

# Little Disciples Out of School Club



This report includes:

- Self-Evaluation of 2021/2022
- Quality of Care Review (SASS) Feb 2023
- Targets for 2022/2023 against CIW Inspection Framework

**DOCUMENT WRITTEN BY:**

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- MR SAM GOCHER (PERSON IN CHARGE & MANAGER)
- MRS ELEANOR ECCLES (PERSON IN CHARGE & DEPUTY)

# Introduction

At Little Disciples we are an advocate for children's play opportunities as we understand the value of these experiences and the impact it has on their (physical), language and communication, cognitive and social/emotional development.

In September 2021, we reviewed our club against different frameworks to allow us to recover and rebuild our club back to the time before the COVID-19 pandemic. We strategically set targets against each of the key areas of the Care Inspectorate Wales (CIW) inspection framework, National Minimum Standards and Day Care Regulations and our annual safeguarding audit. This allowed us to focus our efforts on recovering from the pandemic and ensured that we returned to providing an excellent service as we have done before.

During the academic year from September 2021 until August 2022, the COVID-19 pandemic continued to throw obstacles at our club which at times was difficult. We continued to be hit with children and staff absences and reverting to two clubs to reduce contacts.

At Little Disciples Out of School club we ensured that we put the children and adults that attended our club last year at the heart of our plans to recover and we have rebuilt our club. We made sure all children that attended the club thrived in their environment and will endeavour to continue this.

Children have once again been able to mix and play with other children their own age and others too. As it states in the Playwork Principles, all children and young people need to play and it's their right to have play.

In this report we have evaluated the success of the targets that we set in September 2021, and we will set out what we are going to do to support and encourage children to learn how to play again and how staff can support them from September 2022 to August 2023.

We have reviewed our previous club development plan/targets and our last Self Evaluation and due to the pandemic, we will need time to implement once again some of the targets from the previous year as these have not been fully achieved so these have been carried forward to this academic year.

## Wellbeing at Little Disciples Out of School Club

*This is about the progress different groups of children are making, considering their age, development and needs. It is about how your service is contributing to children's well-being, helping them to have a voice, develop their skills and become independent and confident.*

At Little Disciples we pride ourselves on giving children who use our service the confidence and skills to be independent and to develop into ethical and informed citizens. Over the last academic year, we have set targets which have challenged us to resume activities we provided before the pandemic. We are committed to allow children to become independent again and allow them to enjoy their time at the club whilst having an enhanced environment and play space to enjoy and to contribute to their wellbeing as a lot of this had stopped e.g., Infant and Junior children had to stay seated at their table and stay a 2m distance from one another.

As a club we value children's ideas and ensure they've a voice and can express their thoughts daily and on an ongoing basis too. Listening to our children's ideas and thoughts about different topics allows us to provide a service which is unique to them and one that is catered to their individual needs and preferences.

We have always allowed children to make their own choices on what they want to do during the play session, they have a choice of an indoor activity, an enhanced indoor provision area, free play and an outdoor activity/play too. Practitioners in club always allow children to have a voice on what they wish to do and provide support for those younger children who might not know what they want to do whilst at club, children have a good rapport with staff, and this allows them to give the children support in becoming independent and making choices/decisions for themselves.



All staff have received training and are aware of 'The Play Cue' and have learnt to observe a situation before delving in, they always ensure that interrupting the play opportunity will enhance their play and not stop it in its tracks.

Below are some of the activities we have introduced to support children's wellbeing, encouraging them to become independent, and what we do as a club to enable children to have a voice. These had stopped during the pandemic and we are proud that we have been able to resume normal activities. These were developed as part of our club improvement plan and targets from 2021/2022.

### **Ideas Box**

Our ideas box is a permanent fixture in our club and children love to use it to share their ideas with staff. If a child has an idea for an activity for either the indoors or outdoors, staff will encourage the child to write it onto a post it notes and post it into the box, they also share their ideas of any changes to the snack menu. When we plan for activities and for the snack menu, we will use these ideas to plan for what we w/l'll be doing in club, sometimes these ideas base a themed week too.

