



CYFARFOD BWRDD CYHOEDDUS

29 Ebrill 2021
Cyfarfod rhithwir
09:30 – 13:00

Sesiwn gyhoeddus			Tudalen
09:30	1.	Croeso a sylwadau agoriadol gan y Cadeirydd	Llafar
09:35	2.	Ymddiheuriadau a Datgan Buddiannau	Llafar
09:40	3.	Cofnodion cyfarfod Bwrdd 28 Ionawr 2021 I'w cymeradwyo	SCW/21/09 3
09:45	4.	Log gweithredu a materion yn codi	SCW/21/10 22
09:50	5.	Diweddariad gan Gadeiryddion y Pwyllgorau I'w nodi a derbyn	Llafar
10:05	6.	Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr a'r Cyfarwyddwyr I nodi a derbyn	Llafar
Ar gyfer penderfyniad:			
10:20	7.	Cynllun Busnes 2021-22 Atodiad 1 I'w ystyried a chymeradwyo	SCW/21/11 27
10:55 – 11:05 Egwyl			
11:05	8.	Dogfen ymgynghori Cynllun Cydraddoldeb Strategol Atodiad 1 Atodiad 2 I'w ystyried a chymeradwyo	SCW/21/12 68
11:30	9.	Newidiadau i 'Y Fframwaith ar gyfer Radd mewn Gwaith Cymdeithasol yng Nghymru 2018' Atodiad 1 I'w ystyried a chymeradwyo	SCW/21/13 95
11:50 – 12:00 Egwyl			
12:00	10.	Diweddariad System Rheoli Diogelwch Gwybodaeth To consider and approve	SCW/21/14 133

12:15	11.	Cynllun Busnes: Adroddiad cynnydd chwarter 4 I'w ystyried a chymeradwyo	SCW/21/15	138
12:35	12.	Adroddiad Effeithiolrwydd y Bwrdd I'w drafod	SCW/21/16	159

I'w drafod:

12:50	13.	Effeithiolrwydd y cyfarfod I'w drafod	Llafar	
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Dyddiad cyfarfod nesaf:

Dydd Iau 15 Gorffennaf 2021



Gofal Cymdeithasol Cymru Social Care Wales

CYFARFOD BWRDD CYHOEDDUS

28 Ionawr 2021

Cyfarfod Rhithwir ar Zoom

09:30 - 13:45

Presennol:

Aelodau'r Bwrdd:

Mick Giannasi
Abigail Harris
Carl Cooper
Damian Bridgeman
Donna Hutton
Emma Britton
Grace Quantock
Jane Moore
Jo Kember
Kate Hawkins
Peter Max
Rhian Watcyn Jones
Simon Burch
Trystan Pritchard

Swyddogion Gofal Cymdeithasol Cymru:

Sue Evans (Prif Swyddog Gweithredol)
Andrew Lycett (Cyfarwyddwr Cyllid, Strategaeth a Gwasanaethau Corfforaethol)
David Pritchard (Cyfarwyddwr Rheoleiddio)
Sarah McCarty (Cyfarwyddwr Gwella a Datblygu)
Geraint Rowlands (Cyfarwyddwr Cynorthwyol Cyllid a TGCh)
Kate Salter (Cyfarwyddwr Cynorthwyol Gwasanaethau Corfforaethol)
Rhianon Jones (Rheolwr AD a Lles)
Llinos Bradbury (Uwch Swyddog Llywodraethu - cofnodion)

Yn bresennol:

Aled Jones, Cymen (cyfieithu ar y pryd)
Natalie Price

Sesiwn gyhoeddus:

