least 874 staff members require qualifications in the 36% of settings which responded (extrapolated this is estimated at 2,500 for the Out of School Childcare sector in Wales). There is also a high need for Paediatric First Aid and Safeguarding training (1085 staff).

A further need for professional development was also identified to keep improving practice, for example supporting children's wellbeing needs, supporting additional needs, financial planning and record keeping, staff management and committee skills. Currently our National Lottery funded 'Connected Childcare Communities' Project (until May 2026) enables us to deliver funded CPD opportunities covering topics such as additional needs, wellbeing, staff management, funding and others.



Ffigur 5 | Figure 5



Bydd cyllid hir dymor, a'i barhad, i gyflwyno cymwysterau Gwaith Chwarae trwy Raglenni Llywodraeth Cymru: Hyfforddiant a Chymorth, CYMell, Prentisiaethau yn cefnogi'r angen hwn am gymwysterau. Mae angen ymrwymiadau ariannu hirdymor ar gyfer cymwysterau, hyfforddiant, Darblygiad Proffesiynol Parhaus a chynlluniau eraill i annog recriwtio o'r tu allan i'r sector ac i gadw staff.



The continuation of and long-term funding to deliver Playwork qualifications through Welsh Government's Programmes: Training and Support, CYMell, Apprenticeships will support this need for qualifications. Long term funding commitments for qualifications, training, CPD and other initiatives to encourage recruitment from outside the sector and to retain staff is needed.

"Heb yr hyfforddiant Gwaith Chwarae a'r bwrsariaethau i gefnogi'r staff i gael yr hyfforddiant, a ariennir drwy brosiect CYMell, ni fyddem wedi gallu fforddio rhoi cymaint o'n staff trwy hyfforddiant ag sydd gennym i fodloni gofynion AGC. Felly ni fyddem wedi gallu derbyn cymaint o blant ag sydd gennym.... Ni fyddai gennym lawer o leoedd gofal plant cofrestredig lle gall rhieni gael mynediad i Ofal Plant Di-dreth a'r Cynnig Gofal Plant."

"Without the Playwork training and bursaries to support the staff to undergo the training, funded through the CYMell project, we would not have been able to afford to put as many of our staff through training as we have to meet the requirements of CIW. Therefore we would not have been able to accept as many children as we do.... We would not have had as many registered childcare places where parents can access TFC and the Childcare Offer."



ANGHENION PLANT AM GEFNOGAETH/LLESIANT | CHILDREN'S SUPPORT/WELLBEING NEEDS

Mae clybiau'n cefnogi chwarae a chymdeithasu ar gyfer nifer uchel o blant ag amrywiaeth o anghenion lles a chymorth. Roedd gan ymatebwyr 1,470 o blant (cynnydd o 1,249 yn 2023) ag anghenion ychwanegol yn eu lleoliadau (allosod y gellid amcangyfrif hyn yn 4,083 o blant). Gwyddom y manteision enfawr y mae hyn yn eu rhoi i blant a theuluoedd bod heriau yn dod gyda hyn hefyd. Mae angen cefnogaeth ddigonol i Glybiau ddarparu ar gyfer plant ag anghenion ychwanegol a mwy o gydnabyddiaeth o sut mae Clybiau yn cefnogi chwarae a lles plant.

"Byddai darparu staff ychwanegol i fynd i'r afael â'r anghenion hyn yn rhoi'r Clwb dan bwysau ariannol"

"Ar hyn o bryd rydym yn recriwtio 3ydd aelod o staff sydd â phrofiad mewn Anghenion Dysgu Ychwanegol (ADY) i wella ein cefnogaeth i blant Niwroamrywiol a'r rhai ag anghenion ymddygiadol eraill."

Daeth ein harolwg a'n hymgyngoriad â 23 o leoliadau Gofal Plant All-Ysgol ym mis Hydref 2023 (ymateb i'r ymgynghoriad ar fynediad plant anabl i addysg a gofal plant) i'r casgliad mai annigonol o staff, cyllid, hyfforddiant a chyfathrebu yw'r prif heriau a wynebier gan Glybiau Gofal Plant All-Ysgol sy'n cyfrannu at y rhwystrau i gael mynediad i Glybiau Gofal Plant All-Ysgol i blant ag anghenion ychwanegol.

Clubs are supporting play and socialisation for a high number of children with a variety of wellbeing and support needs. Respondents had 1,470 children (an increase from 1,249 in 2023) with additional needs in their settings (extrapolated this could be estimated at 4,083 children). We know the huge benefits this brings to children and families that there are challenges that come with this too. There needs to be sufficient support for Clubs to provide for children with additional needs and a greater recognition of how Clubs support children's play and wellbeing.

