Little Disciples Childcare

Breakfast Club, Afterschool Club & Holiday Club

This report includes:

-Self-Evaluation of 2023/2024

-Quality of Care Review January 2024/ 2025

This document has been produced by senior leaders to provide CIW, parents, staff and trustees with a concise summary of the settings strengths and areas for improvement. Each of the self-evaluation comments in this document can be supported by evidence gathered during the settings ongoing school improvement processes.

Introduction

At Little Disciples Breakfast club, afterschool club and holiday club, we provide a high-quality, engaging, and supportive environment for primary school-aged children. Our goal is to create a safe, stimulating space where children can relax, socialise, and develop essential life skills.

We are committed to continuing with our Self-Evaluation process and reflecting on our progress and setting out our vision for continuous improvement.

We recognise the fundamental importance of play, social interaction, and personal development in a child's growth. Through a range of structured and free-play activities, we encourage children to build confidence, independence, and resilience. Whether they are exploring creative arts, engaging in team games, or simply unwinding after a busy school day, we aim to provide enriching opportunities that support their physical, emotional, and cognitive development.

Quality of care is at the heart of everything we do. We strive to create a welcoming and inclusive environment where children feel safe, valued, and inspired. Our experienced and passionate team is committed to supporting children's well-being, fostering friendships, and promoting positive social interactions.

This report evaluates the success of the targets we set for 2023/2024 and outlines our priorities for January 2025 to January 2026. A key focus of our upcoming strategy is to enhance play-based learning, promote social skills, and ensure our staff are well-equipped to support children’s development in a fun, engaging, and nurturing setting.

Method of collecting views

As part of our commitment to continuous improvement and maintaining high standards of care and education, we have undertaken a comprehensive process to gather feedback from parents, children, staff, and outside agencies. The insights collected have been instrumental in informing our self-evaluation and the completion of our Self-Assessment of Service Statement (SASS).

1. Parents' Views:
We actively sought feedback from parents through a combination of our annual parent/carer questionnaire, our question of the month survey and regular informal discussions. Parent questionnaires were distributed to capture their opinions on various aspects of our provision, including the quality of care, communication, and activities offered.

2. Children's Views:
Listening to the voices of children is at the heart of our practice. We used age-appropriate methods such as group discussions including our club council, one-to-one conversations, and visual feedback tools like emotion boards and surveys with simplified language. Children were encouraged to express their thoughts on the activities, resources, and overall environment, ensuring that their preferences and needs shaped our self-evaluation.

3. Staff Views:
Staff members contributed to the self-evaluation through regular team meetings, reflective practice sessions, and individual feedback forms. Their professional insights on operational strengths and areas for development were invaluable. We also encouraged staff to share their perspectives on training needs, resources, and workplace well-being.

4. Outside Agencies:
We engaged with outside agencies, including local authority advisors, training providers, and other relevant professionals, to gain an external perspective on our service. Our local authority provided feedback on our service but unfortunately Clybiau Plant Cymru Kids' Club couldn't provide feedback as a matter of organisational policy.

Impact on Self-Evaluation and SASS:
The collective feedback from parents, children, staff, and outside agencies has been systematically reviewed and integrated into our self-evaluation process. This inclusive approach has allowed us to identify key strengths, address areas for improvement, and set realistic targets. The insights gathered have directly informed our SASS, ensuring it accurately reflects our current practices and ongoing commitment to delivering a high-quality service.

We remain dedicated to maintaining open channels of communication with all stakeholders to continuously refine and enhance our service.

Numbers Involved & Summary of Results

Response Summary

- Staff Responses: 7 ***(70% response rate)***
- Children Responses: 9 ***(10% response rate)***
- Parents/Carers Responses: 16 ***(25.39% response rate)***

1. Staff Feedback (7 responses)

- Overall Satisfaction: High levels of satisfaction, with most responses marked as 'Always' for positive statements.
- Leadership and Management: Rated as 'Excellent' by all respondents.
- Welsh Language Promotion: All respondents indicated that the Welsh language is promoted within the service.
- Camau Welsh Courses: Majority have not completed Level 1 or 2 courses.
- Additional Comments: Generally positive, highlighting a supportive management team.

