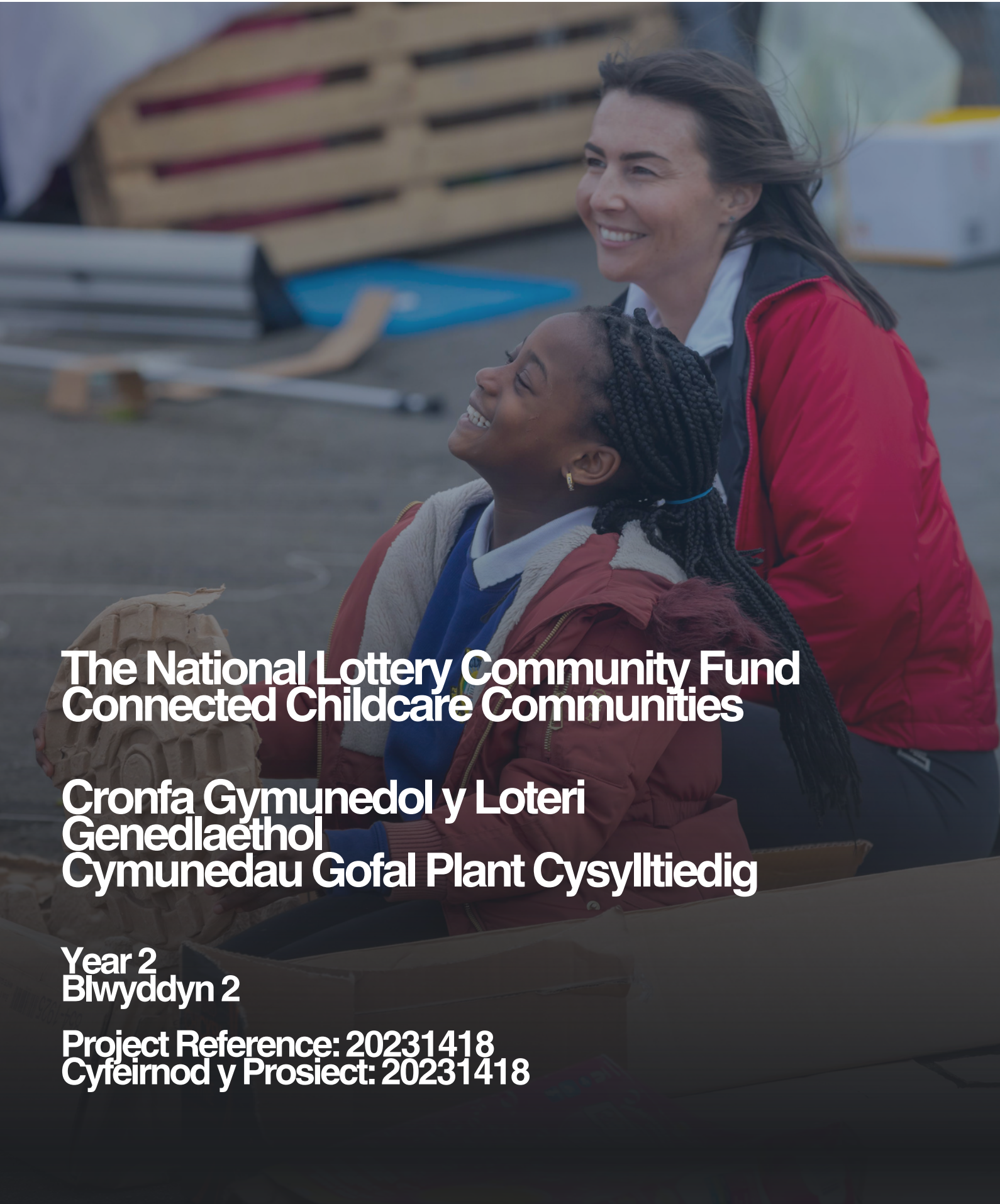




The National Lottery Community Fund Connected Childcare Communities

Cronfa Gymunedol y Loteri Genedlaethol Cymunedau Gofal Plant Cysylltiedig

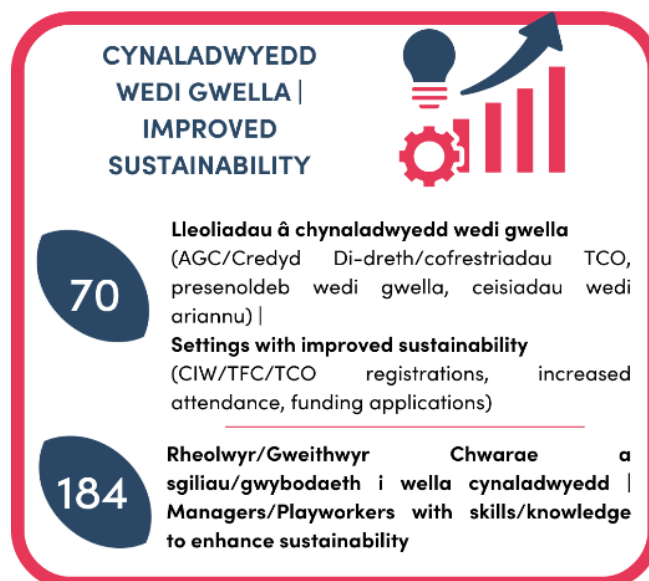
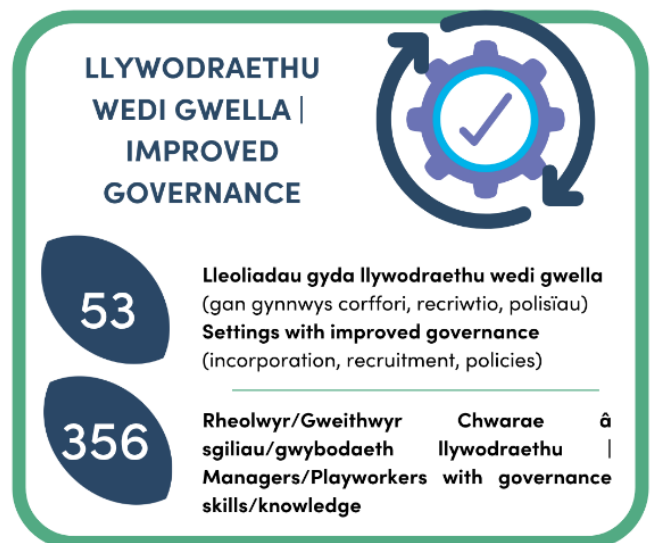
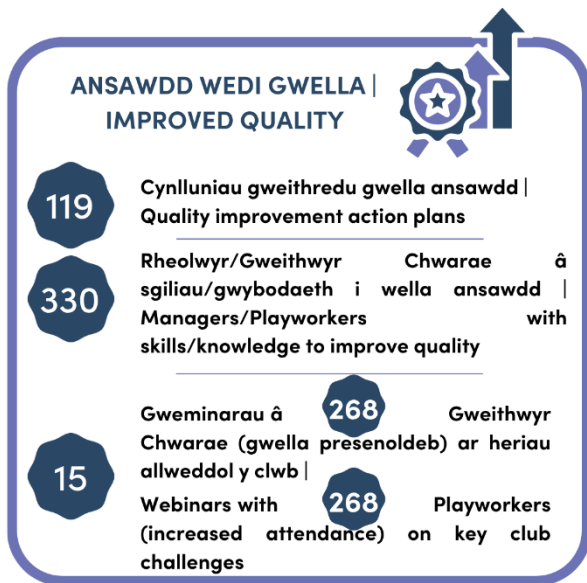
Year 2
Blwyddyn 2

Project Reference: 20231418
Cyfeirnod y Prosiect: 20231418

Year 2 01/06/2024-31/05/2025

Summary

As we conclude Year 2 of this **continuation National Lottery Community Fund Connected Childcare Communities** project, our relationships within the Out of School Childcare Community have grown stronger, marked by excellent collaboration among staff across various initiatives. This teamwork has fostered high-quality engagement and meaningful impact. We have surpassed all our annual targets by working closely with our Community, building on its strengths, and striving to improve the lives of children and families across Wales.



The story so far

In the second year of our continuation project, our impact has been significant, exceeding all outcome targets to benefit children and families. The relationships between our now very experienced project staff and the community have continued to strengthen, with ongoing engagement helping to shape and refine our support, ensuring maximum impact.