1. **Croeso a Sylwadau Agoriadol gan y Cadeirydd**
 - i. Croesawodd y Cadeirydd bawb i'r cyfarfod a dywedodd mai cyfarfod cyhoeddus rhithwir o'r Bwrdd oedd hwn gyda chyfieithu ar y pryd ar gael. Anogodd y Cadeirydd y rhai a oedd yn gallu cyfrannu yn y Gymraeg i wneud hynny.
 - ii. Rhoddodd y Cadeirydd groeso arbennig i Rhia Jones fel arsylwr i'r cyfarfod fel rhan o'i chyfnod sefydlu gyda'r sefydliad.
2. **Ymddiheuriadau a datgan buddiannau**
 - i. Derbyniwyd ymddiheuriad gan Maria Battle.
 - ii. Datganodd PM fuddiant newydd fel cyfarwyddwr anweithredol Hwb Gwyddorau Bywyd Cymru, nododd DB hefyd ei fod wedi'i benodi'n Gadeirydd Sefydliad

Cyfarwyddwyr De Cymru'n ddiweddar, a llongyfarchwyd y ddau ar eu penodiadau diweddar.

3. Cofnodion cyfarfod y Bwrdd ar 22 Hydref 2020

- i. Cafodd cofnodion cyfarfodydd 22 Hydref 2020 eu gwirio am eu cywirdeb a'u **cymeradwyo** gan y Bwrdd.

4. Log gweithredu a materion yn codi

- i. Tynnwyd sylw'r aelodau at y log gweithredu parhaus sy'n rhoi'r wybodaeth ddiweddaraf am y cynnydd a wnaed yn erbyn camau gweithredu sy'n weddill ers y cyfarfod diwethaf.
- ii. Diweddarodd y Cadeirydd y Bwrdd ar y camau a gymerwyd mewn perthynas ag ymweliadau adrannol a nododd ei fod wedi cael cyfarfod â'r tîm Addasrwydd i Ymarfer, y tîm Cofrestru, y tîm Cyfathrebu a gweithwyr newydd a ymunodd â'r sefydliad yn ystod 2020. Bydd y Cadeirydd yn cyfarfod yr adran Gwella a Datblygu nesaf ar 25 Mawrth a gofynnodd i unrhyw aelodau sydd am ymuno ag ef roi gwybod iddo. **GWEITHREDU**
- iii. Gofynnodd y Cadeirydd a oedd unrhyw ddiweddariadau pellach ar waith Grŵp Cyngori'r Gweinidog ar Blant a Phobl Ifanc Agored i Niwed. Dywedodd SMC y bydd gwaith y Grŵp Cyngori cyfredol yn dod i ben yn sgil etholiad Senedd Cymru, ond y bydd adroddiad gwaddol yn cael ei gynhyrchu cyn hyn. Mae swyddogion yn gweithio'n agos gyda Llywodraeth Cymru ar rai o'r meysydd i sicrhau bod gwaith yn dal i gael ei wneud yn y cyfamser, ac yn chwilio am gymorth i'r sector ar ffurf dosbarthiadau meistr, dysgu a chymorth gan gymheiriaid. Comisiynwyd gwaith hefyd i edrych ar ddulliau ataliol sy'n seiliedig ar gryfderau, ochr yn ochr â'r arolygiad cyfredol gan Arolygiaeth Gofal Cymru (AGC) o awdurdodau lleol. Y gobaith yw y bydd hyn yn helpu i lywio'r blaenoriaethau newydd sydd angen eu cyflwyno pan fydd llywodraeth newydd yn ei lle yn ddiweddarach eleni.
- iv. Gofynnodd JM beth sy'n digwydd i holl ffrydiau gwaith rhaglen y Grŵp Cyngori ar hyn o bryd. Dywedodd SMC y bydd yr adroddiad gwaddol yn cynnwys gwybodaeth am beth sydd wedi digwydd a gwaith na lwyddwyd i'w gwblhau, gan fod sawl ffrwd waith wedi'i hoedi yn sgil y pandemig cyfredol. Mae adborth gan y sector wedi dangos bod yna bwysau mawr ar wasanaethau plant yn sgil COVID-19 ac na welwyd hyn yn ystod cyfnod cyntaf y pandemig. Er bod peth gwaith yn dal i gael ei wneud, nid oes arferion yn cael eu rhannu a'u mabwysiadu ar draws y sector, yn sgil y pwysau sydd ar y sector ar hyn o bryd.
- v. Nododd y Cadeirydd fod dyddiad yr hyfforddiant ar ymwybyddiaeth ddiwylliannol nawr wedi'i gadarnhau ar gyfer 8 Ebrill ac y gellir cau'r cam gweithredu yn awr.
- vi. Nid oedd sylwadau na chwestiynau pellach ar y log gweithredu.