2. Children's Feedback (9 responses)

- Welsh Language: 78% of the respondents stated that they can speak and use Welsh in the setting, while 2 respondents stated they don't know or 'no' to I can speak Welsh at the club if I want to.
- Activities and Choices: Universally positive feedback about the availability of toys, games, and outdoor play.
- Safety and Care: All children reported feeling safe at the club.
- Food Preferences: Positive feedback about food choices and availability of drinks.
- Suggestions for Improvement: Minor suggestions for more games or specific activities.

3. Parents/Carers Feedback (16 responses)

- Overall, Happiness: All respondents indicated their child is 'Always' happy at the club.
- Fair Treatment: Predominantly rated as 'Always' with one 'Sometimes.'
- Health and Activity: Mostly 'Always' with a few 'Sometimes.'
- Leadership and Management: Rated as 'Excellent' by the majority.
- Complaints Procedure: High awareness, with most respondents indicating they understand it.
- Suggestions for Improvement: A few suggestions related to reducing screen time and enhancing communication
- Inspection Report Awareness: Mixed responses, with some indicating they have not read the latest report.

Well-being at Little Disciples

At Little Disciples, the well-being of the children who attend our Breakfast Club, Afterschool Club, and Holiday Club is at the heart of everything we do. Our team is committed to creating an environment where children feel safe, supported, and empowered to learn, play, and grow. Over the past year, we have introduced new initiatives to further develop children's well-being and provide them with valuable tools to support their emotional health.

'My Happy Mind' Programme

This year, we have introduced the 'My Happy Mind' programme, a structured approach to helping children develop positive mental well-being, self-awareness, and resilience. This programme equips children with lifelong tools to understand their emotions, manage stress, and build confidence. Through engaging activities and discussions, we encourage children to recognise their strengths, celebrate their achievements, and develop a positive mindset.

'Big Disciple' Buddy System

To foster friendships, confidence, and leadership skills, we have introduced the 'Big Disciple' Buddy System. Older children now take on a mentoring role, supporting and looking after younger children during play and activities. This initiative helps younger children feel included and secure, while older children learn the importance of being positive role models and develop valuable leadership and empathy skills.

Snack Time Well-being Chats

We have also embedded well-being chats into our daily snack time routine. These sessions give children the opportunity to reflect on their day, share their feelings, and discuss any worries in a relaxed and supportive environment with our playworkers. These conversations encourage children to express themselves openly, develop emotional awareness, and support one another in a caring space.

Creating a Safe and Supportive Environment

Our play setting is designed to be a place where children feel comfortable expressing themselves and exploring new activities. We continually review our play space to ensure it is accessible, safe, and stimulating for children of all ages. Our well-being and quiet area has been further developed to include sensory items, calming resources, a well-being tree with self-care tips, cushions, and a sensory fish light, offering children a peaceful space when they need time to unwind.

Encouraging Children's Voices and Expression - Club Council & Ideas Post Box

Children's voices remain central to everything we do. Our Club Council meets every half-term, allowing children to express their views, discuss activities, snack choices, and club life, and provide feedback on what they would like to see at Little Disciples. We also continue to use our Ideas Post Box, where children can write or draw their suggestions for new activities, resources, and themed days. Younger children are supported by playworkers to share their thoughts through discussions and observations.

Outdoor & Forest School Well-being

Engaging with nature plays a vital role in promoting well-being. Our Forest School sessions provide children with opportunities to explore the natural world, develop resilience, and enjoy outdoor play. Children have taken part in:

- Risky-play activities, including fire play and melting marshmallows
- Creative nature play, such as mud kitchen activities and bug hotel building
- Adventure challenges, including zip-line play and rolling tyres
- Story-based scavenger hunts, like our Gruffalo adventure

By enabling children to connect with the elements of nature—earth, water, air, and fire—we nurture their physical, emotional, and social well-being.

Emotional Well-being Support

Our playworkers are trained to recognise and respond to children's emotional needs. Some children attending Little Disciples face challenges at home, and we strive to provide them with individualised support. Through our emotions board, one-to-one discussions, and staff well-being meetings, we ensure that children's concerns are acknowledged and addressed in a caring manner.

For example, one child recently expressed feeling unwell, but through discussions with a playworker, it became clear that their stomach-ache was linked to emotional stress. Our team helped them understand their feelings and provided coping strategies. All well-being discussions are recorded in our well-being observation book, ensuring children's emotional needs are continuously monitored and supported.