### **Club Council/Play Squad**

Every half term children at the club have the opportunity to be on the club council/play squad committee which we have around 4/5 children from different classes on the board. Here they can voice their opinions to either the manager or deputy on things that are working well in club and things that they may want to change. They are also there to share ideas/concerns that other children may have. In recent meetings we have discussed resources, the snack menu and activities they want to complete.

### **Forest School Activities**

We have been very fortunate to use the forest school area on the school field, which is currently being developed by the school, the children absolutely love the activities which we complete during the sessions, and we talk about how being outdoors helps our wellbeing if we are feeling sad at times. They love making mud pies, foraging for items, and rolling tyres.



### **Emotions/Feelings Board**

Sometimes after a difficult day at school some children come into club not quite themselves, so we have developed a system where children can move their name onto a happy face, an ok/not bad face, and a sad face. This has allowed practitioners to talk to children about whether they're ok and help them in overcoming the problem if they can. On a couple of occasions where a child has felt sad, we have been able to put them at ease and sort the issue out, they've then been able to move on and then enjoy the opportunity to play and to be children.

### **JIGSAW PSHE (Being Happy & Healthy)**

Since the pandemic our school has purchased the JIGSAW scheme which focuses on children's wellbeing. We have been fortunate enough to use these ideas in club and complete weekly activities to promote children being happy and healthy and how they can look after their own wellbeing. We have also purchased the JIGSAW characters which the children love to sit with and play with and they talk about how Jerrie Cat friend allows us to pause and take a break. We have seen a big difference in children who would usually be reluctant to play outside, but love being in the forest school.



### **Planning, reflecting and evaluation.**

As a club we always ensure we reflect on any situations daily, and we also evaluate how an activity went. We plan activities over a weekly basis which allows all children to complete it if they wish. We experience children repeatedly saying that they wanted to do a specific activity but couldn't as they weren't booked in for the session, so we decided to change it over the week to ensure that all children have the same opportunities as their friends on a different night. Once we complete an activity, we will evaluate it which allows us to gain information about what the children thought and what they might change next time, this ensures that they are given the power to voice their opinion.

### **Playworker observations**

We have also started playworker observations which have allowed us to plan and develop children's ideas based on their play. They've recorded things that interest the children, their hobbies, what they would like to do next and what they enjoy doing in club. This tool has also allowed us to develop our enhanced provision areas and children seem to enjoy them a lot more now.

### **Independent snack time**

We have recently changed the way we serve snack, we now put the snack and jugs of water in the middle of the table for them to help themselves, with plates cups and tongs. They've loved this approach as they have the choice of what they want on their plate and how much they have, the amount of healthy food eaten is monitored by our playworkers. It has also assisted in developing their independence skills, for example we will put dry toast on the table, and they must butter and add their choice of topping on themselves, with the younger children it gives us the opportunity to show them the skill and allow them to take steps on completing the task independently. Fresh fruit and water are always available during the session.

We are proud that we have many systems in place for children to feel part of the club and to make it their own. They have lots of opportunities to have their say and have the freedom to develop and learn new skills whilst in our care.



# Parent/Carer, children, and staff questionnaire results for Wellbeng

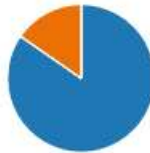
*(Question 1 & 2 are personal details)*

3. My child is happy at our club.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 11 |
| Sometimes | 2  |
| Never     | 0  |



4. Staff treat my child fairly and with respect.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 13 |
| Sometimes | 0  |
| Never     | 0  |



5. My child is encouraged to be healthy and active.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 12 |
| Sometimes | 1  |
| Never     | 0  |

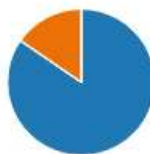


6. There is a good range of age appropriate activities.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 11 |
| Sometimes | 2  |
| Never     | 0  |



7. My child has regular opportunities to play outside.

[More Details](#)

[Insights](#)

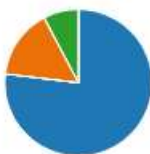
|           |   |
|-----------|---|
| Always    | 9 |
| Sometimes | 3 |
| Never     | 1 |



8. How would you rate Well-being at Little Disciples Out of School Club?

[More Details](#)

|           |    |
|-----------|----|
| Excellent | 10 |
| Good      | 2  |
| Adequate  | 1  |
| Poor      | 0  |



**Additional comments on Well-Being**

\*\*\*\*\* really enjoys breakfast club and being able to have breakfast.