The project has also complemented other organisational initiatives by supporting the upskilling of new and existing staff and promoting the increased use of Welsh – thereby maximising impact across all projects by leveraging our established reach throughout Wales.

	Annual Target Yr2	Achieved Yr2 Total	Variance	Cumulative target Yr 1+2 1/06/2023- 31/05/2025	Cumulative total Yr 1+2 1/06/2023- 31/05/2025	Cumulative Variance
1/06/2024-31/05/2025						
Business Skills Sessions	465	818	+353	1,035	1,565	+530
Action Plans	42	119	+77	93	184	+91
Sustainability	45	70	+25	90	117	+27
Improved Governance	28	53	+25	62	88	+25
Network Events	12	15	+3	24	27	+3

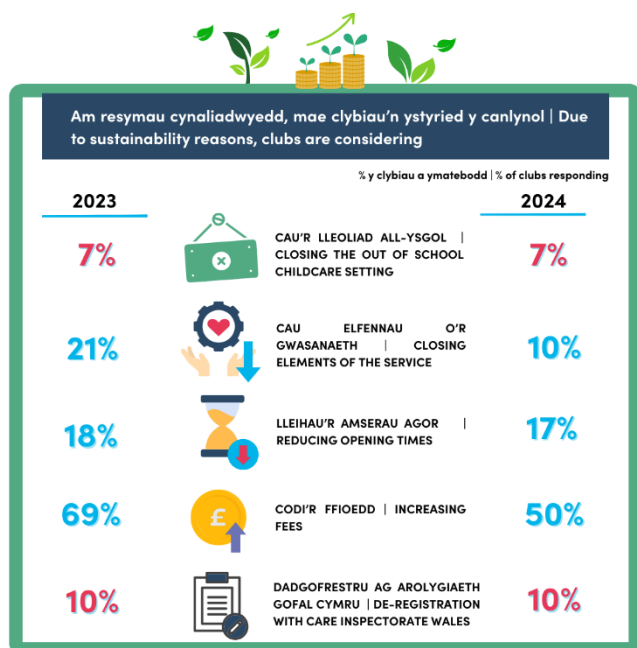
The Community values our support:

“Our Childcare Business Development Officer Sandra Welsby offers us a wealth of support. She is always available for advice and direction on so many different subjects. We feel that TEMPS could not operate without the partnership of Clybiau Plant. TEMPS, Wrexham.”



National Club Survey 2024

We undertook our annual National Club Survey from November 2024 to January 2025, and the results have indicated that our work has had a positive impact: fewer settings are considering closing elements of their service, reducing their opening times or increasing fees. It is also reassuring to note that there is an appetite for qualifications and professional development which raises quality and improves governance and sustainability. However, the impact of the rising cost of living, including National Minimum Wage and rent, which represent a significant proportion of settings' costs, and the continuing workforce shortages are taking their toll on the Out of School Childcare Sector.



Our work, including specialist Clwb Hwbs (webinars) and audit toolkits delivered through this project, is evident in the 90% of Clubs reporting taking whole setting approaches to becoming anti-racist for instance. Clubs are providing valuable play and socialisation opportunities for a high and increasing number of children with additional/wellbeing/support needs. Of huge benefit to these children and families, there are also challenges that come with this: this project has allowed us to engage with experts to deliver webinars and resources on children's wellbeing and Additional Learning Needs (ALN).

Our project Childcare Business Development Offers (CBDOs), connect effectively with our other projects to ensure our Community can gain maximum benefit. Read our case study on Hendy After [School](#) Club to understand how this works in practice.

Staff shortages undermine Clubs' ability to register with Care Inspectorate, sustainability and their ability to expand their businesses and the majority of those leaving posts are leaving the sector. Project CBDOs are supporting settings with workforce planning and working innovatively with their communities and our other projects to attract new recruits to the Out of School Childcare community and gain qualifications.

Financial sustainability continues to be a significant challenge for the 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.

[Read our full National Out of School Childcare Report 2024/5](#)

Involving our Community.

We have achieved this in the following ways:

- **National Club Survey 2024**



We called for clubs to respond to a 'State of the Sector' National Club Survey to better meet their support needs and fully represent the sector to policy colleagues and decision makers. We were pleased to see a small increase in respondents from the previous year. The responses highlighted within the report have been used to provide tailored action plans to support individual clubs in key areas to support quality,

sustainability and governance. The survey results have also and will continue to be used for network webinar planning. For example, settings suggested that they need support with managing the children's behaviour effectively, this led us to plan a Clwb Hwb with a guest speaker with expertise on managing children's behaviour. This Clwb Hwb will be held in June

- Monthly webinars (referred to as Clwb Hwbs) introducing expertise on topics informed by the community and sometimes led by practitioners from the community. They also facilitate discussion, support and sharing good practice.
- Evaluations of network webinars, business skills sessions, membership satisfaction survey and general communication with clubs.
- Regular meetings with Welsh Government, childcare partners, the regulatory body Care Inspectorate Wales, local multi-agency childcare meetings and webinars held with local authority childcare teams, allows us to gain an insight of the sector's needs from all perspectives.

We are using the strengths of our sector in the following ways:

- To develop case studies for others to realise the impact/potentially replicate
- To promote success to the sector
- To co-deliver webinars e.g. Interplay, Swansea delivering on ALN.

The differences we are making

Outcome 1: Communities in Wales are benefiting from quality services that are improved through action planning to meet their evolving needs.

The development of 135 bespoke Action Plans (over the Project) to address gaps identified through individual responses to the National Club Survey and the Out of School Childcare Assessment (OSCA), along with feedback from other partners (e.g. CIW inspection reports/local authority feedback).

Actions	Impact/Outcome: what has happened because of the action	Evidence: example, case studies, stats which illustrate impact						
330 Business skills sessions (330 attendances), improving quality/governance including: • Quality improvement toolkits and resultant action planning • Record keeping • Ongoing support with Care Inspectorate Wales (CIW) • Supporting quality practice • Setting up childcare	Improved business skills and knowledge to enhance quality and good practice.		Annual Target	Achieved Year 2	Variance	Cumulative target	Cumulative achieved	Cumulative variance
		Action plans	42	119	+77	93	184	+91
		Network events	12	15	+3	24	27	+3
		Network participants	127	268	+141		398	
		 "Clybiau Plant Cymru Kids' Clubs have been an invaluable partner in helping us establish our holiday camp. We couldn't do this process without them" Aisha. Camp Fantastic.						

119 Action Plans`	Settings with tailored action plans to improve quality. Action plans were developed by completing various quality improvement toolkits – some of which were newly developed: • The Safeguarding Health Check in particular has been in demand and driven improvements in safeguarding governance (56) along with the • Anti Racism Audit Toolkit (35), supporting Clubs to embed anti-racist practice • Out of School Childcare Assessment • National Club Survey • EDI Health Check • Marketing Needs Analysis • Training Needs Analysis	Action Plan feedback <i>“We have introduced a Prevent policy, completed DARPL training and booked GDPR to do online” (Twyn, Caerphilly)</i> <i>“We have created a lone working policy, working towards other two policies, staff completed Prevent and GDPR training.” (Bramble Hedge, VOG)</i> <i>“Thank you for coming out to do our health-check, it was quick and efficient. It has highlighted one or two areas we need to improve on” Dylans Den.</i> <i>“We have signed all relevant staff up for playwork training” (Cwmlai, RCT)</i> <u>Read how the Safeguarding Health check benefited a club in Neath Port Talbot</u>
15 well attended Clwb Hwbs/webinars (268 participants) co-delivered with experts and practitioners sharing sector strengths and providing continuing professional development.	Topics driven by the Community 1. Paperless record keeping with <u>Wales office ICO</u> 2. Additional & complex needs with expert speakers from the sector 3. Anti-racism with <u>DARPL – Diversity and Anti-Racism Professional Learning</u> (3 webinars to embed good practice) 4. Wellbeing – with wellbeing children’s author, certified Health Coach, qualified Therapeutic Play Practitioner 5. Tacking bullying with <u>Bullies Out.</u> 6. Committee Skills 7. Funding (2 sessions) 8. Playwork skills	Positive feedback from network webinar attendees: • Average attendance increased from 11 to 18 participants/webinar. • Participants knowledge rating increased on average from a 3.2 to a 4.6 score out of a maximum of 5 at the start and on completion of the webinars. • 100% said they are likely to implement learning (88% very likely to implement) and 87% would be interested in attending more Clwb Hwbs. <i>“I learned a lot from the session and have several ideas on what we can do in setting to promote anti racism-Childs Play LTD”</i>