Building Independence & Social Skills

At Little Disciples, we promote independence and confidence by giving children opportunities to take on responsibilities, make choices, and develop problem-solving skills.

- During snack times, children are encouraged to prepare their own food, such as making sandwiches or wraps.
- Snack time is also a social experience, where children take turns in conversations, learn to listen to one another, and discuss a wide range of topics.

Feedback and Continuous Improvement

We prioritise daily reflections and regularly evaluate our activities to ensure they meet the needs and interests of all children. One significant change this year was extending activity themes from one week to two weeks following feedback from children who wanted more time to complete projects.

We also encourage children to look through their SeeSaw journals and our club memory books to revisit their past experiences and reflect on their achievements.

Playworker Observations & Activity Planning

Observing children's play, interests, and verbal expressions helps us tailor our activities to support their individual development. By carefully monitoring their engagement, we ensure that our activities are both enjoyable and beneficial to their well-being and personal growth. By focusing on these key areas, Little Disciples continues to be a nurturing, inspiring, and supportive environment where children's well-being, confidence, and happiness thrive.

Our targets and priorities for 2024/2025 can be found at the end of this report. These targets report on our priorities for improvement.

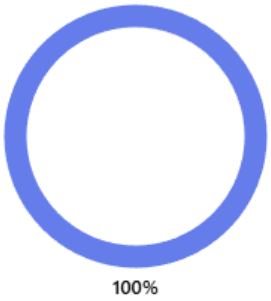
My practice is: (Select one box only)	
Excellent: my practice is exemplary	✓
Good: my practice is strong	
Adequate: my practice requires improvement	
Poor: my practice requires significant improvement	

Summary of Responses from Parents: Wellbeing

3. My child is happy at our club.

More details

Always	16
Sometimes	0
Never	0



4. Staff treat my child fairly and with respect.

More details

Always	15
Sometimes	1
Never	0



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

More details

Always	14
Sometimes	2
Never	0



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

More details

Always	15
Sometimes	1
Never	0



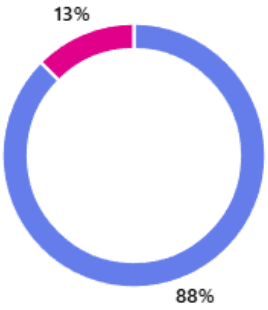
7. My child has regular opportunities to play outside. More details

Always	15
Sometimes	1
Never	0



8. How would you rate Well-being at Little Disciples? More details

Excellent	14
Good	2
Adequate	0
Poor	0



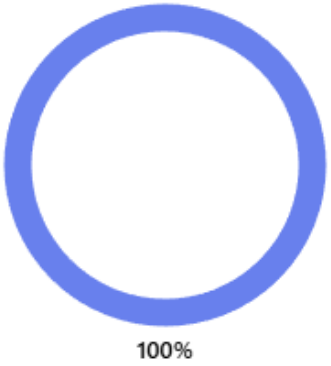
Parent Comments for Wellbeing

It sounds as though **** spends more time playing and watching Mario than we'd like, but not sure how true his reports are!
**** is always keen to come to breakfast club and helps him to start his day in school on a positive
**** especially loves the fact they get to go outside whenever the weather allows it
**** loves going to holiday club, it has a great programme of activities ,really good variety and the staff are so friendly.
Club staff always seem to have a good read on how **** is feeling. If she hasnt been herself they let me know. This shows me that they take an interest in her and her wellbeing.
The staff are so caring and approachable. **** thinks the world of them all and is so happy when he's there.
My children absolutely love their time in wrap around care and I'm so so happy with the care they receive there too.

Summary of Responses from Staff: Wellbeing

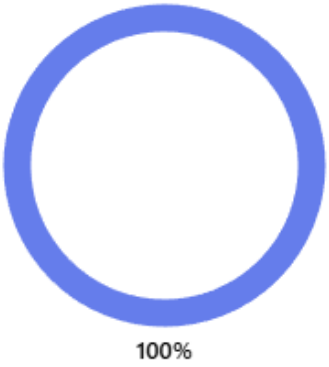
3. Children are happy in our care.