"To provide extra staff to address these needs, would put the Club under financial pressure"

We are currently recruiting a 3rd staff member with experience in ALN to improve our support of Neurodiverse children and those with other behavioural needs."

PLANT SYDD AG ANGHENION
YCHWANEGOL YN EU LLEOLIAD
| CHILDREN WITH ADDITIONAL NEEDS IN
THEIR SETTING

2023 2024
1249 1470

Our survey and consultation with 23 Out of School Childcare settings in October 2023 (Disabled children and young people's access to education and childcare consultation response) concluded that insufficient staff, funding, training and communication are the main challenges faced by Out of School Childcare Clubs contributing to the barriers to accessing Out of School Childcare Clubs for children with additional needs.

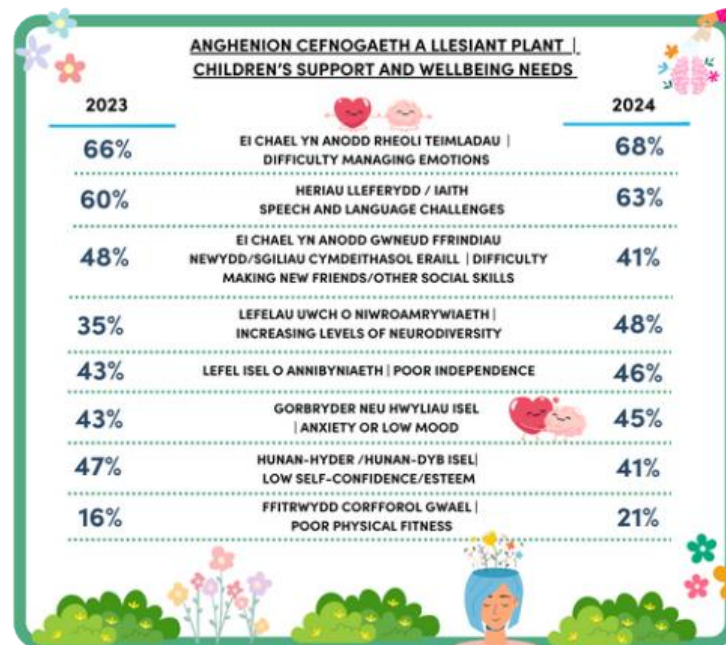
ANGHENION PLANT AM GEFNOGAETH/LLESIANT | CHILDREN'S SUPPORT/WELLBEING NEEDS

18

Yn ogystal, dywedodd Clybiau eu bod yn cefnogi plant ag ystod o anghenion cymorth/lles, gyda'r rhan fwyaf ohonynt wedi cynyddu ers y llynedd (gweler y ffeithlun cyfatebol). Roedd y clybiau gan amlaf yn cefnogi plant a oedd yn cael anhawster rheoli emosiynau (68%), ac yna'r rhai â heriau lleferydd ac iaith (63%), anhawster gwneud ffrindiau newydd/sgiliau cymdeithasol eraill (48%), lefelau niwroamrywiaeth cynyddol 48%), annibyniaeth wael (46%), pryder neu hwyliau isel (43%), hunanhyder/barch isel (41%), ffitrwydd corfforol gwael (21%), ymddygiadau niweidiol e.e. cydymffurfio â normau rhywedd neu ymddygiad hiliol (11%) Roedd cyflyrau eraill yn cynnwys Awtistiaeth, Anghenion Dysgu Ychwanegol (ADY), a chyflyrau meddygol cymhleth.

Mae chwarae digymell, creadigrwydd a chymdeithasu, sy'n cael eu hannog yn weithredol mewn clybiau, yn dod â lluo o fanteision i blant, gan gynnwys eu datblygiad seicolegol, cymdeithasol a gwybyddol ac effaith gadarnhaol ar iechyd meddwl a lles. Mae chwarae hefyd yn cefnogi cymdeithasoli, gwydnwch, iechyd a lles, dysgu a datblygiad a hapusrwydd (Chwarae Cymru). Fe wnaeth [Canlyniadau ein Harolwg Rhieni yn 2022](#) atgyfnerthu'r hyn roedden ni'n ei wybod yn barod – wrth fynychu clybiau, roedd plant yn chwarae mwy, yn hapusach ac yn fwy hyderus, gyda sgiliau cymdeithasol gwell, yn gwneud ffrindiau ac yn fwy cyfforddus fyth yn yr ysgol.

In addition, Clubs said they support children with a range of support/wellbeing needs, most of which had increased from last year (see the corresponding infographic). Clubs most commonly supported children who had difficulty managing emotions (68%), followed by those with speech and language challenges (63%), difficulty making new friends/other social skills (48%), increasing levels of neurodiversity 48%), poor independence (46%), anxiety or low mood (43%), low self-confidence/esteem (41%), poor physical fitness (21%), harmful behaviours e.g. conforming to gender norms or racist behaviours (11%) Other conditions included Autism, ALN, and complex medical conditions.