	9. Loose parts play 10. Supervisions and Appraisals 11. Sustainability 12. Involving children in governance (facebook live)	<i>"Talked to my play manager about having a well being station set up so that children can recognise how they are feeling, I loved the book" Gilfach Goch</i> <i>Thank you for another informative session. The content was very relevant to our setting. The sessions being an hour and online is great for accessibility. We will implement what we have learned on the training in our setting, not only for CIW registration purposes, but because it is good practice". Bridging the Gap</i>
Bespoke resource packages	Resources developed e.g. weekly bulletins, templates, guidance, newsletters to support quality, sustainability and governance. • Resource packages to accompany Clwb Hwbs above. • Playworker cards to support recruitment challenges. • Suite of policies reviewed following Stockport murders within a children's dance camp (Summer 2024) • New policies e.g. allergens, young workers • Financial support with childcare fees • Wales office ICO resource pack • Core policies for the regulator updated in collaboration with the regulator (CIW). • Bilingual quarterly newsletters.	109 resources developed or supported (with other projects).  Links to Y Bont quarterly newsletter Summer 2024 Autumn 2024 Winter 2025 Spring 2025

Outcome 2: Clubs will have strengthened and robust governance, meeting the needs of children, families and communities across Wales.

90 Out of School Childcare Clubs (over the Project) will have reviewed their existing management model and will have strengthened governance that best suits the needs of their club and community whilst respecting children's views, keeping them at the heart of what they do (UNCRC Article 12).

Actions	Impact/Outcome: what has happened because of the action	Evidence: example, case studies, stats which illustrate impact														
319 Business skills strengthening governance with 356 attendances: • Building Better Meetings • Safer staff recruitment • Staff Management • Recruiting Committee Members • Roles & Responsibilities • Sourcing Training • Governance • Policies and Procedures • Strategic Planning	Improved business skills and knowledge to strengthen governance: 53 settings with strengthened governance including: 12 more robust legal structures, including 8 CIO registrations (limiting volunteers' personal financial liability) 1 Community Interest Company and 3 limited companies 26 with key policies/procedures developed/updated complying with National Minimum Standards, other regulatory requirements and good practice 5 effective committee/staff recruitment/induction 4 effectively supporting committees and Management to understand roles and responsibilities 3 improved quality supporting their governance 3 other	<table><tr><td></td><td>Annual Target</td><td>Achieved Year 2</td><td>Variance</td><td>Cumulative target</td><td>Cumulative achieved</td><td>Cumulative variance</td></tr><tr><td>Improved governance</td><td>28</td><td>53</td><td>+25</td><td>62</td><td>87</td><td>+25</td></tr></table> Case studies Clwb Y Mynedd was supported to register their business with Companies House as a Limited Company. <i>“Fantastic advice given, detailed steps to follow and the way forward to be registered, continued support through the process please”.</i> Hendy Childcare governance case study illustrates how a setting was supported to better understand legal structures and register a more robust structure for better protection. <i>“Their support has been absolutely invaluable, as I embark on this new adventure. Honestly, I don’t know what I would have done without them! From the very start, they made me feel like I wasn’t flying solo; it’s great knowing there are people who genuinely care and are willing to help. They’ve guided me in the right direction, sharing insightful advice and resources that</i>		Annual Target	Achieved Year 2	Variance	Cumulative target	Cumulative achieved	Cumulative variance	Improved governance	28	53	+25	62	87	+25
	Annual Target	Achieved Year 2	Variance	Cumulative target	Cumulative achieved	Cumulative variance										
Improved governance	28	53	+25	62	87	+25										

		<i>have made a real difference. Without the help, I genuinely doubt I could run a successful business. Their encouragement has been a game-changer, turning what initially felt overwhelming into something manageable and exciting. I'm so grateful to have crossed paths with them, and I look forward to the journey ahead with their guidance!"</i> 109 resources have been created and shared with the sector to ensure that they are kept up to date with legislation changes, good practice and relevant sector information.
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Outcome 3: A sustainable sector in Wales supporting children to play and families and communities to prosper.

135 settings (over the Project) will have improved sustainability supporting children, families and communities to prosper, through work on marketing, registration (registration enables access to financial support schemes – Tax-Free Childcare and The Childcare Offer, making fees more affordable for families in difficult economic times), work with venues and financial planning and record keeping tools.

Actions	Impact/Outcome: what has happened because of the action	Evidence: example, case studies, stats which illustrate impact						
169 Business skills enhancing sustainability with 184 attendances: • CIW registration support • Registration Support (other e.g. TCO/TFC) • Marketing • Applying for funds • Financial planning • Financial systems • Grant monitoring • Marketing support	Improved business skills and knowledge to effectively promote the setting (its quality and affordability), raise quality and apply for funds. 184 individuals have been supported to develop knowledge and skills impacting upon Sustainability outcomes 70 settings with improved sustainability including: 6 Care Inspectorate Wales CIW registrations 5 Tax Free Childcare (TFC) registrations 4 The Childcare Offer (TCO) registrations		Annual Target	Achieved Yr 2	Variance	Cumulative target	Cumulative achieved	Cumulative variance
		Improved sustainability	45	70	+25	90	117	+27
Settings across Wales were supported to apply for grants to fund 278 childcare places, directly benefiting								

	These registrations provide sustained impact as they raise quality and enable parents to access financial support with childcare fees, encouraging attendance and supporting sustainability long term. 32 increased income through successful funding applications 13 with increased attendance 5 with financial forecasts/plans in place 5 Other	children and their families while also supporting the sustainability of the clubs. One club told us this; <i>"The funding has helped and supported some of our families to be able to go back to work and also been a huge support to a family in crisis. The children have benefited from being with their peers after school. Supported by staff and expressing themselves through play. Thank you for supporting children in need."</i> Case studies <u>Clwb Y Ddraig Out of School Childcare Club Case Study</u> <i>"We now assist parents by providing Tax-Free Childcare and are registered for the Childcare Offer. This is helping to reduce family's financial strain and ensure children have play opportunities. However, many parents seem unaware that they qualify for this benefit, often thinking it's solely for those not working. We are working to raise awareness about tax-free childcare and the childcare offer with Clybiau Plant Cymru Kids' Clubs Support. We understand the importance of these initiatives as we have many Clubs and Holiday Clubs."</i> <u>Hillside Holiday Club case study</u> <i>"I found Nia took the stress out of everything due to her knowledge and experience. Nia even came to visit us in person to go through everything and give her advice. I found this very helpful. I don't think I could have completed my application to CIW without Nia's support. I would recommend the support from Clybiau Plant Cymru Kids' Clubs to anyone setting up their out of school childcare business"</i>
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		Andi Pandi case study <i>"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."</i> Camp Fantastic case study <i>"Invaluable support provided by the Childcare Business Development Officers to support the registration process with Care Inspectorate Wales (CIW). "Clybiau Plant Cymru Kids' Clubs have been an invaluable partner in helping us establish our holiday camp. We couldn't do this process without them."</i>
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What we have learned in Year 2 and how are we changing what we do

Community Engagement & Sector Insight

- High levels of engagement with our community through the National Club Survey and development of new quality improvement tools and associated action plans provides a clear and evolving picture of the sector's current state and support needs.
- Feedback informs work in areas such as policy influence, training, resource development, funding, and club-specific support.
- Co-delivery of webinars with sector practitioners sharing good practice has helped improve attendance.

Key Challenges

- **Financial sustainability and staff recruitment/retention** remain major challenges. 38% of settings are not financially sustainable and clubs are considering increasing fees (50%), closing elements of the service (10%), reducing opening times (17%), and deregistration (10%). These figures are all either a decrease or the same as last year which reflects positively on the work that we are doing around sustainability.
- Many clubs face issues with staffing, preventing CIW registration and business expansion.
- 38% of settings are not financially sustainable, with many considering fee increases (50%), reduced services, or deregistration.