Always	7
Sometimes	0
Never	0



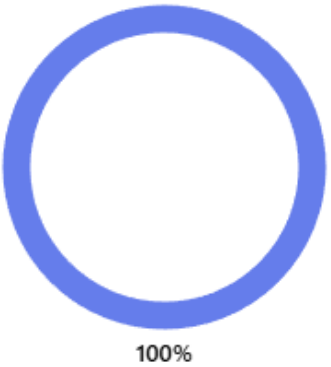
4. Children's voices are heard.

Always	7
Sometimes	0
Never	0



5. The children are cared for safely.

Always	7
Sometimes	0
Never	0



6. How would you rate Well-being at Little Disciples.



The children are encouraged to tell an adult or friend if they are unhappy, even from a very young age.
I answered good to the last question as I think there is always room for improvement. Signing up to happy minds will give us an opportunity to learn new strategies that can only enhance our knowledge of our children's well-being.
We make sure the children's well-being is our priority in the setting. We create a safe environment for the children, allow them to be heard by following their interests. We also promote positive relationships between staff and children and their families so we can give the best care.

Care & Development at Little Disciples

At Little Disciples, we are committed to ensuring the highest standards of care and development for every child attending our Breakfast Club, Afterschool Club, and Holiday Club. We strive to create a safe, nurturing, and enriching environment where children feel valued, supported, and encouraged to grow and develop.

Policies & Continuous Improvement

Our management committee and Senior Leadership Team regularly review, update, and implement policies and procedures to maintain the safety, well-being, and best interests of all children in our care. These policies are reviewed annually, with a structured monthly evaluation timetable ensuring continuous assessment and improvement.

To enhance staff understanding and implementation of policies, we continue to run our 'Policy of the Week' initiative, where staff regularly review policies in rotation, discuss updates, and ensure effective communication of any changes.

Outdoor & Risky Play

Our outdoor and Forest School areas provide children with opportunities to develop confidence, resilience, and problem-solving skills through play-based learning. We understand the importance of risky play in children's development and ensure that children are educated on assessing and managing risks safely. Staff take an active role in supporting children as they engage with natural elements, develop their physical abilities, and explore their surroundings.

To promote a healthy and active lifestyle, we continue to enhance our outdoor provision by securing additional resources through successful grant applications, ensuring children have access to high-quality outdoor experiences that contribute to their overall well-being.

Safeguarding & Child Protection

We uphold a strong safeguarding culture, ensuring all staff are fully trained and confident in their safeguarding responsibilities.

- All staff members have completed, at minimum, Group B Safeguarding Training, while the Senior Leadership Team is trained to Group C standards.
- Staff are encouraged to use the 'Wales Safeguarding App' for up-to-date safeguarding information and guidance.
- Safeguarding discussions remain a key focus in our monthly staff meetings, where we share updates, discuss concerns, and ensure best practices are consistently followed.
- We have introduced a 'Safeguarding Fact/Tip of the Week', included in our weekly staff memo/newsletter, to continually reinforce safeguarding knowledge and awareness.

Our robust safeguarding policies align with current procedures, providing clear and structured guidelines for identifying, reporting, and managing concerns. We promote a culture of transparency and accountability through our whistleblowing policy and by ensuring safeguarding posters are prominently displayed throughout our setting.

Mandatory Staff Training & Development

Our staff receive comprehensive training to ensure they are equipped with the necessary skills and knowledge to provide high-quality care. As part of our annual mandatory training, all staff have successfully completed:

- ✅ 12-hour Paediatric First Aid training, ensuring they can respond effectively to medical emergencies.
- ✅ Health & Safety training, reinforcing best practices for maintaining a safe environment.
- ✅ Prevent Duty training, ensuring staff understand their responsibilities in safeguarding children from radicalisation and extremism.

These training initiatives ensure that our team remains competent, prepared, and committed to providing a safe, nurturing, and high-quality environment for all children.

Medication & Health Management

Following the National Minimum Standards update in December 2024, we have reviewed and strengthened our Medication Policy to ensure the safe and effective administration of medication. Our procedures prioritise children's health, safety, and well-being, while maintaining clear communication with families and relevant professionals.

- All medication policies are clearly communicated to parents and carers, and written consent is required before administering any medication.
- Accurate records of medication administration are maintained and reviewed, ensuring full parental acknowledgment and transparency.

- If a decision is made not to administer medication, it is always based on professional guidance and the child's best interests.
- Prescription medications requiring technical expertise are only administered by trained staff, ensuring safe and appropriate care.