Spontaneous play, creativity and socialization, actively encouraged in clubs, has a multitude of benefits for children, including their psychological, social and cognitive development and positive impact on mental health and wellbeing. Playing also supports socialisation, resilience, health and wellbeing, learning and development and happiness (Play Wales). [Results of our National Parents Survey 2022](#) consolidated what we already knew – that in attending clubs, children played more, were happier and more confident, had better social skills, made friends and were even more comfortable in school.

YR IAITH A'R DIWYLLIANT CYMRAEG

WELSH LANGUAGE AND CULTURE

Mae lleoliadau'n dangos ymrwymiad cryf i Ddatblygiad Proffesiynol i wella hygyrchedd eu lleoliadau. Mae dros 90% o glybiau yn defnyddio dulliau lleoliad cyfan o ddefnyddio'r Gymraeg ac yn datblygu arferion gwrth-hiliaeth yn eu lleoliadau.

Roedd 57% o ymatebwyr yr arolwg o leoliadau Saesneg, 22% o leoliadau Cymraeg ac 17% o leoliadau dwyieithog. Dywedodd 56% eu bod yn hybu'r iaith a'r diwylliant Gymraeg o fewn eu lleoliad trwy e.e. y Cynnig Rhagweithiol, yn defnyddio mwy o Gymraeg, yn ymgymryd â'r Addewid Cymraeg, 32% yn gweithio tuag at hyn, a 7% eisiau mwy o wybodaeth.

Dyweddodd 57% o ymatebwyr eu bod yn ystyried gwrth-hiliaeth gyda dull lleoliad cyfan e.e. cyfleoedd datblygiad proffesiynol parhaus, ymarfer myfyriol, manau chwarae ac adnoddau, recriwtio, polisïau a gweithio mewn partneriaeth, gyda 38% pellach yn gweithio tuag at hynny. Hoffai 46% gael mwy o wybodaeth/cymorth i gynnal archwiliad i wrth-hiliaeth yn eu lleoliad.



Settings show a strong commitment to Professional Development to improve the accessibility of their settings. There are over 90% of clubs taking whole setting approaches to using Welsh and developing anti-racism practices in their settings.

57% of the survey respondents were from English language settings, 22% from Welsh and 17% from bilingual settings. 56% said that they promoted the Welsh language and culture within their setting through e.g. the Active Offer, using more Welsh, undertaking The Welsh Promise, with 32% working towards this and 7% wanting more information.

57% of respondents said that they considered anti-racism with a whole setting approach e.g. ongoing professional development opportunities, reflective practice, play spaces and resources, recruitment, policies and partnership working, with a further 38% working towards. 46% would like more information/support to undertake an anti-racism audit in their setting.



Y mae'n amlwg bod cynaliadwyedd ariannol yn parhau i fod yn her sylweddol ac mae Clybiau'n parhau i gau (ochr yn ochr â gwasanaethau newydd yn agor). Mae nifer net y lleoliadau a chlybiau yn dal i ostwng ac mae'r effaith barhaus ar y sector yn bryder sylweddol. Dywedodd 80% o ymatebwyr fod angen cymorth ariannol ar y sector.

"Bydd y rhent yn codi ym mis Ebrill a hefyd bydd cyflogau staff yn codi, mae hyn yn llethol i fusnesau bach ac yn effeithio ar glybiau ym mhobman."

Mae Clybiau Gofal Plant All-Ysgol yn cyflogi dros 5000 o bobl leol, fel y gall rhieni/gofalwyr 45,000+ o blant weithio/hyfforddi, yn enwedig teuluoedd incwm isel/rhieni unigol, gweithwyr allweddol ac eraill na allant weithio gartref (rolau â chyflog is yn aml). Mae clybiau'n cefnogi hawl plant i chwarae a lles.

Yn awr ym mis Rhagfyr 2024, rydym yn cefnogi: 1,515 o Glybiau, 841 o leoliadau, 45,197 o leoedd: gostyngiad net o 20 clwb /9 lleoliad/1,316 o leoedd yn yr un cyfnod y llynedd. Rydym yn parhau i gefnogi clybiau newydd i agor, ond gyda thuedd barhaus ar i lawr yn niferoedd y Clybiau, mae angen gweithredu i sicrhau bod y sector yn cael ei gynnal i gefnogi plant, teuluoedd a'r economi ledled Cymru.