"currently the funding available is not to sustain settings financially, to cover staffing costs. That's what is needed. Not new toys or equipment. Also higher hourly rate for the childcare offer to at least £7.00 would help support settings hugely". (National Club Survey)

Mitigating challenges

- We will provide **business skills and webinars** that support sound financial systems/record keeping and planning to identify smarter and efficient ways of budgeting and minimise the impact of increasing fees on families and with funding support, further action plans, recruitment and marketing support.
- We will continue to encourage settings to seize the **funded qualification opportunities** through our Training and Support and CYMell Projects to deliver Playwork qualifications to both new recruits and existing staff, to comply with regulation and raise quality. We are working closely with WeCare Wales to promote Playwork as a career and have been promoting resources such as career cards whilst attending recruitment days throughout Wales.
- We are pleased to have supported with *15 CIW/TFC/TCO registrations* during this project year. Efforts continue to promote awareness and benefits of CIW and Tax-Free Childcare among providers and parents which is a priority to support sustainability, affordability and quality.

Connections/Collaborations

- Staff working on the Connected Childcare Communities project collaborate closely with colleagues delivering other support and training initiatives, ensuring maximum engagement from the sector and greater overall impact.
- As the Welsh Government works toward its Cymraeg 2050 target, many English-medium clubs have sought support and have been signposted to our Cymell staff, who help them increase their use of the Welsh language. Conversely, during Welsh language support visits, clubs are often identified and referred to Connected Childcare Communities staff for assistance in improving governance, sustainability, and/or quality.
- This cross-project, holistic approach has proven successful in achieving wider reach and ensuring the best possible outcomes for the clubs.

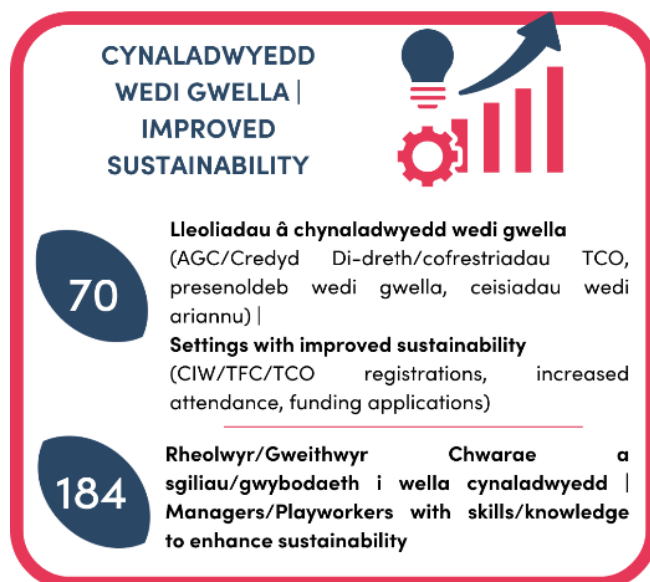
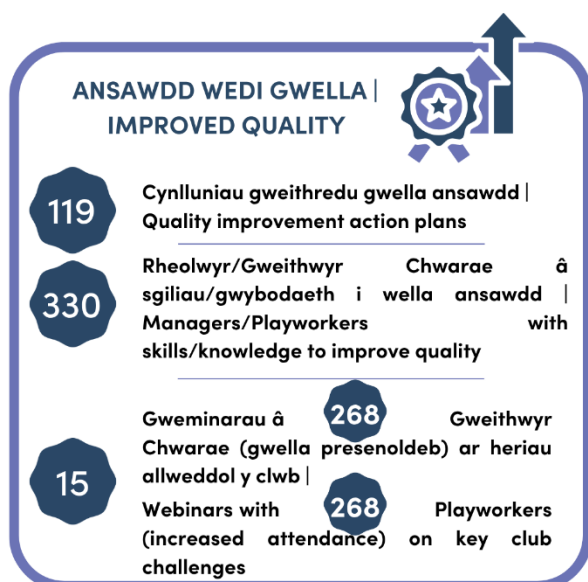
Business support/Webinar and Community Engagement

- **Survey data has directly influenced webinar content**, with particularly strong engagement in sessions focused on diversity and anti-racism. In response, we expanded our offerings on this topic, creating further opportunities for the community to connect and collaborate on completing their anti-racist audit working documents. Ongoing community feedback continues to shape relevant and impactful webinar and support content.
- **Safeguarding and anti-racism improvement action plans** in particular are driving work to strengthen governance in key areas – key trends in individual responses will be used to identify support needs/resources/webinars.
- **Webinars (Clwb Hwbs) are now very well attended.** Playworkers report finding them valuable and are actively applying their learning in practice.
- **Average attendance has grown from 11 to 18 participants per session**, thanks to a combination of strategies including: early planning and eye-catching social media promotion, co-delivery with subject experts and practitioners sharing good practice, positioning webinars as CPD (continuing professional development) opportunities and issuing e-certificates, sending reminders, and offering a range of delivery times and formats—including informal drop-in sessions on platforms like Facebook Live.

Blwyddyn 2, 01/06/2024-31/05/2025

Crynodeb

Wrth i ail flwyddyn y prosiect **Cymunedau Gofal Plant Cysylltiedig gan Gronfa Gymunedol y Loteri Genedlaethol** – ddod i ben, rydym yn falch o nodi twf sylweddol yn ein perthnasau o fewn y Gymuned Gofal Plant All-Ysgol. Mae'r ymdrechion wedi'i nodi gan gydweithio ardderchog ymhlith staff ar draws mentrau amrywiol. Mae'r gwaith tîm hwn wedi maethu ymgysylltiad o ansawdd a dylanwad ystyrlon. Rydym wedi rhagori ein targedau blynyddol wrth weithio'n agos gydag ein Cymuned, gan adeiladau ei chryfderau, ac wrth ymdrechu i wella bywydau plant a theuluoedd ar hyd a lled Cymru.



Y stori hyd at hyn

Mae ein heffaith wedi bod yn sylweddol yn yr ail flwyddyn o'n prosiect parhaol, gan ragori ar ein holl dargedau canlyniadau er mwyn gwneud lles i blant a theuluoedd. Mae'r perthnasau rhwng ein staff prosiect— sydd bellach yn priodol iawn, a'n cymuned wedi parhau i gryfhau, gydag ymgysylltiad parhaus i helpu llunio a choethi ein cymorth, gan sicrhau'r effaith mwyaf.

Mae'r prosiect hwn wedi cyflawni mentrau sefydliadol eraill drwy gefnogi'r broses o uwchsgilio staff newydd a staff sy' wedi cael eu cyflogi yn barod, a hyrwyddo mwy o ddefnydd o'r Gymraeg-a thrwy hynny sicrhau'r effaith fwyaf ar draws pob prosiect drwy wneud y mwyaf o'n cyrhaeddiad sefydledig ar hyd a lled Cymru.

	Targed Blynyddol B I2	Cyfanswm a Gyflawnwyd yn BI2	Amrywian t	Targed Cynyddol BI 1+2 1/06/2023- 31/05/2025	Cyfanswm Cynyddol BI 1+2 1/06/2023- 31/05/2025	Amrywia nt Cynyddol
1/06/2024-31/05/2025						
Sesiynau Sgiliau Busnes	465	818	+353	1,035	1,565	+530
Cynlluniau Gweithredu	42	119	+77	93	184	+91
Cynladwyedd	45	70	+25	90	117	+27
Llywodraethu wedi gwella	28	53	+25	62	88	+25
Digwyddiadau rhwydwaith	12	15	+3	24	27	+3

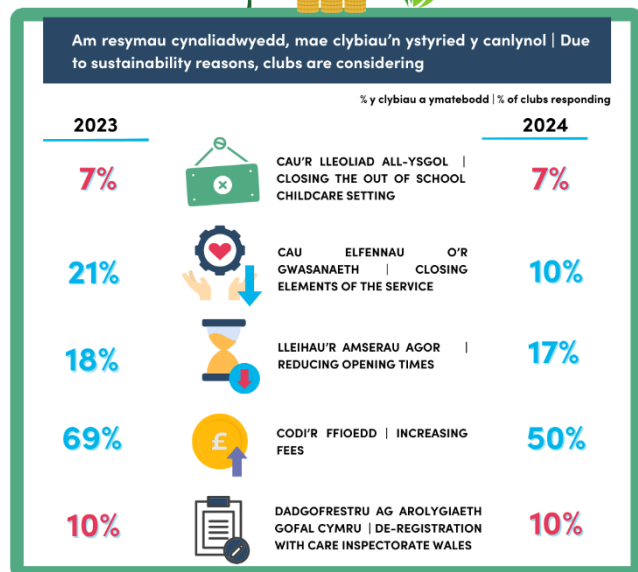
Mae'r gymuned yn gwerthfawrogi ein cymorth:

"Mae ein Swyddog Datblygu Busnes Gofal Plant, Sandra Welsby yn rhoi cyfoeth o gymorth. Mae hi ar gael am gyngor a gyfarwyddyd ar gymaint o bynciau gwahanol. nid ydym yn credu y gall TEMPS weithredu heb bartneriaeth â Clybiau Plant Cymru Kids' Clubs." – TEMPS, Wrecsam



Arolwg Clybiau Cenedlaethol 2024

Gwnaethom gynnal ein Harolwg Clybiau Cenedlaethol rhwng mis Tachwedd 2024 ac Ionawr 2025, a dangoswyd y canlyniadau bod ein gwaith wedi cael effaith cadarnhaol: mae llai o leoliadau yn ystyried cau elfennau o'u gwasanaeth, a lleihau oriau agor neu godi eu ffioedd. Mae'n hefyd yn gysurol i'w nodi bod yna awydd gael cymwysterau a datblygiad proffesiynol sy'n codi ansawdd ac yn gwella llywodraethu a chynaliadwyedd. Fodd bynnag, mae effaith o gostau byw cynyddol, gan gynnwys Isafswm Cyflog Cenedlaethol a rhent, sy'n cynrychioli rhan sylweddol at gostau lleoliadau, ac mae prinder gweithlu parhaus yn wneud difrod i'r Sector Gofal Plant All-Ysgol.



Mae ein gwaith—gan gynnwys Clwb Hwbs arbennig (gweminarau) a phecynnau cymorth archwilio a darparwyd drwy'r prosiect hwn, yn amlwg yn y 90% o glybiau sy'n dweud eu bod nhw'n cymryd camau holl agwedd i ddod yn wrth-hiliol (fel un enghraifft). Mae clybiau yn darparu cyfleoedd chwarae a chymdeithasu ar gyfer nifer uchel a chynyddol i blant ag anghenion ychwanegol/lles/cymorth. O fudd enfawr i'r plant a theuluoedd yma, mae yna hefyd heriau sy'n dod â hyn: Mae'r prosiect hwn wedi galluogi ni i ymgysylltu ag arbenigwyr i gyflwyno gweminarau ac adnoddau ar lesiant plant ac Anghenion Dysgu Ychwanegol (ADY).

Mae ein Swyddogion Gofal Plant Datblygu Busnes prosiect (SGPDB), yn cysylltu'n effeithiol â'n prosiectau eraill er mwyn sicrhau bod ein cymuned yn gallu ennill y budd gorau posibl. Darllenwch ein hastudiaeth achos ar glwb ar ôl [ysgol](#), Hendy, i ddeall sut mae hyn yn gweithio'n ymarferol.

Mae prinder staff yn tanseilio gallu Clybiau i gofrestru gyda'r Arolygiaeth Gofal, cynaliadwyedd a'u gallu i ehangu eu busnesau ac mae'r rhan fwyaf o'r rhai sy'n gadael swyddi yn gadael y sector. Mae Swyddogion Datblygu Gofal Plant Busnes prosiectau yn cefnogi lleoliadau gyda chynllunio'r gweithlu ac yn gweithio'n arloesol gyda'u cymunedau a'n prosiectau eraill i ddenu recriwtiaid newydd i'r gymuned Gofal Plant All-Ysgol ac ennill cymwysterau.

Mae cynaliadwyedd ariannol yn parhau i fod yn her sylweddol i'r sector. Bu colled net o 20 o glybiau, 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 ar hyd a lled Cymru.

[**Darllenwch ein Hadroddiad Gofal Plant All-Ysgol Cenedlaethol llawn 2024/5**](#)

Cynnwys ein Cymunedau

Rydym wedi cyflawni hyn yn y ffyrdd canlynol:

- **Arolwg Clybiau Cenedlaethol 2024**



Galwom ar glybiau i ymateb i Arolwg Clwb Cenedlaethol 'Cyflwr ar y Sector' er mwyn diwallu eu hanghenion cymorth yn well a chynrychioli'r sector yn llawn i gydweithwyr polisi a gwneuthurwyr penderfyniadau. Roeddem yn falch o weld cynnydd bach yn nifer yr ymatebwyr o'i gymharu â'r flwyddyn flaenorol. Defnyddiwyd yr ymatebion a amlygwyd yn yr adroddiad i ddarparu cynlluniau gweithredu wedi'u teilwra i gefnogi clybiau unigol mewn meysydd

allweddol i gefnogi ansawdd, cynaliadwyedd a llywodraethu. Mae canlyniadau'r arolwg hefyd wedi cael eu defnyddio a byddant yn parhau i gael eu defnyddio ar gyfer cynllunio gweminarau rhwydwaith. Er enghraifft, awgrymodd lleoliadau eu bod angen cymorth i reoli ymddygiad y plant yn effeithiol, ac arweiniodd hyn ni at gynllunio Clwb Hwb gyda siaradwr gwadd sydd ag arbenigedd ar reoli ymddygiad plant. Cynhelir y Clwb Hwb hwn ym mis Mehefin.

- Gweminarau misol (y cyfeirir atynt fel Clwb Hwbs) yn cyflwyno arbenigedd ar bynciau gan y gymuned ac weithiau dan arweiniad ymarferwyr o'r gymuned. Maent hefyd yn hwyluso trafodaeth, cymorth a rhannu arfer da.
- Gwerthusiadau o weminarau rhwydwaith, sesiynau sgiliau busnes, arolwg boddhad aelodaeth a chyfathrebu cyffredinol â chlybiau.
- Cynnal cyfarfodydd rheolaidd gyda Llywodraeth Cymru, partneriaid gofal plant, y corff rheoleiddio Arolygiaeth Gofal Cymru, cyfarfodydd gofal plant amlasiantaeth lleol a gweminarau a gynhelir gyda thimau gofal plant awdurdodau lleol, yn caniatáu inni gael cipolwg ar anghenion y sector o bob safbwynt.

Rydym yn defnyddio cryfderau ein sector yn y ffyrdd canlynol:

- Er mwyn datblygu astudiaethau achos er mwyn galluogi pobl eraill i ddeall yr effaith/eu hailadrodd o bosibl
- Hyrwyddo llwyddiant i'r sector
- Cyd-gyflwyno gweminarau e.e. Interplay, Abertawe yn darparu ar ADY.

Y gwahaniaethau rydyn ni'n eu gwneud

Canlyniad 1: Mae cymunedau yng Nghymru yn elwa o wasanaethau o safon sy'n cael eu gwella drwy gynllunio gweithredu i ddiwallu eu hanghenion sy'n esblygu.

Datblygu 135 o Gynlluniau Gweithredu pwrpasol (dros y Prosiect) i fynd i'r afael â bylchau a nodwyd drwy ymatebion unigol i'r Arolwg Clybiau Cenedlaethol a'r Asesiad Gofal Plant All-Ysgol (OSCA), ynghyd ag adborth gan bartneriaid eraill (e.e. adroddiadau arolygu AGC/adborth gan awdurdodau lleol).

Gweithrediau	Effaith/Canlyniad: beth sydd wedi digwydd oherwydd y weithred	Tystiolaeth: enghraifft, astudiaethau achos, ystadegau sy'n dangos effaith																												
330 o sesiynau sgiliau busnes (330 o bresenoldeb), gwella ansawdd/llywodraethu, gan gynnwys: • Pecynnau cymorth gwella ansawdd a chynllunio gweithredu canlyniadol • Cadw cofnodion • Cymorth parhaus gydag Arolygiaeth Gofal Cymru (AGC) • Cefnogi arfer ansawdd • Sefydlu gofal plant	Sgiliau a gwybodaeth fusnes gwell i wella ansawdd ac arfer da.	<table><tr><th></th><th>Targed Blynnyddol</th><th>Cyfanswm a Gyflawnwyd yn BI2</th><th>Amrywiant</th><th>Targed Cynyddol</th><th>cynnydd a gyflawnwyd</th><th>Amrywiant Cynyddol</th></tr><tr><td>Cynlluniad Gweithdrefn</td><td>42</td><td>119</td><td>+77</td><td>93</td><td>184</td><td>+91</td></tr><tr><td>Digwyddiadau rhwydwaith</td><td>12</td><td>15</td><td>+3</td><td>24</td><td>27</td><td>+3</td></tr><tr><td>Cyfranogwyr rhwydwaith</td><td>127</td><td>268</td><td>+141</td><td></td><td>398</td><td></td></tr></table> “Mae Clybiau Plant Cymru Kids’ Clubs wedi bod yn bartner amhrisiadwy wrth ein helpu i sefydlu ein gwersyll gwyliau – ni allem fod wedi gwneud hynny hebddynt.”		Targed Blynnyddol	Cyfanswm a Gyflawnwyd yn BI2	Amrywiant	Targed Cynyddol	cynnydd a gyflawnwyd	Amrywiant Cynyddol	Cynlluniad Gweithdrefn	42	119	+77	93	184	+91	Digwyddiadau rhwydwaith	12	15	+3	24	27	+3	Cyfranogwyr rhwydwaith	127	268	+141		398	
	Targed Blynnyddol	Cyfanswm a Gyflawnwyd yn BI2	Amrywiant	Targed Cynyddol	cynnydd a gyflawnwyd	Amrywiant Cynyddol																								
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Cyfranogwyr rhwydwaith	127	268	+141		398																									