These measures ensure that our medication management practices are robust, transparent, and in full compliance with national standards.

Hygiene, Nutrition & Food Safety

We take pride in maintaining high standards of hygiene and nutrition, ensuring that children receive healthy, balanced snacks in line with Welsh Government guidelines for food and nutrition in childcare settings.

- Our setting holds a Food Hygiene Rating of 5, demonstrating excellent hygiene standards.
- Allergies and dietary requirements are carefully managed, with menus and relevant information shared with parents/carers to ensure transparency and child safety.

Play Deprivation, Golden Ticket Initiative & Supporting Families

Our ongoing efforts to tackle play deprivation, support families, and enhance children's wellbeing have been strengthened by securing a £2,000 Community Development Grant – Direct Food. This funding will allow us to further embed our *Golden Ticket Initiative* within our work, ensuring that children experiencing financial hardship receive the nutrition, care, and opportunities they need to thrive.

Golden Ticket Initiative & Community Support

The *Golden Ticket Initiative* is central to our approach, ensuring that children from disadvantaged backgrounds are prioritised for support. The funding allows us to provide free or subsidised meals (breakfast, lunch, and snacks) alongside our childcare provision. By removing the financial burden on families, we enable children to attend without the stress of food insecurity. Additionally, the initiative fosters community engagement by creating roles for food preparation and healthy eating workshops, empowering families with the knowledge and skills to maintain nutritious diets at home.

Moreover, we are introducing a grow-your-own initiative where children and families will participate in cultivating fruit and vegetables. This not only promotes healthy eating but also provides a hands-on, educational experience—fostering a sense of responsibility and connection to nature.

Impact & Future Goals

We estimate that we will continue to support 11 families and 17 children will benefit, with improved wellbeing, nutrition, and access to childcare enabling parents to seek work or training opportunities. By addressing both immediate needs (food provision) and long-term empowerment (education and employment support), we are reinforcing our commitment to family wellbeing.

Well-being, Emotional Security & Inclusive Support

At Little Disciples, we recognise that each child is unique and aim to provide a setting where they can thrive emotionally, socially, and academically.

Practitioners play a key role in helping children feel emotionally secure, ensuring they feel safe, valued, and respected in our setting. We achieve this by developing strong, trusting relationships with each child, offering emotional support, and responding sensitively to their needs.

- Well-being chats have been integrated into our daily routine, offering children a chance to reflect on their day, share feelings, and discuss any concerns in a supportive environment.

- We ensure that children develop positive relationships with their peers, encouraging teamwork, kindness, and cooperation in all activities.
- We have refined and updated our play curriculum, drawing inspiration from the Froebel approach, which focuses on holistic child development through play-based learning. This approach supports children in developing self-awareness, confidence, and resilience in a nurturing and engaging environment.

For children requiring additional support, we have implemented:

- ✅ Individual Health Care Plans – Ensuring tailored support for children with medical needs.
- ✅ One-Page Profiles – Highlighting each child's strengths, needs, and preferences.
- ✅ Additional Needs Reviews – Regularly assessing and adapting provision to meet diverse needs.

Through these initiatives, we foster a culture of inclusivity, respect, and support, ensuring that every child feels valued, empowered, and confident in their growth and development.

Our Commitment to Care & Development

At Little Disciples, we are passionate about providing a safe, nurturing, and stimulating environment where children can develop independence, build friendships, and grow in confidence. Through our robust policies, commitment to safeguarding, and child-centred approach, we continue to create a positive and enriching experience for every child in our care.

Our targets and priorities for 2024/2025 can be found at the end of this report. These targets report on our priorities for improvement.

My practice is: (Select one box only)	
Excellent: my practice is exemplary	✓
Good: my practice is strong	
Adequate: my practice requires improvement	
Poor: my practice requires significant improvement	

Summary of Responses from Parents: Care & Development

10. The care is good at Little Disciples.

Always	16
Sometimes	0
Never	0



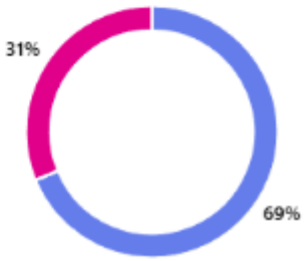
11. My child receives the right support for their needs.