"Er bod nifer y plant sy'n mynychu yn aros yr un fath, mae'r costau trosben wedi cynyddu. Er inni efallai gael ein hystyried yn gynaliadwy, mae'r arian a delir allan yn llawer mwy."

"... rydym eisoes wedi cau'r clwb oherwydd prinder staff, llai o blant yn mynychu a rhieni nad ydynt yn talu eu biliau."

It is clear that financial sustainability continues to be a significant challenge and Clubs continue to close (alongside new services opening). The net number of settings and clubs is still decreasing and continued impact on the sector is a significant concern. 80% of respondents said the sector needs support with funding.

"The rent will go up in April and also the staff wages will go up, this is crippling for small businesses and will affect clubs everywhere."

Out of School Childcare Clubs are part of the foundational economy. Clubs employ over 5000 local people, so that parents/carers of 45,000+ children can work/train, particularly low income/lone parent families, key workers and others who cannot work at home (often lower paid roles). Clubs support children's right to play and wellbeing.

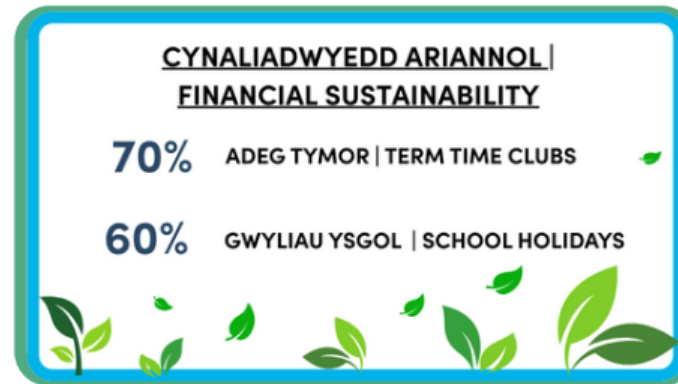
As at December 2024, we are supporting: 1,515 Clubs, 841 settings, 45,197 places: a net decrease of 20 clubs /9 settings/1,316 places in the same period last year. We continue to support new clubs to open, but with a continuing downward trend in Club numbers, action is needed to ensure the sector is sustained to support children, families and the economy across Wales.

"Even though the amount of children attending is the same, possibly more, the overheads have increased. We may be considered to be sustainable but the outgoings are a lot more."

"... we have already closed the club because of lack of staff, fewer children attending and parents not paying their bills."



Mae cyfran uchel (40%) o Glybiau Gwyliau yn arbennig nad ydynt/ddim yn sicr a ydynt yn gynaliadwy yn ariannol a 30% o glybiau adeg-tymor. Mae gan Glybiau Gwyliau gostau rhent a staffio uchel i'w talu dros gyfnod byr o amser ac maent yn cystadlu â gweithgareddau plant heb eu rheoleiddio sy'n dod o fewn y Gorchymyn Eithriadau. Mae'n hollbwysig bod lleoliadau ac eraill yn hyrwyddo buddion cofrestru gydag AGC megis ansawdd, fforddiadwyedd, mwy o hyblygrwydd, cymarebau oedolion:plant llym, staff sydd wedi'u gwirio, eu hyfforddi a'u hyfforddi'n addas a pholisïau cynhwysfawr i ddiogelu plant.



A high proportion (40%) of Holiday Clubs in particular are not/unsure if they are financially sustainable and 30% of term time clubs. Holiday Clubs have high rent and staffing costs to meet over a short period of time and compete with unregulated children's activities that fall within the Exceptions Order. It is imperative that settings and others promote the benefits of CIW registration such as quality, affordability, greater flexibility, strict adult:child ratios, suitably checked, trained and qualified staff and comprehensive policies to safeguard children.

Yn ogystal, gellir defnyddio cyllid ar gyfer lles/atal llwgu yn ystod y gwyliau (e.e. Prosiect Gwyliau Playworks/SHEP) ac unrhyw fentrau eraill sy'n dod i'r amlwg i ariannu lleoedd yn narpariaeth Clwb Gwyliau sy'n gofrestredig ag AGC. Mae hyn yn negyddu'r angen am ymdrech/capasiti ar wahân, y gellir ei hwyluso gan staff cymwys a hyfforddedig er mwyn sicrhau'r budd mwyaf posibl i blant heb stigma, a bydd yn lleihau'r effaith ar Glybiau cofrestredig AGC.

In addition, funding for wellbeing/holiday hunger (e.g. The Playworks Holiday Project/SHEP) and any other emerging initiatives can be used fund places in CIW registered Holiday Club provision. This negates the need for separate effort/capacity, can be facilitated by qualified and trained staff for maximum benefit to children without stigma, and will minimize the impact on CIW registered Clubs.