5. Diweddariad gan Gadeiryddion y Pwyllgorau

- i. Cadeiriodd EB Bwyllgor Archwilio a Risg mis Rhagfyr ac aeth ati i roi crynodeb o'r trafodaethau yng nghyfarfod diweddaraf y Pwyllgor. Yn benodol, tynnodd sylw at natur fyfyrion y cyfarfod, y newidiadau a'r heriau a welwyd yn 2020 a chydabu'r gwaith a wnaed mewn blwyddyn anodd. Tynnwyd sylw hefyd at welliannau a wnaed i waith monitro a'r defnydd o Raglen Datblygu'r Gweithlu Gofal Cymdeithasol Cymru (SCWWDP). Edrychodd y Pwyllgor hefyd ar wersi a ddysgwyd yn sgil cwyn gyflogaeth ddiweddar o safbwynt archwilio a risg ac roedd yn dymuno cydnabod gwaith y tîm AD yn ystod y broses.
- ii. Cadeiriodd DB y Pwyllgor Gwella a thynnodd sylw at waith ymygyslltu Jon Day, Cyfarwyddwr Cynorthwyol y Gweithlu gydag arweinwyr y gweithlu yn ystod y cyfnod hwn fel rhan o grant SCWWDP. Cafodd y Pwyllgor gyflwyniad gan Lisa Trigg, Cyfarwyddwr Cynorthwyol Ymchwil, Data a Gwybodaeth ar yr agenda ymchwil gyda sesiwn arall wedi'i threfnu i edrych ar yr adolygiad o'r Strategaeth Ymchwil. Myfyriodd DB hefyd ar y digwyddiad Gwobrau cadarnhaol a gynhaliwyd ym mis Tachwedd a diolchodd i'r tîm Cyfathrebu am eu gwaith.
- iii. Fel Cadeirydd y Pwyllgor Rheoleiddio a Safonau, tynnodd SB sylw at fanteision cael aelod cyfetholedig o AGC ar y Pwyllgor gan fod trafodaethau'n cael eu cynnal ar beidio â thalu ffioedd ac a allai hynny fod yn rhan o arolygiadau yn y dyfodol. Mae AGC wedi cyhoeddi adroddiad ar [Trosolwg o adborth gan y sector gofal cymdeithasol](#) a goladwyd o alwadau 'dal i fyny' gyda darparwyr gwasanaethau i oedolion a phlant yn ystod penllanw argyfwng COVID-19. Ymunodd Sarah Harris o Kingsley Napely â'r cyfarfod hefyd i roi trosolwg o'r adolygiad Addasrwydd i Ymarfer y maent yn ei gynnal ar ran Gofal Cymdeithasol Cymru. Soniodd Sarah yn arbennig am barodrwydd y staff i fod yn agored ac i ymgysylltu yn ystod y broses, ac mae'r adroddiad terfynol i'w gyhoeddi ym mis Chwefror. Bydd cyfarfod mis Mawrth yn canolbwyntio ar sut mae'r sector wedi ymdopi yn ystod pwysau arferol y gaeaf ochr yn ochr â COVID-19. Croesawodd SB Rhia i'r sefydliad hefyd a dymuno'r gorau i Beth Calnan a oedd yn mynd ar absenoldeb mamolaeth.
- iv. Nid oedd unrhyw sylwadau na chwestiynau o'r diweddariadau a ddarparwyd.