Always	15
Sometimes	1
Never	0



12. I receive feedback about my child.

Always	11
Sometimes	5
Never	0



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



14. How would you rate Care and Development at Little Disciples?



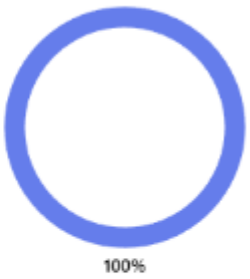
Parent Comments for Care & Development

**** loves coming to club and knows she will be cared for.
**** knows the staff from school so is comfortable speaking and asking them questions.
I receive regular updates on the activities that **** has been doing in club through the school app and **** tells me all about the different activities when she comes home.
Very nurturing staff.
Thank you all, you're wonderful!

Summary of Responses from Staff: Care & Development

8. I meet the needs of the children in my care.

Always	7
Sometimes	0
Never	0



9. I have a good understanding of my role and responsibilities in keeping children safe and healthy.

Always	7
Sometimes	0
Never	0



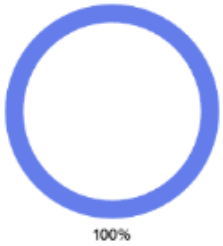
10. Safeguarding issues/ concerns for children are managed well.

Always	7
Sometimes	0
Never	0



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

Excellent	7
Good	0
Adequate	0
Poor	0



Staff Comments on Care & Development

Staff are updated on training. Staff are informed of any concerns regarding individuals as and when necessary.
I think reflection on our day-to-day involvement with our children is vital. Always asking how/we can improve and what areas could I be better at.
We go above and beyond to care for all children in our care
The care and development of each child is important in our setting, all staff are given yearly training for first aid and safeguarding, we also follow a policy a week and we follow up and any concerns. Management are very approachable to raise issues and it is dealt with appropriately.
We always help each other and help the children if they ask us

3. Environment

At Little Disciples Breakfast Club, Afterschool Club, and Holiday Club, we take great pride in creating a nurturing and stimulating space where primary-aged children feel safe, valued, and inspired to play. Our vibrant play and activity areas reflect a rich mix of cultures, ensuring every child experiences a sense of belonging. From multicultural books and diverse dress-up clothes to interactive resources, we embrace the uniqueness of our global community, encouraging inclusivity, understanding, and respect.

An Inclusive and Accessible Setting

Accessibility is at the heart of everything we do. Our facilities are designed to be inclusive, enabling all children—regardless of ability—to fully participate in every aspect of play, learning, and social activities. We provide varied play opportunities tailored to different needs, ensuring that every child can engage meaningfully and confidently in our setting.

A Safe and Engaging Environment

Keeping our children safe is our top priority. We conduct daily risk assessments and fire safety drills to ensure our setting remains secure and hazard-free. Our dedicated wellbeing and quiet area provides a calming space for self-regulation, equipped with sensory items, soft furnishings, and visual aids to support emotional wellbeing. We have invested in high-quality resources, including an outdoor activity area, offering children more opportunities for creative and physical outdoor play.

Prioritising Safety and Wellbeing

Our team carries out daily safety checks, reporting any potential hazards immediately. Before outdoor play, staff thoroughly inspect the play area and equipment to ensure they meet safety standards. We also follow strict hygiene and health policies, with a rigorous cleaning schedule in place to minimise risks and manage infectious diseases effectively.

Our Senior Leadership Team (SLT) oversees fire risk assessments and other key safety measures, ensuring our setting is a secure place for both children and staff. Regular emergency drills, including Fire Evacuation and Reverse Lockdown, are practised throughout the year—including during winter evenings to reflect real-life scenarios. These procedures form a crucial part of staff induction and are reviewed regularly in team meetings. In addition, all indoor and outdoor activities undergo thorough risk-benefit assessments. This approach not only maintains a safe environment but also helps children develop the confidence and skills to assess and manage risks responsibly.

Investment in Facilities and Resources

Over the past year, we have continued to invest in new resources and furniture, much of which has been made possible through grant funding. Our play areas now include a variety of engaging materials, such as construction blocks, art supplies, and role-play equipment, allowing children to explore and engage in meaningful, imaginative play. Through guided activities, we help children understand and manage risks while fostering a sense of responsibility for their environment.

We have also made significant improvements to our premises. Thanks to capital grant funding, we have upgraded our outdoor security fencing to enhance site safety, installed additional indoor magnetic locks to safeguard our children, and secured funding for an outdoor activity shelter. At Little Disciples, we remain committed to continuous improvement, ensuring our setting is a safe, welcoming, and enriching environment for every child.