"Rydym yn ceisio cynnig gofal plant hyblyg o ansawdd uchel am bris cystadleuol felly mae'r gwasanaeth ar gael i bob teulu. Mae teuluoedd yn cael trafferth gyda chostau byw. Rydym yn sylwi bod rhieni/gofalwyr yn codi plant yn gynt ac yn gofyn i aelodau'r teulu gynorthwyo yn ystod gwyliau'r ysgol. Gofynnodd ein rhieni am dalu fesul awr ac nid y sesiwn yn enwedig yn ystod gwyliau'r ysgol. Bydd rhai rhieni yn archebu'u lle ond ddim yn dod, a ddim am dalu."

"We are trying to offer high quality, flexible childcare at a competitive rate so the service is available to all families. Families are struggling with the cost of living. We are noticing that parents/carers are picking up children earlier and asking family members to assist during school holidays. Our parents requested paying by the hour and not the session especially during school holidays. Some parents will book not turn up and don't want to pay."

Mae cynnydd mewn costau byw, codiadau rhent a phrinder staff yn arwain yn gynyddol i glybiau ystyried codi ffioedd (50%), cau elfennau o'r gwasanaeth (10%), lleihau oriau agor (17%), a dadgofrestru (10%). Mae'r canrannau hyn yn parhau'n debyg i'r llynedd, er bod canran y Clybiau sy'n ystyried cau elfennau o'r gwasanaeth wedi gostwng (10% o gymharu â 21% y llynedd), ynghyd â'r ganran sy'n codi eu ffioedd (50% o gymharu â 69%). Pe bai 7% o Glybiau fel y nodwyd yn cau, byddai hyn yn cynrychioli 59 o leoliadau/106 o glybiau.

Cost of living increases, rent hikes and staffing shortages are increasingly leading clubs to consider increasing fees (50%), closing elements of the service (10%), reducing opening times (17%), and deregistration (10%). These percentages remain similar to last year, although the percentage of Clubs considering closing elements of the service has reduced (10% compared to 21% last year), along with the percentage increasing fees (50% compared to 69%). If 7% of Clubs as indicated were to close, this would represent 59 settings/106 Clubs.



ARGYMHELLION | RECOMMENDATIONS

01. Mae costau byw a chostau ynghylch gweithlu uchel, ac mae ein hargymhellion yn parhau i fod yn debyg o ganlyniad. Mae'r data a'r canfyddiadau a gyflwynir uchod yn amlygu'r angen am:

Parhad yn ymrwymiad Llywodraeth Cymru i gefnogi cynaliadwyedd y sector gofal plant trwy gyfleoedd ariannu priodol a hygyrch (gan gynnwys ffrydiau cyllid refeniw), i gefnogi costau hanfodol i'w talu tra bod ffioedd yn parhau i fod mor fforddiadwy â phosibl. Dylid dynodi'r rhain yn benodol o fewn y Grant Plant a Chymunedau ar gyfer y sector Gofal Plant All-Ysgol.

01. The high cost of living and workforce challenges prevail, and our recommendations consequently remain similar. The data and findings presented above highlight the need for:

Continued commitment from Welsh Government to support the sustainability of the childcare sector through appropriate and accessible funding opportunities (including revenue funding streams), to support essential costs to be covered whilst fees remain as affordable as possible. These should be specifically designated within the Children and Communities Grant for the Out of School Childcare sector.

02. Hyrwyddo'r defnydd o Glybiau Gofal Plant All-Ysgol sefydledig ac o ansawdd uchel sydd wedi'u cofrestru ag AGC i gefnogi mentrau cyfredol a rhai sy'n dod i'r amlwg (e.e. Rhaglen Cyfoethogi Gwyliau Ysgol/Prosiect Gwyliau Playworks) lle bynnag y bo modd. Bydd hyn hefyd yn cefnogi cynaliadwyedd y sector. Sicrhau bod y sector yn ymwneud o leiaf â lleihau unrhyw effaith a gaiff mentrau ar gynaliadwyedd.

02. Promote the use of established, high quality, CIW registered Out of School Childcare Clubs to support current and emerging initiatives (e.g. School Holiday Enrichment Programme/Playworks Holiday Project) wherever possible. This will also support the sector's sustainability. Ensure the sector is at least involved in minimizing any impact of initiatives on sustainability.

03. Dylai'r rhai sy'n gwneud penderfyniadau o holl adrannau Llywodraeth Cymru ac awdurdodau lleol gydweithio i wella mynediad i leoliadau cymunedol, gan sicrhau rhent a threfniadau fforddiadwy a hyblyg. Dylai Llywodraeth Cymru ymchwilio i ymestyn y Cynllun Rhyddhad Ardrethi Busnesau Bach i ysgolion/adeiladau cymunedol a ddefnyddir yn rhannol gan ofal plant.