Loves coming to breakfast club and is upset when he misses it

Both of my children have raised with me that they are sometimes bored at after school club. We talked about this, and they suggested they would like a quieter space for the older children as it can be very noisy with the younger children. They would also like more time playing outside.

More opportunities to go outside, education and encouragement to make and eat healthy snacks would be beneficial to fuel them and help ground for good wellbeing.

\*\*\*\*\* loves coming to holiday club, the club is very well managed and organised, they have a variety of fun and engaging activities, \*\*\*\*\* always has lots to tell me about his time in club, he has learnt to mix well with children from other year groups.

\*\*\*\*\* always enjoys attending Little Disciples After School Club. It's a well-run club, with lovely staff!!



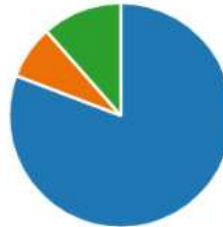
## Children's Questionnaire Results *(Question 1 is the name of the child)*

2. I can speak Welsh at the club if I want to

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 21 |
| No           | 2  |
| I don't know | 3  |



3. I have lots of toys, games and activities to choose from.

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 26 |
| No           | 0  |
| I don't know | 0  |



4. I can try new toys, games and activities here if I want to.

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 25 |
| No           | 0  |
| I don't know | 1  |

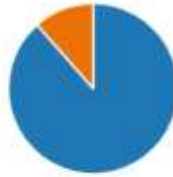


5. I can play outside.

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 23 |
| No           | 3  |
| I don't know | 0  |



6. I like the food here.

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 24 |
| No           | 0  |
| I don't know | 2  |



7. The people who look after me know what I like to eat.

[More Details](#)

[Insights](#)

|              |    |
|--------------|----|
| Yes          | 19 |
| No           | 0  |
| I don't know | 7  |



8. I can have a drink when I want one.

[More Details](#)

|              |    |
|--------------|----|
| Yes          | 25 |
| No           | 1  |
| I don't know | 0  |



9. I feel safe at club.

[More Details](#)

[Insights](#)

|     |    |
|-----|----|
| Yes | 25 |
| No  | 0  |



### **Additional Comments from Children's Questionnaire.**

|   |
|---|
| <b>What is the best thing about club?</b>                                 |
| We can spend time with friends. I like the snack.                         |
| Playing with friends.   |
| I get to play with my friends.  |
| I get to play loads of fun activities. I get to play with my friends.     |
| Fun stuff likes games and crafts.   |
| Get to play and teachers look after you. I like the dressing up cupboard. |
| Art   |
| Painting  |
| We get different activities every week                                    |
| Colouring   |
| Games   |
| That we get to do more fun activities                                     |
| It is fun   |
| Playing football outside  |
| Cafe and vet role play  |
| iPad  |
| Drawing/Art and crafts  |
| Playing with my friends.  |
| Play with your friends.   |
| Meeting our friends, going on the ipads & playing footy.                  |
| Playing catch   |
| Get to be with my friends and I like the breakfast.                       |
| All the toys  |
| Craft Area  |
| The food  |
| I get to play with my friends   |

|   |
|---|
| <b>What is the one thing you would like to change here?</b> |
| More cats!  |
| Playing with slime every day                                |
| Have more slime   |
| More dolls  |
| New sport games   |
| More Slime  |
| Go outside more.  |
| Go outside in breakfast club.                               |
| Play the piano and dance to music.                          |

## THEME: WELL-BEING Development Targets

### Monitoring / Evidence:

| <u>Common Inspection Framework (CIF)</u>                             | <u>Specific Action / Task</u>  | <u>Involves</u>      | <u>Time Scale Complete By</u> |
|--|--|----------------------|-------------------------------|
| <b>1.1 To what extent do children have a voice?</b>                  | 1. Start a club buddy system – If a child is upset about something, they can either speak to a member of staff or speak to their buddy about their worry/situation. KS2 buddy up with FP   | All Staff & Children | Autumn 2023                   |
| <b>1.4 To what extent do children enjoy their play and learning?</b> | 2. Complete 'Improving Children's Play Training'   | All Staff            | Summer 2023                   |
|  | 3. Staff to continue plan for play opportunities and evaluate activities – Staff will continue to work together to plan for the play environment and activities, taking into consideration individual children's ideas, likes and dislikes, club council views and the idea box. | All Staff            | Ongoing<br>(Reviewed termly)  |
| <b>1.5 How well do children develop and become Independent?</b>      | 4. To provide further opportunities for children to learn life skills and to develop their independence.   | All Staff            | Ongoing<br>(Reviewed termly)  |