Our targets and priorities for 2024/2025 can be found at the end of this report. These targets report on our priorities for improvement.

My practice is: (Select one box only)	
Excellent: my practice is exemplary	
Good: my practice is strong	✓
Adequate: my practice requires improvement	
Poor: my practice requires significant improvement	

Parent Comments for Environment

I would like for there to be less access to technology in club. I am not sure the big TV needs to be on so much as they will naturally gravitate towards this rather than the more holistic play... which is always available and fabulous!
There is a good size yard that is utilised for different activities and the field is used for forest school which **** loves taking part in.
At collection time when I am speaking to the staff or trying to receive feed back from them regarding the children day, my children can open the outside door and tend to the run off across the playground.
Club feels spacious with lots of room for the children to play.

Parent Responses for Environment

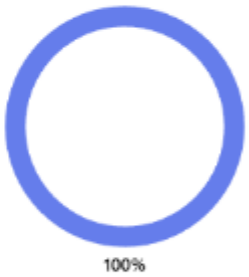
16. The service is clean and well maintained.

Always	16
Sometimes	0
Never	0



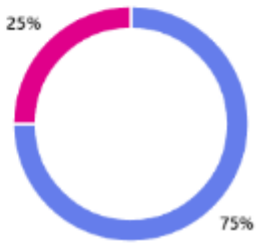
17. My child is safe and secure.

Always	16
Sometimes	0
Never	0



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

Always	12
Sometimes	4
Never	0



19. How would you rate the Environment at Little Disciples?

Excellent	14
Good	2
Adequate	0
Poor	0



Staff Responses for Environment

13. The premises are safe and secure.

Always	7
Sometimes	0
Never	0



14. The environment meets the children's needs.

Always	7
Sometimes	0
Never	0



15. All children have access to a wide range of good-quality resources.

Always	7
Sometimes	0
Never	0



16. How would you rate the Environment at Little Disciples?

Excellent	7
Good	0
Adequate	0
Poor	0



Staff do daily checks internally and externally regarding safety. They report any concerns to the Manager or Deputy.
I think considering we share a space with school we do extremely well. It gives us the opportunity to be creative in our planning of areas and use of space
We have a friendly and caring environment and lots of different areas and resources for the children
We have a great quality environment for the children to access, all areas are open for children to explore and the children are always able to use their voice with any ideas they have to improve the settings environment by the choices of toys, games and activities.
It's great that we change the play areas and have different themes and purchase toys if they have asked for them

4. Leadership & Management

Our leadership team is committed to upholding the highest standards of care, staff development, and continuous improvement.

Strategic Leadership for Quality Provision at Little Disciples

At Little Disciples, strong leadership underpins our commitment to high-quality provision through effective planning, staff deployment, and continuous development. We strategically support Welsh language development and embrace cultural diversity, ensuring meaningful experiences for all children. Our leadership team maintains high adult-to-child ratios, often exceeding requirements, to enhance engagement.

We implement a structured self-evaluation process, incorporating feedback from CIW inspections, parent surveys, and staff appraisals. Our 'Question of the Month' initiative encourages parents and children to share their perspectives, allowing us to enhance our provision based on real-time feedback.

We receive Childcare Offer funding from the Welsh Government and Capital Funding from Flintshire, and we are proactive in applying for additional funding opportunities to enhance our setting. The use of funding is closely monitored to ensure meaningful enhancements to care and play.

Staff Development and Training

Ongoing professional development is a cornerstone of our approach, ensuring all staff receive annual appraisals, termly supervisions, and additional training in key areas such as Paediatric First Aid, ALN, and safeguarding. Our supervision and appraisal system sets agreed targets to enhance professional growth, with whole-staff professional learning experiences further developing knowledge, skills, and understanding.

We are proud to have achieved the bronze award for the 'Welsh Promise' with Clybiau Plant Cymru and remain committed to working towards our silver award. Our robust recruitment processes ensure that all staff meet safeguarding and suitability requirements, maintaining a skilled and well-supported team.

Engagement with Parents and the Community

Strong partnerships with parents and the local community enrich children's learning and development. Communication is a priority, with regular newsletters, Facebook posts, digital updates via SeeSaw, and parent meetings fostering collaboration. Monthly staff meetings and daily informal discussions support continuous reflection and team cohesion.