03. Decision makers from all Welsh Government and local authority departments should collaborate to improve access to community-based venues, ensuring affordable and flexible rent and arrangements. Welsh Government should explore extending the Small Business Rate Relief Scheme to schools/community buildings used in part by childcare.

ARGYMHELLION | RECOMMENDATIONS



04. Ymrwymiad hirdymor i gyllid ar gyfer cymwysterau a mentrau Gwaith Chwarae i gynnal recriwtio a chadw, cefnogi cofrestrriad ac ansawdd a helpu i gwrdd â rhestrau aros ac anghenion teuluoedd.

04. Long term commitment to funding for Playwork qualifications and initiatives to sustain recruitment and retention, support registration and quality and help meet waiting lists and the needs of families.



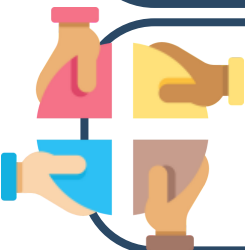
05. Cymorth busnes penodol ac wedi'i deilwra gan Swyddogion Datblygu Busnes Gofal Plant gwybodus ledled Cymru i fynd i'r afael â'r heriau.

05. Tailored and specific business support from knowledgeable Childcare Business Development Officers across Wales to address challenges.



06. Mae Clybiau Gofal Plant All-Ysgol yn creu Cymru lle mae plant yn chwarae ac yn ffynnu a chymunedau'n ffynnu, gan helpu teuluoedd i weithio a chryfhau'r economi leol. Mae hyrwyddo a chydabod y sector Gofal Plant All-Ysgol a Gweithwyr Chwarae yn allweddol i amddiffyn hawl plant i chwarae, gan gefnogi eu hiechyd meddwl, eu datblygiad a'u lles.

06. Out of School Childcare Clubs create a Wales where children play and thrive and communities prosper, helping families to work and strengthening the local economy. Promotion and recognition of the Out of School Childcare sector and Playworkers is key to protecting children's right to play, supporting their mental health, development and wellbeing.



07. Digon o gefnogaeth i Glybiau ddarparu cyfleoedd gofal, chwarae a chymdeithasu **mwya cyfartal**, wrth iddynt ymateb i nifer cynyddol o blant ag ystod o anghenion dysgu, lles a chefnogaeth ychwanegol.

07. Sufficient support for Clubs to provide **more equal** care, play and socialisation opportunities, as they respond to an increasing number of children with a range of additional learning, wellbeing and support needs.



08. Gwaith parhaus i hyrwyddo manteision cofrestru gydag AGC, Gofal Plant Di-dreth a'r Cynnig Gofal Plant i deuluoedd a lleoliadau, gan helpu teuluoedd i liniaru heriau costau byw uchel a gwella cynaliadwyedd lleoliadau.

08. Ongoing work to promote the benefits of registering with CIW, for Tax-Free Childcare and the Childcare Offer to families and settings, helping families mitigate the challenges of the high cost-of-living and improving the sustainability of settings.

DYFYNIADAU I'W NODI | NOTABLE QUOTES

Cynaliadwyedd

- *Rwy'n teimlo y dylai fod cyllid i rieni ar gyfer clybiau ar ôl ysgol oherwydd erbyn hyn gall rhieni gael 2/3 o blant am 2/3 noson yr wythnos am rhwng 2-6 mlynedd sy'n llawer o arian i dalu am glwb ar ôl ysgol.*
- *Bydd y rhent yn codi ym mis Ebrill a hefyd bydd cyflogau staff yn codi, mae hyn yn llethol i fusnesau bach ac yn effeithio ar glybiau ym mhobman.*
- *Rydym eisoes wedi cau'r clwb oherwydd diffyg staff, llai o blant yn mynychu a rhieni ddim yn talu eu biliau.*
- *Ers 2020 mae fy lleoliad wedi gweld cynnydd mawr yn y plant sy'n mynychu.*
- *Er bod nifer y plant sy'n mynychu'r un peth, mwy o bosib, mae'r gorbenion wedi cynyddu. Efallai ein bod yn cael ein hystyried yn gynaliadwy ond mae'r gwariant yn llawer mwy.*
- *Mae mwy o gyllid ar gyfer y sector yn hanfodol.*
- *Mae'n anodd ar y funud ceisio cael dau ben llinyn ynghyd.*
- *Colled rhagamcanol o £10,000 oherwydd y cynnig gofal plant.*
- *...Mae teuluoedd yn cael trafferth gyda chostau byw. Rydym yn sylwi bod rhieni/gofalwyr yn codi plant yn gynt ac yn gofyn i aelodau'r teulu gynorthwyo yn ystod gwyliau ysgol. Gofynnodd ein rhieni am dalu fesul awr ac nid y sesiwn yn enwedig yn ystod gwyliau ysgol. Bydd rhai rhieni'n archebu lle, peidio â bod yn bresennol ac yna ddim am dalu.*