119 cynlluniau gweithredu	Lleoliadau gyda chynlluniau gweithredu wedi'u teilwra i wella ansawdd—datblygwyd cynlluniau gweithredu drwy gwblhau amrywiol becynnau cymorth gwella ansawdd – rhai ohonynt wedi'u datblygu'n ddiweddar: • Mae'r Archwiliad Iechyd Diogelu yn benodol wedi bod mewn galw ac wedi sbarduno gwelliannau mewn llywodraethu diogelu (56) ynghyd â'r • Pecyn Cymorth Archwilio Gwrth-hiliaeth (35), gan gefnogi Clybiau i ymgorffori arfer gwrth-hiliol • Asesiad Gofal Plant All-Ysgol • Arolwg Clybiau Cenedlaethol • Archwiliad Iechyd EDI • Dadansoddiad Anghenion Marchnata • Dadansoddiad Anghenion Hyfforddi	Adborth Cynllun Gweithredu Plan <i>“Rydym wedi cyflwyno polisi Prevent, wedi cwblhau hyfforddiant DARPL ac wedi archebu sesiwn GDPR i'w wneud ar-lein” (Twyn, Caerffili)</i> <i>“Rydym wedi creu polisi gweithio ar eich pen eich hun, gan weithio tuag at ddau bolisi arall, mae staff wedi cwblhau hyfforddiant Prevent a GDPR.” (Bramble Hedge, VOG)</i> <i>“Diolch i chi am ddod allan i wneud ein gwiriad iechyd, roedd yn gyflym ac yn effeithlon. Mae hyn wedi tynnu sylw at un neu ddau faes y mae angen i ni wella arnynt” Dylans Den.</i> <i>“Rydym wedi cofrestru'r holl staff perthnasol ar gyfer hyfforddiant gwaith chwarae” (Cwmlai, RCT)</i> <u>Darllenwch sut manteisiodd clwb yng Nghastell-nedd Port â'r Gwiriad Iechyd Diogelu</u>
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15 o Glybiau Hwb/gweminarau a fynychwyd yn dda (268 o gyfranogwyr) a gyflwynwyd ar y cyd gydag arbenigwyr ac ymarferwyr yn rhannu cryfderau'r sector ac yn darparu datblygiad proffesiynol parhaus.

Pynciau sy'n cael eu sbarduo gan y Gymuned

1. Cadw cofnodion di-bapur gyda'r [swyddfa Cymru | ICO](#)
2. Anghenion ychwanegol a chymhleth gyda siaradwyr arbenigol o'r sector
3. Gwrth-hilioldeb gyda [DARPL – Dysgu Proffesiynol Amrywiaeth a Gwrth-hilioldeb](#) (3 gweminar i ymgorffori arfer da)
4. Llesiant – gydag awdur lles plant, Hyfforddwr lechyd ardystiedig, Ymarferydd Chwarae Therapiwtig cymwys
5. Mynd i'r afael â bwlio gyda [Bullies Out](#).
6. Sgiliau Pwyllgor
7. Cyllid (2 sesiwn)
8. Sgiliau gwaith chwarae
9. Chwarae rhannau rhydd
10. Goruchwyliaethau ac Arfarniadau
11. Cynaliadwyedd
12. Cynnwys plant mewn llywodraethu (Facebook yn fyw)

Adborth cadarnhaol gan fynychwyr gweminarau'r rhwydwaith:

- Cynyddodd presenoldeb cyfartalog o **11 i 18** cyfranogwr/gweminar.
- Cynyddodd sgôr gwybodaeth y cyfranogwyr ar gyfartaledd o sgôr o 3.2 i 4.6 allan o uchafswm o 5 ar ddechrau ac ar ôl cwblhau'r gweminarau.
- Dywedodd 100% eu bod yn debygol o weithredu dysgu (88% yn debygol iawn o weithredu) a byddai 87% â diddordeb mewn mynychu mwy o Clwb Hwbs.

“Dysgais lawer o'r sesiwn ac mae gen i sawl syniad ar yr hyn y gallwn ni ei wneud mewn lleoliad i hyrwyddo gwrth-hiliaeth-Childs Play LTD”

“Siaradais â fy rheolwr chwarae am gael gorsaf lles wedi'i sefydlu fel y gall plant adnabod sut maen nhw'n teimlo, syrthiais mewn cariad â'r llyfr” Gilfach Goch

*Diolch am sesiwn addysgiadol arall. Roedd y cynnwys yn berthnasol iawn i'n lleoliad. Mae'r ffaith bod y sesiynau'n para awr ac ar-lein yn wych o ran hygyrchedd. Byddwn yn rhoi'r hyn a ddysgom ar waith yn yr hyfforddiant yn ein lleoliad, nid yn unig at ddibenion cofrestru AGC, ond oherwydd ei fod yn arfer da.”
Bridging the Gap*

Pecynnau adnoddau pwrpasol	Adnoddau wedi'u datblygu e.e. bwletinau wythnosol, templedi, canllawiau, cylchlythyrau i gefnogi ansawdd, cynaliadwyedd a llywodraethu. • Pecynnau adnoddau i gyd-fynd â Chlwb Hwbs uchod. • Cardiau gweithwyr chwarae i gefnogi heriau recriwtio. • Cyfres o bolisïau wedi'u hadolygu yn dilyn llofruddiaethau yn Stockport mewn gwersyll dawnys plant (Haf 2024) • Polisïau newydd e.e. alergenau, gweithwyr ifanc • Cymorth ariannol gyda ffioedd gofal plant • Swyddfa Cymru ICO pecyn adnoddau • Polisïau craidd ar gyfer y rheoleiddiwr wedi'u diweddarau mewn cydweithrediad â'r rheoleiddiwr (CIW). • Cylchlythyrau chwarterol dwyieithog.	109 o adnoddau wedi'u datblygu neu eu cefnogi (gyda phrosiectau eraill).  Dolenni i gylchlythyr chwarterol Y Bont Haf 2024 Hydref 2024 Gaeaf 2025 Gwanwyn 2025
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Canlyniad 2: Bydd gan glybiau llywodraethu cryfach a chadarn, gan ddiwallu anghenion plant, teuluoedd a chymunedau ledled Cymru.

Bydd 90 o Glybiau Gofal Plant All-Ysgol (dros gyfnod y Prosiect) wedi adolygu eu model rheoli presennol a byddant wedi cryfhau'r llywodraethu sy'n gweddu orau i anghenion eu clwb a'u cymuned wrth barchu barn plant, gan eu cadw wrth wraidd yr hyn a wnânt (Erthygl 12 CCUHP).