# Care & Development at Little Disciples Out of School Club

*This is about how responsive practitioners are in meeting children's needs – how they help children feel emotionally secure and ensuring children are physically, mentally, and emotionally healthy. It is also about ensuring that children are being developed and build relationships with other children, become self-aware, confident and are achieving good well-being.*

At Little Disciples we always ensure that we promote the Care & Development of all children that attend our club. The management committee and Senior Leadership Team implement and review a range of policies and procedures to ensure children that attend our club lead a healthy lifestyle ensuring they're safe within our setting. Our club policies and procedures are reviewed at least once per year. We have a timetable which details which policies and procedures are reviewed each month. This allows us to take time to evaluate the impact of the policy and how we can further develop. To ensure that staff implement policies we have a 'Policy of the week' which allows staff to review and understand policies on a rotational basis, this also allows the SLT to share any changes from the policy review.

Whilst using the outdoors and in the Forest school area staff are aware of the benefit of risky play and ensure that children are aware of the risks and opportunities are provided to learn how to stay safe. They understand the importance of allowing children to have an active and healthy lifestyle. The children thoroughly enjoy being outside and we have purchased further outdoor resources and games for the children to enjoy, this has been funded by numerous grants that we have successfully applied for.

Staff understand their responsibilities towards safeguarding, staff receive annual Level 1 safeguarding and are encouraged to download the 'Wales Safeguarding App' which provides essential safeguarding information. During our monthly staff meetings safeguarding is always on the agenda. During our discussion on safeguarding, we are able to share any information which may be needed to be communicated with staff and also allows us to discuss children's individual wellbeing.

Our whistleblowing policy encourages staff to follow the correct procedure if they've a concern against any member of the senior leadership team.

We also have safeguarding posters around the setting for staff to refer to.

In 2021 Little Disciples were awarded a food hygiene rating 5 (Very Good) for our cleaning and excellent hygiene practices. Our snack menu is continued to be inline with the Welsh Government's best practice guidance for Food and Nutrition for childcare settings and we review the snack menu each term. We also understand the importance of children's allergies, we don't currently have any children attending our club with any food allergies, but we continue to share the allergy information sheet with parents/carers.

In the last year, almost half of club staff have received training in positive behaviour intervention (Team Teach), we have reviewed our behaviour management policy and implemented a new approach to rewarding positive behaviour. When a child makes a good

choice, is kind, is helpful or works as a team, they can receive a Dojo. This encourages children to follow and practice our club rules and values. We encourage the children to receive as many dojos as possible during a session and once they have earned 200 dojos, they can have a special reward which they've requested. Staff support children's positive behaviour and Christian values at the club by being fantastic role models.

Whilst the children are at the club, playworkers encourage children to relax and take part in the wide range of activities which are planned for them. The staff at the club ensure that all children's needs are catered for by talking to the parents/carers and communicating with their class teachers, this allows consistency for the children and allows them to feel relaxed and enjoy their time at the club.

From our parent/carer annual questionnaire, 100% of parents stated that 'Staff treat my child fairly and with respect.' And 'My child is happy at our club'. Staff always treat children with respect and listen carefully to children's ideas, their feelings and understand the needs of the children that attend the club.

At the beginning and during the club sessions staff always talk to the children on their level and hold well-being chats with them. Recently a child had put on the wellbeing board that they felt sad, staff were able to speak to the child and help them deal with a situation and provide reassurance. The child then moved their name to happy as they felt that their problem had been dealt with.

During this academic year we have also developed our own play curriculum inline with the principles of the Froebel approach to play. This approach is all about helping children to think for themselves, make choices, solve problems, and pursue their own interests and talents. We encourage this at our setting, and we will continue to develop the play curriculum and approach within our daily practice.