Sustainability

- *I feel there should be funding for parents for after school clubs as by this time parent can have 2/3 children for 2/3 nights per week for between 2-6 years which is lot of money to pay out for an after school club.*
- *The rent will go up in April and also the staff wages will go up, this is crippling for small businesses and will affect clubs everywhere.*
- *We have already closed the club because of lack of staff, fewer children attending and parents not paying their bills.*
- *Since 2020 my setting has seen a big increase in children attending.*
- *Even though the amount of children attending is the same, possibly more, the overheads have increased. We may be considered to be sustainable but the outgoings are a lot more.*
- *Increased funding for the sector is essential.*
- *It's hard at the minute trying to make ends meet.*
- *Projective loss of £10,000 due to childcare offer.*
- *...Families are struggling with the cost of living. We are noticing that parents/carers are picking up children earlier and asking family members to assist during school holidays. Our parents requested paying by the hour and not the session especially during school holidays. Some parents will book not turn up and don't want to pay.*

DYFYNIADAU I'W NODI | NOTABLE QUOTES

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Y Gweithlu

- *Effaith yr Isafswm Cyflog Cenedlaethol ar rolau rheoli uwch; ni ellir bob amser gael yr un cynnydd.*
- *Hyfforddiant gorfodol am ddim.*
- *Mae'r swydd wedi newid, oes mae angen i ni gael ein cydnabod fel pobl gymwys i ofalu am blant ar ôl oriau ysgol. Oes, mae angen i ni sicrhau bod gennym y cymwysterau cywir.*
- *Ar hyn o bryd mae'n cymryd dros 2 flynedd i gael rhywun i gymhwyso ar L3 ac mae'n cymryd dros 20 awr o fentora i gael cymhwyster L2. Rydym yn ail swydd i staff achlysurol ac mae hyn yn rhwysr enfawr i recriwtio ac felly twf.*
- *Mae peidio â derbyn Athrawon a Chynorthwyyr Dysgu cymwysedig fel rhan o gymwysterau ar gyfer gweithio mewn clwb gwyliau yn niweidiol i recriwtio. Dyma'r staff sydd ar gael yn ystod y gwyliau ac sy'n darparu gofal o ansawdd rhagorol oherwydd eu hyfforddiant mewn ysgolion. Mae ganddynt y wybodaeth a'r arbenigedd i ymdrin â'r nifer cynyddol o blant ag ADY o fewn y lleoliad.*
- *Rydym wedi bod yn hysbysebu am Uwch Weithiwr Chwarae Lefel 3 ond wedi methu â recriwtio. Nid oedd gennym unrhyw ymgeiswyr.*

Workforce

- *Impact of the National Minimum Wage on more senior management roles can't always get the same increase.*
- *Free mandatory training.*
- *The job has changed , yes we need to be recognised as being qualified people to care for children after school . Yes we need to make sure we hold the correct qualifications.*
- *At present it takes over 2 years to get someone L3 qualified and it takes over 20 hours of mentored delivery to get L2 qualified we are a second job for casual staff this is a huge barrier to recruitment and therefore growth.*
- *Not accepting qualified Teachers and TA's as part of qualifications for working within a holiday club is detrimental to recruitment. These are the staff that are available during holiday periods and provide excellent quality care due to their training within schools. They have the knowledge and expertise at dealing with the increasing number of children with ALN within the setting.*
- *We have been advertising for Level 3 Senior Play Worker but have been unable to recruit. We had no applicants.*

DYFYNIADAU I'W NODI | NOTABLE QUOTES

Anghenion y Plant

- *Ers Covid rydym wedi sylwi ar newid yn nemograffeg y plant sy'n mynychu. Rydym bellach yn darparu ar gyfer mwy o rai dan 8 oed a llawer llai o rai dros 8 oed. Ac mae gan fwy o'r plant broblemau ymddygiad, neu anghenion ychwanegol.*
- *Rwy'n meddwl bod angen mwy o gefnogaeth i blant ag ADY fynychu clybiau ar ôl ysgol os ydynt yn cael cefnogaeth yn y dosbarth pam nad yw'r gefnogaeth yn parhau yn y clwb ar ôl ysgol mae cymaint o anghydraddoldebau o fewn y system nad yw'n gynhwysol i bawb.*
- *Cymorth gyda chefnogaeth 1:1 i blant ag anghenion ychwanegol. Mae ein staff yn ei chael hi'n anodd ar hyn o bryd.*
- *Mae staff yn ei chael hi'n anodd diwallu anghenion pawb sy'n mynychu. Mae yna blant ag Anghenion Ychwanegol. Disgwylir i ni weithio i gymhareb 1:8, pan fydd yn amlwg bod angen cymorth arnynt. Wedi gofyn i'r Awdurdod Lleol ac maen nhw'n dweud nad oes cymorth ar gael.*