Gweithredoedd	Effaith/Canlyniad: beth sydd wedi digwydd oherwydd y weithred	Tystiolaeth: enghraifft, astudiaethau achos, ystadegau sy'n dangos yr effaith														
319 o sgiliau busnes yn cryfhau llywodraethu gyda 356 o bobl yn bresennol: • Adeiladu Cyfarfodydd Gwell • Recriwtio staff yn fwy diogel • Rheoli Staff • Aelodau'r Pwyllgor Recriwtio • Rolau a Chyfrifoldebau • Dod o Hyd i Hyfforddiant • Llywodraethu • Polisiâu a Gweithdrefnau • Cynllunio Strategol	Sgiliau a gwybodaeth busnes gwell i gryfhau llywodraethu: 53 lleoliad gyda llywodraethu cryfach gan gynnwys: 12 strwythur cyfreithiol mwy cadarn, gan gynnwys 8 cofrestriad CIO (sy'n cyfyngu ar atebolrwydd ariannol personol gwirfoddolwyr) 1 Cwmni Buddiant Cymunedol a 3 chwmni cyfyngedig 26 gyda pholisïau/gweithdrefnau allweddol wedi'u datblygu/diweddaru sy'n cydymffurfio â'r Safonau Gofynnol Cenedlaethol, gofynion rheoleiddio eraill ac arfer da 5 recriwtio/ymsefydlu pwyllgorau/staff effeithiol 4 cefnogi pwyllgorau a Rheolwyr yn effeithiol i ddeall rolau a chyfrifoldebau 3 ansawdd gwell yn cefnogi eu llywodraethu 3 arall	<table><tr><td></td><td>Targed Blynnyddol</td><td>Gyflwynwyd yn Bl 2</td><td>Amrywiant</td><td>Targed cynyddol</td><td>Targed Cynyddol</td><td>Amrywiant cynyddol</td></tr><tr><td>Llywodraethu wedi gwella</td><td>28</td><td>53</td><td>+25</td><td>62</td><td>87</td><td>+25</td></tr></table> Astudiaethau Achos Cefnogwyd Clwb Y Mynedd i gofrestru ei fusnes â Tŷ'r Cwmnïau fel Cwmni Cyfyngedig. “Cyngor gwyh wedi'i roi, camau manwl i'w dilyn a'r ffordd gorau i gofrestru, cefnogaeth barhaus drwy gydol y broses”. Mae Astudiaeth Achos Llywodraethu Gofal Plant Hendy yn dangos sut mae lleoliad yn gallu cael ei cefnogi i ddeall strwythurau cyfreithiol yn a chofrestru strwythur mwy grymus ar gyfer amddiffyniad gwell. “Mae eu cefnogaeth wedi bod yn gwbl amhrisiadwy, wrth i mi gychwyn ar yr antur newydd hon. A dweud y gwir, dydw i ddim yn gwybod beth fyddwn i wedi'i wneud hebddyn nhw! O'r cychwyn cyntaf, fe wnaethon nhw wneud i mi deimlo nad oeddwn i ar ben fy hun; mae'n wych gwybod bod yna bobl sy'n wirioneddol ofalu ac sy'n barod i helpu. Maen nhw wedi fy arwain i'r iawn gyfeiriad, gan rannu cyngor ac		Targed Blynnyddol	Gyflwynwyd yn Bl 2	Amrywiant	Targed cynyddol	Targed Cynyddol	Amrywiant cynyddol	Llywodraethu wedi gwella	28	53	+25	62	87	+25
	Targed Blynnyddol	Gyflwynwyd yn Bl 2	Amrywiant	Targed cynyddol	Targed Cynyddol	Amrywiant cynyddol										
Llywodraethu wedi gwella	28	53	+25	62	87	+25										

		<i>adnoddau craff sydd wedi gwneud gwahaniaeth gwirioneddol. Heb y cymorth, rwy'n amau'n fawr y gallwn i redeg busnes llwyddiannus. Mae eu hanogaeth wedi newid y gêm, gan droi'r hyn a oedd yn teimlo'n llethol i ddechrau yn rhywbeth hylaw a chyffrous. Rwyf mor ddiolchgar fy mod wedi croesi llwybrau gyda nhw, ac rwy'n edrych ymlaen at y daith sydd o'n blaenau gyda'u harweiniad!"</i> Mae 109 o adnoddau wedi'u creu a'u rhannu gyda'r sector i sicrhau eu bod yn cael eu diweddarau â newidiadau deddfwriaeth, arfer da a gwybodaeth berthnasol am y sector.
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Canlyniad 3: Sector cynaliadwy yng Nghymru sy'n cefnogi plant i chwarae a theuluoedd a chymunedau i ffynnu.

Bydd gan 135 o leoliadau (dros gyfnod y Prosiect) well cynaliadwyedd gan gefnogi plant, teuluoedd a chymunedau i ffynnu, drwy waith ar farchnata, cofrestru (mae cofrestru yn galluogi mynediad at gynlluniau cymorth ariannol – Gofal Plant Di-dreth a'r Cynnig Gofal Plant, gan wneud ffioedd yn fwy fforddiadwy i deuluoedd mewn cyfnodau economaidd anodd), gweithio gyda lleoliadau ac offer cynllunio ariannol a chadw cofnodion.

Gweithredoedd	Effaith/Canlyniad: beth sydd wedi digwydd oherwydd y weithred	Tystiolaeth: enghraifft, astudiaethau achos, ystadegau sy'n dangos effaith						
169 o sgiliau busnes yn gwella cynaliadwyedd gyda 184 o bresenoldeb: - Cymorth cofrestru AGC - Cymorth Cofrestru (arall e.e. TCO/TFC) - Marchnata - Gwneud cais am arian - Cynllunio ariannol - Systemau ariannol - Monitro grantiau	Sgiliau a gwybodaeth busnes gwell i hyrwyddo'r lleoliad yn effeithiol (ei ansawdd a'i fforddiadwyedd), codi ansawdd a gwneud cais am gyllid. Mae 184 o unigolion wedi cael eu cefnogi i ddatblygu gwybodaeth a sgiliau sy'n effeithio ar ganlyniadau Cynaliadwyedd 70 o leoliadau gyda chynaliadwyedd gwell gan gynnwys: 6 chofrestriad AGC Arolygiaeth Gofal Cymru 5 chofrestriad Gofal Plant Di-dreth (TFC) 4 chofrestriad y Cynnig Gofal Plant (TCO)		Targed Blynnyddol	Gyflwynwyd yn BI 2	Amrywiad	Targed cynyddol	Targed Cynyddol	Amrywiad cynyddol
		Cynaliadwyedd wedi gwella	45	70	+25	90	117	+27

Cymorth marchnata	Mae'r cofrestriadau hyn yn darparu effaith gynaliadwy wrth iddynt godi ansawdd a galluogi rhieni i gael mynediad at gymorth ariannol gyda ffioedd gofal plant, gan annog presenoldeb a chefnogi cynaliadwyedd yn y tymor hir. 32 incwm cynyddol trwy geisiadau llwyddiannus am gyllid 13 gyda mwy o bresenoldeb 5 gyda rhagolygon/cynlluniau ariannol ar waith 5 Arall	Cefnogwyd lleoliadau ledled Cymru i wneud cais am grantiau i ariannu 278 o leoliadau gofal plant, gan fod o fudd uniongyrchol i blant a'u teuluoedd tra hefyd yn cefnogi cynaliadwyedd y clybiau. Dywedodd un clwb hyn wrthym; "Mae'r cyllid wedi helpu a chefnogi rhai o'n teuluoedd i allu mynd yn ôl i'r gwaith ac mae hefyd wedi bod yn gefnogaeth enfawr i deulu mewn argyfwng. Mae'r plant wedi elwa o fod gyda'u cyfoedion ar ôl ysgol. Wedi'u cefnogi gan staff a mynegi eu hunain trwy chwarae. Diolch am gefnogi plant mewn angen." Astudiaethau achos <u>Astudiaeth Achos Clwb Gofal Plant All-Ysgol Clwb Y Ddraig</u> "Rydym bellach yn cynorthwyo rhieni trwy ddarparu Gofal Plant Di-dreth ac wedi cofrestru ar gyfer y Cynnig Gofal Plant. Mae hyn yn helpu i leihau straen ariannol teuluoedd a sicrhau bod gan blant gyfleoedd chwarae. Fodd bynnag, mae'n ymddangos nad yw llawer o rieni'n ymwybodol eu bod yn gymwys ar gyfer y budd-dal hwn, gan feddwl yn aml ei fod ar gyfer y rhai nad ydynt yn gweithio yn unig. Rydym yn gweithio i godi ymwybyddiaeth am ofal plant di-dreth a'r cynnig gofal plant gyda chefnogaeth Clybiau Plant Cymru. Rydym yn deall pwysigrwydd y mentrau hyn gan fod gennym lawer o Glybiau a Chlybiau Gwyliau." <u>Astudiaeth Achos Clwb Gwyliau Hillside</u> "Wnes i ganfod bod Nia wedi tynnu'r straen allan o bopeth oherwydd ei gwybodaeth a'i phrofiad. Daeth Nia hyd yn oed i ymweld â ni yn bersonol i fynd drwy bopeth a rhoi cyngor iddi. Fe wnes i ganfod bod hyn yn ddefnyddiol iawn. Dydw i ddim yn meddwl y gallwn i fod wedi cwblhau fy nghais i CIW heb gefnogaeth Nia. Byddwn i'n argymhell y gefnogaeth gan Glybiau Plant
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		Cymru i unrhyw un sy'n sefydlu eu busnes gofal all-ysgol" Astudiaeth achos Andi Pandi "Amlygodd ein Swyddog Datblygu Busnesau Gofal Plant yr angen am bolisi cronfeydd wrth gefn a'n helpu i ddatblygu cynllun gweithredu wedi'i deilwra i anghenion ein lleoliad gofal plant. Er nad oedd ein cyfrifon mewn sefyllfa ddrwg, mae lle i wella bob amser – ac fe groesawon ni'r cyngor a'r arweiniad," rhannodd Ellie, Andi Pandi." Astudiaeth achos Gwersyll Fantastic "Cefnogaeth amhrisiadwy a ddarparwyd gan y Swyddogion Datblygu Busnesau Gofal Plant i gefnogi'r broses gofrestru gydag Arolygiaeth Gofal Cymru (AGC). "Mae Clybiau Plant Cymru wedi bod yn bartner amhrisiadwy wrth ein helpu i sefydlu ein gwersyll gwyliau. Ni allem wneud y broses hon hebddyn nhw"
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Yr hyn a ddysgom ym Mlwyddyn 2 a sut rydym yn newid yr hyn a wnawn Ymgysylltu â'r Gymuned a Mewnolwg i'r Sector