Since September we have developed Individual Health Care plans and one-page profiles for children who require additional support. These documents share information on how best to care for and support our children, which promotes an inclusive and diverse setting. Thus ensuring that our children participate in all aspects of our club life.

## Parent/Carer Questionnaire Results for Care & Development

10. The care is good at Little Disciples.

[More Details](#) [Insights](#)



11. My child receives the right support for their needs.

[More Details](#) [Insights](#)



12. I receive feedback about my child.

[More Details](#) [Insights](#)



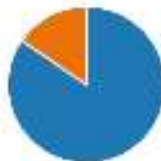
13. My child knows who to go to with their needs.

[More Details](#) [Insights](#)



14. How would you rate Care and Development at Little Disciples Out of School Club?

[More Details](#) [Insights](#)



|   |
|---|
| <b>15. Additional comments on Care &amp; Development.</b> |
|---|

|  |
|--|
| The staff are very approachable and have been supportive when needed |
|--|

|   |
|---|
| I will continue to send ***** to holiday club he really does enjoy it and as a parent it's nice to drop him off with a smile and pick him up with a smile too. It's also lovely to have photo evidence of activities on seesaw. |
|---|

|  |
|--|
| ***** always gets good care and development. |
|--|

As a result of the parent/carers and child questionnaire we have since met as a club council to discuss any further resources, snacks and equipment in the club. The children were able to voice their opinions and an action plan to meet their requests have been followed. For example, some of the older children wanted a quiet space to read and chill, we have now developed our play space further to include a quiet area for children to access.



## THEME: CARE & DEVELOPMENT Targets

### Monitoring / Evidence:

| <u>Common Inspection Framework<br/>(CIF)</u>   | <u>Specific Action / Task</u>  | <u>Involves</u> | <u>Time Scale<br/>Complete By</u> |
|--|--|-----------------|-----------------------------------|
| <b>2.1 How well do providers/<br/>practitioners keep children safe and<br/>healthy?</b>                                | 1. To continue to provide the well-being focus activities in line with the activity plan.  | All Staff       | Ongoing<br>(Reviewed Termly)      |
|  | 2. To encourage children to talk about how they can stay safe on digital devices and on the internet   | All Staff       | Spring 2023 & ongoing             |
| <b>2.3 how well do providers/practitioners<br/>promote children's development and<br/>meet their individual needs?</b> | 3. Utilise the club's SeeSaw journal to share milestones, development and achievements using the club login – SeeSaw Training for all staff. | All Staff       | Ongoing<br>(Reviewed Termly)      |
|  | 4. Implement individual plans to support all children who have additional needs effectively.   | SG & AS         | Spring 2023                       |
|  | 5. To setup a parental feedback system and for staff to ensure handovers at the end of sessions are purposeful.                              | SG & EE         | Summer 2023                       |

## **Environment at Little Disciples Out of School Club**

*This section is how you ensure that the physical environment you provide is of good quality and meets the needs of the children using your service.*

Ensuring that we provide a good quality and safe environment is paramount to ensure we meet the needs of the children who attend our club.

Everyday staff complete the daily risk assessment checks to ensure that the setting is safe and secure, staff are vigilant for any risks and report them to the manager. Before going outside, playworkers also complete an outdoor check to ensure the yard is secure and play equipment is safe to use. Staff follow the hygiene and health policy and complete the daily, weekly, and monthly cleaning schedule which minimises any risks and manages any infectious diseases.

The SLT have completed the fire risk assessment and have also acted upon any actions which were advised from the Local Authority Fire Risk Assessment which was completed in 2020. We continue to practice emergency procedures which include Fire Evacuation and Reverse Lockdown procedure. Following our previous inspection, we also complete Fire evacuation drills in the dark during the winter months. Emergency procedures are always communicated and are part of the staff induction at the beginning of employment. During staff meetings we always review our play environment ensuring that its accessible by all children.

During the last year we have invested in lots of new resources and furniture which have been purchased generally with grant money. We have setup a new role play area which is rotated with different themes every 2 weeks, we have also purchased new storage to ensure the resources/toys are fully accessible to the children. We have also further developed our well-being hub/chill out zone. The children have benefited from this and are always excited to explore the new resources and toys.