Monitoring and Continuous Improvement

We rigorously monitor and evaluate our practice and provision to drive continuous improvement. In line with CIW requirements, we complete an annual Self-Assessment of Service Statement (SASS), incorporating:

- A safeguarding audit
- CIW inspection framework review
- National Minimum Standards audit
- First and Immediate Claim review

These evaluations help us identify strengths and areas for improvement, ensuring we maintain high-quality care and learning experiences for young children. We actively seek feedback from staff, parents, children, and professionals through an annual questionnaire and our monthly 'Question of the Month'. This evidence-based approach allows us to make informed decisions aligned with the priorities of our setting.

Collaboration and Sector-Wide Contribution

We collaborate with professionals, organisations, and funding bodies to enhance our practice, sharing our good practices to contribute to sector-wide improvements. By strategically using grants and funding opportunities, we enrich early learning and play experiences, ensuring a high-quality, engaging, and inclusive environment for all children in our care. Our commitment to continuous reflection and improvement guarantees that our provision remains exemplary, supporting the best outcomes for every child at Little Disciples.

We are also proud that our manager was nominated and shortlisted for manager of the year during 2024 with Clybiau Plant Cymru.

Our targets and priorities for 2024/2025 can be found at the end of this report. These targets report on our priorities for improvement.

My practice is: (Select one box only)	
Excellent: my practice is exemplary	✓
Good: my practice is strong	
Adequate: my practice requires improvement	
Poor: my practice requires significant improvement	

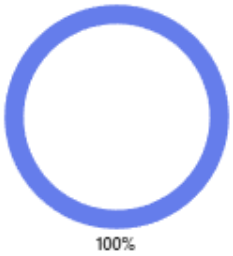
Parent Responses to Leadership & Management

Mr Gocher and Mrs Eccles are always very responsive to anything asked.
I am always given an update on how ***** has been, the staff have the right balance of firm but fair which is good as there is a variety of ages that go.
The staff are very good, easy to approach and will try and help in any way then can.
Staff are all very approachable and always respond to any questions and queries in a helpful way.

Parent Responses for Leadership & Management

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

Always	16
Sometimes	0
Never	0



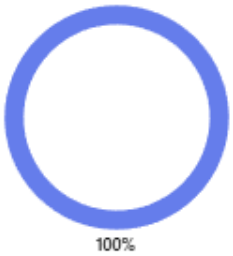
22. I understand our complaints procedure for dealing with complaints. (Our policies and procedures are available on th ebsite)

Always	15
Sometimes	1
Never	0



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

Always	16
Sometimes	0
Never	0



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

Excellent	15
Good	1
Adequate	0
Poor	0



Little Disciples Childcare – Breakfast Club, Afterschool Club & Holiday Club

Club Improvement Targets for January 2025 to January 2026

Audit Document:	Action:	To be completed by:	Date to be completed by:	Action completed:
First & Second Claim Assessment	To complete more afterschool club forest school sessions			
First & Second Claim Assessment	To create a windy day box for the children.			
First & Second Claim Assessment	To further implement the use of tools during play to allow children to learn about how to keep safe.			
Safeguarding & Child Protection Audit	SG to become Responsible Individual alongside current RI			
Safeguarding & Child Protection Audit	To review safeguarding policy to state that SG (DSL), EE (DDSL) & ASt Trustee DSL			
Safeguarding & Child Protection Audit	All staff to attend DARPL Training			
Safeguarding & Child Protection Audit	SLT to renew Safer Recruitment Training			
National Minimum Standards Review	Guide to be provide to parents on the website and on iPal, along with a paper copy in the Little Disciples entrance/porchway.			
National Minimum Standards Review	To share anti-discriminatory legislation and good practice documents with parents on the website and on iPal.			
National Minimum Standards Review	To work with clybiau plant Cymru to achieve the Silver award for the 'Welsh Promise'			
CIW Inspection Framework	To continue to support Nursery Plus children to be independent during snack time.			
CIW Inspection Framework	To develop a system which works for all staff to encourage children to evaluate their activities and play.			
CIW Inspection Framework	To review our play curriculum document for 2025.			
CIW Inspection Framework	To continue to meet with outside agencies to drive improvement within our setting.			