



Bear Pak ongoing support throughout Connected Childcare Communities

What Bear Pak said about Clybiau Plant Cymru Kids' Clubs:

"Because there's so much information out there, I think what Clybiau Plant Cymru Kids' Clubs offer, the face to face visits from Childcare Business Development Officers is that personal aspect."

"If we had an issue, I know we could come to you and there's bound to be another club that's gone through the same thing".

"You share how they overcome it and what we can do to help us solve our issues".

"It is that community feel as well, knowing that there are other clubs who may be experiencing the same or different things that we're going through".

"That's what Clybiau Plant Cymru Kids' Clubs have given us over the last year".

Bear Pak is a not-for-profit company limited by guarantee based within the Vale of Glamorgan and provides high-quality wraparound, afterschool, and holiday childcare for children aged 3–12 years.

Through the Connected Childcare Communities Project, funded by the National Lottery Community Fund, Childcare Business Development Officers have supported the Club with 29 business skills sessions covering key areas and toolkits:

Through the Out of School Childcare Assessment Tool (OSCA), Bear Pak were supported to identify what it does well and what needs improvement under themes such as legal/regulation, training, quality management and as well as supporting their staff development, finances and governance. This has led to an increase in number of children booked in over the next term.

The Safeguarding Health check supported the Club to identify gaps in existing policies and practice, leading to the development and implementation of new policies, such as:

- Anti-Racism
- Modern Slavery
- Young Workers policies.

The setting is also currently working through the Anti Racism Audit Toolkit and is supported to further embed inclusive and equitable practice.

Bear Pak have also completed a marketing need analysis, which informed the development of their marketing strategy. Several actions have since been implemented, including the distribution of promotional leaflets within the local community.

Financial forecast to support the long term sustainability by reviewing the income and expenditure of the club. As part of this process, the club has made effective adaptations to reduce costs and increase income. These include small adjustments to staffing, a modest increase in fees, and changes to the after-school snack menu. The club has also consulted with the children about their food preferences, ensuring that options remain both affordable and appealing while valuing and incorporating their views.

Overall, Bear Pak demonstrates a clear commitment to high-quality childcare, continuous improvement, inclusivity, and sustainability, supported by strong partnerships and reflective practice.



Bear Pak ongoing support throughout Connected Childcare Communities

Beth ddywedodd Bear Pak am Clybiau Plant Cymru Kids' Clubs

"Gan fod cymaint o wybodaeth ar gael, rwy'n credu mai'r hyn y mae Clybiau Plant Cymru Kids' Clubs yn ei gynnig drwy ymweliadau wyneb yn wyneb gan Swyddogion Datblygu Busnes Gofal Plant yw'r agwedd bersonol honno."

"Pe bai gennym broblem, rwy'n gwybod y gallem ddod atoch chi, ac mae'n siŵr y byddai clwb arall wedi mynd drwy'r un sefyllfa."

"Rydych yn rhannu sut y gwnaethant oresgyn yr heriau hynny a'r hyn y gallwn ni ei wneud i'n helpu i ddatrys ein problemau ein hunain."

"Mae yna hefyd ymdeimlad cryf o gymuned, gan wybod bod clybiau eraill efallai'n profi'r un pethau neu bethau gwahanol i'r hyn rydym ni'n mynd drwyddo."

"Dyna beth mae Clybiau Plant Cymru Kids' Clubs wedi ei roi i ni dros y flwyddyn ddiwethaf."

Mae Bear Pak yn gwmni dielw cyfyngedig drwy warant sydd wedi'i leoli ym Mro Morgannwg ac mae'n darparu gofal plant cofleidiol, clybiau r'ol ysgol a gofal gwyliu o ansawdd uchel i blant rhwng 3 a 12 oed.

Drwy Brosiect Cymunedau Gofal Plant Cysylltiedig, a ariennir gan Gronfa Gymunedol y Loteri Genedlaethol, mae Swyddogion Datblygu Busnes Gofal Plant wedi cefnogi'r Clwb drwy 29 sesiwn sgiliau busnes sy'n cwmpasu meysydd allweddol ac amrywiaeth o becynnau cymorth.

Drwy'r Offeryn Hunanasesu Gofal Plant All-Ysgol (OSCA), cafodd Bear Pak gymorth i nodi'r hyn y mae'n ei wneud yn dda a'r hyn sydd angen ei wella o dan themâu megis cyfreithiol/rheoleiddio, hyfforddiant, rheoli ansawdd, yn ogystal â chefnogi datblygiad staff, cyllid a llywodraethu. Mae hyn wedi arwain at gynnydd yn nifer y plant sydd wedi'u cofrestru ar gyfer y tymor nesaf yn dilyn y Pasg.

Roedd y Prawf Iechyd Diogelu yn cefnogi'r Clwb i nodi bylchau mewn polisiau ac arferion presennol, gan arwain at ddatblygu a gweithredu polisiau newydd, megis:

- Gwrth-hiliaeth
- Caethwasiaeth Fodern
- Gweithwyr Ifanc

Mae'r lleoliad hefyd wrthi ar hyn o bryd yn gweithio drwy Becyn Cymorth Archwilio Gwrth-hiliaeth ac yn cael cymorth i wreiddio arferion cynhwysol a theg ymhellach.

Mae Bear Pak hefyd wedi cwblhau dadansoddiad o anghenion marchnata, a lywiodd ddatblygiad ei strategaeth farchnata. Ers hynny, mae nifer o gamau gweithredu wedi'u rhoi ar waith, gan gynnwys dosbarthu taflenni hyrwyddo yn y gymuned leol.

Cafodd rhagolwg ariannol ei ddatblygu i gefnogi cynaliadwyedd hirdymor y clwb drwy adolygu ei incwm a'i wariant. Fel rhan o'r broses hon, mae'r clwb wedi gwneud addasiadau effeithiol i leihau costau a chynyddu incwm. Mae'r rhain yn cynnwys addasiadau bach i drefniadau staffio, cynnydd cymedrol mewn ffioedd, gostwng costau tanwydd, a newidiadau i fwydlen byrbrydau'r clwb r'ol ysgol. Mae'r clwb hefyd wedi ymgynghori â'r plant ynghylch eu hoffterau bwyd, gan sicrhau bod yr opsiynau yn parhau'n fforddiadwy ac yn apelgar, wrth werthfawrogi a chynnwys eu safbwyntiau.

Ar y cyfan, mae Bear Pak yn dangos ymrwymiad clir i ddarparu gofal plant o ansawdd uchel, gwelliant parhaus, cynhwysiant a chynaliadwyedd, wedi'i gefnogi gan bartneriaethau cryf ac arfer myfyriol.