Within our setting we have books, dressing up clothes and resources which promote the wider society which allows us to celebrate equality and other cultures. In November 2022, our club held a multi-faith week where we celebrated, completed activities and learnt about Christianity, Hinduism & Judaism.

## Parent/Carer Questionnaire Results for Environment

16. The service is clean and well maintained.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 13 |
| Sometimes | 0  |
| Never     | 0  |



17. My child is safe and secure.

[More Details](#)

|           |    |
|-----------|----|
| Always    | 13 |
| Sometimes | 0  |
| Never     | 0  |



18. My child has access to a wide range of good quality toys and learning materials.

[More Details](#)

[Insights](#)

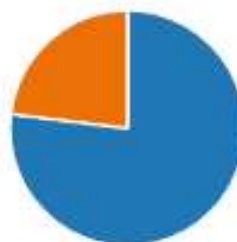
|           |    |
|-----------|----|
| Always    | 12 |
| Sometimes | 1  |
| Never     | 0  |



19. How would you rate the Environment at Little Disciples Out of School Club?

[More Details](#)

|           |    |
|-----------|----|
| Excellent | 10 |
| Good      | 3  |
| Adequate  | 0  |
| Poor      | 0  |



**20. Additional comments on Environment.**

The space is used very well and it's great that they get outside a lot to do activities \*\*\*\*\* loves the outdoors.

It's a lovely environment to be in.

**THEME: ENVIRONMENT**

**Monitoring / Evidence:**

| <b><u>Common Inspection Framework</u></b><br><b>(CIF)</b>                        | <b><u>Specific Action / Task</u></b>   | <b><u>Involves</u></b> | <b><u>Time Scale</u></b><br><b><u>Complete By</u></b> |
|--|--|------------------------|---|
| 3.1 How well do providers/leaders ensure the safety of the environment?          | 1. Continue to risk assess activities and complete safety checks.                                      | All Staff              | Ongoing<br>(Reviewed Termly)                          |
| 3.2 how well do providers/leaders ensure the suitability of the environment?     | 2. To refurbish the hall, club office/cupboard and porchway.   | SG                     | March 2023  |
| 3.3 How well do providers/leaders ensure the quality of resources and equipment? | 3. Continue to develop provision for Loose Parts indoors and outdoors - Staff training on loose parts. | All Staff              | Autumn 2023   |

# **Leadership & Management at Little Disciples Out of School Club**

At Little Disciples we all promote our club vision which is ‘To provide reliable, affordable and quality childcare service for children and parents whilst providing a stimulating environment.’

We have a robust self-evaluation process which we review on a termly basis, as part of our self-evaluation process we complete the following reviews:

| <b><u>Audit/Self Evaluation Document</u></b> | <b><u>Evaluation against which framework?</u></b> |
|--|---|
| Safeguarding/Child Protection Audit          | Child Minding and Day Care (Wales) Regulations    |
| Quality of Care Review                       | National Minimum Standards                        |
| Self-Assessment of Service Statement (SASS)  | CIW Childcare Inspection Framework                |
| Playwork Quality Assessment                  | The First Claim – Play Wales                      |

Reviewing our service with all stakeholders, allows us to develop our club and set next steps and targets for the year ahead. We have also developed a Question of the month, which allows parents/carers and children to share their views on our club e.g., Question of the month for February - Staff encourage me to lead a healthy lifestyle and be active – Theme 2, Care & Development. This allows us to continuously review our service throughout the year. The results are shared with staff and the management committee which ensures we are challenging ourselves to deliver an excellent service.

We have reviewed our statement for purpose several times this academic year, and we continue to upload and notify CIW of any changes/notifications using our CIW online account.

At Little Disciples we encourage staff to help each other and promote the sharing of their skills, for example one staff member has good knowledge of using the SeeSaw journal. This staff member takes time out to support the other members of staff to upload photographs and information.

Staff receive an annual appraisal and have a termly supervision meeting where targets are set. This allows us to evaluate staff performance against the play work standards. The supervision meetings are important to staff as we can update on how they’re achieving the target and what we can do to support them further. These targets are personal to each individual staff member, and we also link these to the club development targets which we set out from our Audit/Self-evaluation process.