Children's Needs

- *Since Covid we have noticed a change in the demographic of the children attending. We are now catering for more under 8's and far fewer over 8's. And more of the children have behaviour issues, or additional needs.*
- *I think there needs to be more support for children with ALN to attend after school clubs if they are provided with support in the classroom why is the support not continued in after school club there is so many inequalities within the system which isn't inclusive for all.*
- *Assistance for 1:1 support for children with additional needs. Our staff are currently struggling.*
- *Staff are struggling to meet the needs of everyone who attends. There are children with AN. We are expected to work to ratio 1:8, when clearly they need support. Have asked the LA & they say there's no assistance available.*

Cefnogaeth

- Mae ein Swyddog Datblygu yn gefnogaeth anhygoel i'n clybiau, hebddi, ni fyddem yn gallu rhedeg i'n llawn botensial, mae ei chynghor parhaus, ei chefnogaeth a'i harweiniad yn cael ei werthfawrogi'n fawr.
- Yn rhoi gwerth mawr ar fod yn aelod o Glybiau Plant Cymru Kids' Clubs a'r gefnogaeth a ddarperir.
- Mae Rachel wedi bod yn gefnogaeth enfawr i ni sefydlu ein clwb newydd, mae'r gefnogaeth farchnata rydym wedi ei dderbyn wedi gwneud gwahaniaeth enfawr gan fod niferoedd yn cynyddu'n araf ond yn sicr.
- Heb yr hyfforddiant Gwaith Chwarae a'r bwrsariaethau i gefnogi'r staff i ddilyn yr hyfforddiant, a ariennir drwy brosiect CYMell, ni fyddem wedi gallu fforddio rhoi cymaint o'n staff trwy hyfforddiant ag sydd gennym i gwrdd â gofynion AGC. Felly ni fyddem wedi gallu derbyn cymaint o blant ag yr ydym, ar draws llawer o'n lleoliadau Clwb Carco ond yn enwedig Pwll Coch. Ni fyddai gennym lawer o leoedd gofal plant cofrestredig lle gall rhieni gael mynediad i Ofal Plant Di-dreth a'r Cynnig Gofal Plant.
- Rydym wedi cael pecynnau cymorth defnyddiol iawn i weithio drwyddynt ac mae cynghor a gwybodaeth Sian wedi bod yn amhrisiadwy.

Support

- Our Development Officer is an amazing support to our clubs, without her we wouldn't be able to run to our full potential, her continued advice, support & guidance is very much valued.
- Valuable being a member of Clybiau Plant Cymru Kids' Clubs and the support provided.
- Rachel has been a massive support to us setting up our new club, the marketing support we have received has made a huge difference as numbers are increasing slowly but surely.
- Without the Playwork training and bursaries to support the staff to undergo the training, funded through the CYMell project, we would not have been able to afford to put as many of our staff through training as we have to meet the requirements of CIW. Therefore we would not have been able to accept as many children as we do, across many of our Clwb Carco settings but particularly Pwll Coch. We would not have had as many registered childcare places where parents can access TFC and the Childcare Offer.
- We have been given really useful toolkits to work through and Sian's advice and knowledge has been invaluable.



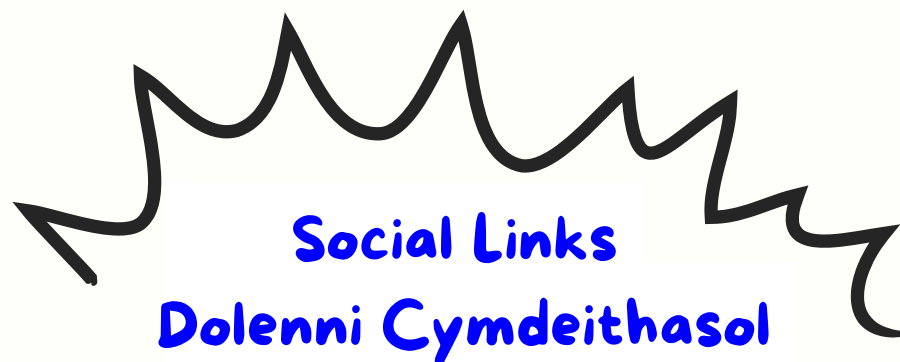
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Social Links
Dolenni Cymdeithasol