- Mae lefelau uchel o ymgysylltu â'n cymuned drwy'r Arolwg Clybiau Cenedlaethol a datblygu offer gwella ansawdd newydd a chynlluniau gweithredu cysylltiedig yn darparu darlun clir ac esblygol o gyflwr presennol y sector ac anghenion cymorth.
- Mae adborth yn llywio gwaith mewn meysydd fel dylanwad polisi, hyfforddiant, datblygu adnoddau, cyllid, a chymorth penodol i glybiau.
- Mae cyflwyno gweminarau ar y cyd gydag ymarferwyr y sector yn rhannu arfer da wedi helpu i wella presenoldeb.

Heriau Allweddol

- **Mae cynaliadwyedd ariannol a recriwtio/cadw staff** yn parhau i fod yn her mawr. Nid yw 38% o leoliadau yn gynaliadwy yn ariannol ac mae clybiau'n ystyried cynyddu ffioedd (50%), cau elfennau o'r gwasanaeth (10%), lleihau oriau agor (17%), a dadgofrestru (10%). Mae'r ffigurau hyn i gyd naill ai'n gostyngiad neu'r un fath â'r llynedd sy'n adlewyrchu'n gadarnhaol ar y gwaith rydym yn ei wneud o amgylch cynaliadwyedd.
- Mae llawer o glybiau'n wynebu problemau gyda staffio, gan atal cofrestru AGC ac ehangu busnes.

- Nid yw 38% o leoliadau yn gynaliadwy yn ariannol, gyda llawer yn ystyried cynyddu ffioedd (50%), lleihau gwasanaethau, neu ddadgofrestru.

“ar hyn o bryd nid yw'r cyllid sydd ar gael i gynnal lleoliadau'n ariannol, i dalu costau staffio. Dyna sydd ei angen. Nid tegau na chyfarpar newydd. Hefyd, byddai cyfradd uwch fesul awr ar gyfer y cynnig gofal plant i o leiaf £7.00 yn helpu i gefnogi lleoliadau'n fawr”. (Arolwg Clybiau Cenedlaethol)

Lliniaru heriau

- Byddwn yn darparu **sgiliau busnes a gweminarau** sy'n cefnogi systemau ariannol cadarn/cadw cofnodion a chynllunio i nodi ffyrdd mwy craff ac effeithlon o gyllidebu a lleihau effaith ffioedd cynyddol ar deuluoedd a chyda chefnogaeth ariannol, cynlluniau gweithredu pellach, recriwtio a chefnogaeth marchnata.
- Byddwn yn parhau i annog lleoliadau i fanteisio ar y **cyfleoedd cymwysterau a ariennir** drwy ein Prosiectau Hyfforddiant a Chymorth a CYMell i gyflwyno cymwysterau Gwaith Chwarae i recriwtiaid newydd a staff presennol, er mwyn cydymffurfio â rheoliadau a chodi ansawdd. Rydym yn gweithio'n agos gyda Gofalwn Cymru i hyrwyddo Gwaith Chwarae fel gyrfa ac wedi bod yn hyrwyddo adnoddau fel cardiau gyrfa wrth fynychu diwrnodau recriwtio ledled Cymru.
- Rydym yn falch o fod wedi cefnogi gyda 15 o gofrestrïadau AGC/TFC/TCO yn ystod y flwyddyn brosiect hon. Mae ymdrechion yn parhau i hyrwyddo ymwybyddiaeth a manteision CIW a Gofal Plant Di-dreth ymhlith darparwyr a rhieni sy'n flaenoriaeth i gefnogi cynaliadwyedd, fforddiadwyedd ac ansawdd.

Cysylltiadau/Cydweithrediadau

- Mae staff sy'n gweithio ar brosiect Cymunedau Gofal Plant Cysylltiedig yn cydweithio'n agos â chydweithwyr sy'n darparu mentrau cymorth a hyfforddiant eraill, gan sicrhau'r ymgysylltiad mwyaf posibl gan y sector ac effaith gyffredinol fwy.
- Wrth i Lywodraeth Cymru weithio tuag at ei tharged Cymraeg 2050, mae llawer o glybiau cyfrwng Saesneg wedi ceisio cymorth ac wedi cael eu cyfeirio at ein staff CYMell, sy'n eu helpu i gynyddu eu defnydd o'r iaith Gymraeg. I'r gwrthwyneb, yn ystod ymweliadau cymorth iaith Gymraeg, mae clybiau'n aml yn cael eu nodi a'u cyfeirio at staff Cymunedau Gofal Plant Cysylltiedig i gael cymorth i wella llywodraethu, cynaliadwyedd, a/neu ansawdd.
- Mae'r dull cyfannol traws-brosiect hwn wedi profi'n llwyddiannus wrth gyflawni cyrhaeddiad ehangach a sicrhau'r canlyniadau gorau posibl i'r clybiau.

Cymorth busnes/Gweminar ac Ymgysylltu â'r Gymuned

- Mae data arolwg wedi dylanwadu'n uniongyrchol ar gynnwys gweminarau**, gyda chyfranogiad arbennig o gryf mewn sesiynau sy'n canolbwyntio ar amrywiaeth a gwrth-hilioldeb. Mewn ymateb, fe wnaethom ehangu ein cynigion ar y pwnc hwn, gan greu cyfleoedd pellach i'r gymuned gysylltu a chydweithio ar gwblhau eu dogfennau gwaith archwilio gwrth-hilioldeb. Mae adborth cymunedol parhaus yn parhau i lunio cynnwys gweminarau a chymorth perthnasol ac effeithiol.
- Mae cynlluniau gweithredu diogelu a gwella gwrth-hilioldeb** yn benodol yn gyrru gwaith i gryfhau llywodraethu mewn meysydd allweddol – bydd tueddiadau allweddol mewn ymatebion unigol yn cael eu defnyddio i nodi anghenion cymorth/adnoddau/gweminarau.

- **Mae nifer dda iawn o bobl bellach yn mynychu gweminarau (Clwb Hwbs).** Mae gweithwyr chwarae yn adrodd eu bod yn eu cael yn werthfawr ac yn rhoi eu dysgu ar waith yn weithredol.
- **Mae presenoldeb cyfartalog wedi cynyddu o 11 i 18 o gyfranogwyr fesul sesiwn,** diolch i gyfuniad o strategaethau gan gynnwys: cynllunio cynnar a hyrwyddo cyfryngau cymdeithasol trawiadol, cyd-ddarparu gydag arbenigwyr pwnc ac ymarferwyr yn rhannu arfer da, lleoli gweminarau fel cyfleoedd DPP (datblygiad proffesiynol parhaus) a chyhoeddi e-dystysgrifau, anfon nodiadau atgoffa, a chynnig ystod o amseroedd a fformatau cyflwyno—gan gynnwys sesiynau galw heibio anffurfiol ar lwyfannau fel Facebook yn fyw.