We have a strong link with Clybiau Plant Cymru. This year we have held meetings with our Business Development Officer who provides up to date information and guidance on how we can develop our club further and update our business plan for 2023 to 2026. Through this service we have also been able to review the Welsh language used in the club, this was beneficial as we have now developed a Welsh Language Policy and targets to promote the use of Welsh language in our club by both staff and children.

We continue to have robust systems in place to ensure children are safeguarded through the recruitment process. We ensure that we receive 2x references, DBS, application form along with a full employment history and other documents/checks which are in our staff files. The manager has completed Safe Recruitment training this year. We also ensure that staff are fully inducted inline with the 'All Wales induction framework for early years and childcare' guidance.

## Parent/Carer Questionnaire Results for Leadership & Management

21. I can approach the staff or manager with a question or problem.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 12 |
| Sometimes | 1  |
| Never     | 0  |



22. I understand our complaints procedure for dealing with complaints. (Our policies and procedures are available on the school website)

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 12 |
| Sometimes | 1  |
| Never     | 0  |



23. I have the opportunity to give feedback on the quality of care delivered by the service.

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Always    | 12 |
| Sometimes | 1  |
| Never     | 0  |



24. How would you rate Leadership and Management at Little Disciples Out of School Club?

[More Details](#)

[Insights](#)

|           |    |
|-----------|----|
| Excellent | 11 |
| Good      | 2  |
| Adequate  | 0  |
| Poor      | 0  |





**Additional comments on Leadership**

Mr Gocher is a great manager he communicates well with me as a parent and \*\*\*\*\* has a great fondness for him and it's lovely he is now in class with him.

Great leadership, always happy to help!!

\*\*\*\* looks forward to being in after school club and always comes out smiling.

Thank you so much for helping me with caring for my daughter before school and providing an excellent place for her to play and learn and eat!

\*\*\*\*\* and his brother \*\*\*\*\* love coming to breakfast club (we haven't used the after-school service this academic year)

No further comment. Both my children are very happy at Little Disciples

Our child has voiced he would welcome more outside activities and more varied snacks. He loves the staff and has always bonded well with those that work there.

Maybe more could be done activity wise at holiday clubs in the warmer weather - water table on the yard on hot days, paddling pool you could even play hook a duck or one of the arch inflatables you see pretty cheap that sprinkle water - if there's a hose pipe to connect it to that would bring hours of fun.

I will continue to support the holiday club and will be more than happy to send \*\*\*\* to the after school club once it is needed for additional childcare in the future.

My children always look forward to going to club.

Overall Little Disciples is a lovely, well run After School Club. I will continue to use both after school and school holidays.

**THEME: LEADERSHIP & MANAGEMENT Development Targets**

**Monitoring / Evidence**

| <b><u>Common Inspection Framework (CIF)</u></b>                  | <b><u>Specific Action / Task</u></b>  | <b><u>Involves</u></b> | <b><u>Time Scale Complete By</u></b> | <b><u>Completed</u></b> |
|--|---|------------------------|--------------------------------------|-------------------------|
| 2 How effective is self-evaluation and planning for improvement? | 1. Continue to regularly collect the views of practitioners, parent/s carers, children, the management committee, and other stakeholders applicable to the service and a report is produced and shared with the contributors. | SG                     | Ongoing (Monthly)                    |                         |
|  | 2. To continue to review our service against quality framework schemes e.g. Clybiau Plant Cymru & The First Claim framework.  | SG                     | Ongoing (Monthly)                    |                         |
|  | 3. Ensure the Self Evaluation/Club Development documents are reviewed and updated on a regular basis.   | SG & AS                | Ongoing (Monthly)                    |                         |
|  | 4. Continue to support staff to complete their relevant play work qualifications and attend performance meetings with (Assessor at Clybiau Plant Cymru)   | SG                     | Ongoing (Monthly)                    |                         |
|  | 5. Meet with (Business Development Officer at Clybiau Plant Cymru) to ensure the club draws upon advice and feedback by external agencies.  | SG                     | Ongoing (Termly)                     |                         |