6. Cynllun Busnes: Adroddiad cynnydd Chwarter 3

- i. Amlinellodd KS bwrpas y papur sef darparu diweddariadau i'r Bwrdd ar berfformiad yn erbyn y Cynllun Busnes yn y cam naw mis. Atgoffwyd yr aelodau bod Cynllun Busnes 2020-21 yn uchelgeisiol ac felly ei bod hi'n bwysig bod yn realistig ar y cam hwn beth y gellid ei gyflawni yn ystod chwarter olaf y cynllun busnes cyfredol. Mae'r tîm Arwain wedi adolygu'r cynllun busnes, gan nodi'r gwaith sydd ei angen i gefnogi'r sector drwy'r pandemig cyfredol, ac felly pan mae yna weithgareddau sy'n gofyn am ymgysylltu â'r sector, cydnabyddir na fydd hyn yn bosibl, ac y bydd y gweithgareddau hyn yn cael eu hoedi a'u cynnwys yn y Cynllun Busnes ar gyfer 2021-22. Mae gwaith statudol y sefydliad yn parhau ac yn canolbwyntio ar beth sydd angen ei gwblhau o fewn y flwyddyn ariannol gyfredol gyda'r capasiti staff sydd gennym.

- ii. Ar ôl darparu'r cyd-destun ar gyfer y diweddariad, tynnodd KS sylw'r aelodau at thema blaenoriaeth 1, y gweithlu gofal cymdeithasol a blynyddoedd cynnar. Mae'r targedau prosesu rheoleiddiol ar y trywydd iawn i raddau helaeth, gyda'r sylwadau ar berfformiad yn darparu rhagor o wybodaeth pan nad yw'r gweithgareddau ar y trywydd iawn. Gofynnodd KS am unrhyw gwestiynau mewn perthynas â thema 1.
- iii. Dywedodd CC ei bod hi'n amlwg bod y sefydliad yn cyflawni'n dda ac yn cyrraedd y targedau a bennwyd a gofynnodd beth yw'r berthynas rhwng gweithgareddau'r cynllun busnes a'r targedau. Wrth edrych ar y gweithgareddau mae tua 80% naill ai yn oren neu'n goch sydd fel petai ddim yn cyd-fynd â'r ffaith bod targedau'n cael eu cyrraedd. Atebodd KS gan ddweud bod y targedau'n gallu cael eu gyrru gan broses, ond wrth edrych ar y gweithgaredd yn ei gyfanrwydd ac o fewn y llinell amser, dyna pryd y teimlir nad yw'r gweithgareddau ar y trywydd iawn i'w cwblhau erbyn diwedd Mawrth fel y disgwylid. Gan y bydd Cynllun Busnes newydd o fis Ebrill, bydd yn rhoi cyfle i edrych ar gyflwyno'r papur i'r Bwrdd i sicrhau bod y sicrwydd sydd ei angen yno. Diolchodd CC i KS am yr ymateb ond nododd fod y cwestiwn yn parhau ynghylch beth yw goblygiadau peidio â chyflawni targedau'r Cynllun Busnes, a'r effeithiau ar Gynllun Busnes 2012-22. Ychwanegodd y Cadeirydd fod y Cynllun Busnes ar gyfer eleni wedi gorfod cael ei newid yn gyflym mewn ymateb i COVID-19, gyda gwaith yn cael ei wneud ar y cynllun strategol newydd. Cydnabyddir bod yna waith i'w wneud i gysoni'r dangosyddion perfformiad yn well â'r targedau.
- iv. Dywedodd AL fod sawl un o'r dangosyddion perfformiad wedi'u pennu ar sail safonau gwasanaeth mewnol a sicrhau parhad gwasanaeth yn ystod y cyfnod cyfredol i'r rhai ar y gofrestr. Wrth symud ymlaen mae angen mireinio'r adrodd ar y gweithgareddau datblygiadol a'r gallu i wahaniaethu rhwng y gweithgareddau rheoleiddiol a datblygiadol. Mae gwaith wedi canolbwyntio ar y byrddau rhaglenni yn fewnol a bydd yn edrych ar gryfhau'r cysylltiad rhwng adrodd yn fewnol i'r byrddau rhaglenni drwodd i adroddiad y Bwrdd. Bydd y Cynllun Busnes newydd yn canolbwyntio ar ganlyniadau, gyda rhai o'r rheiny'n hydredol a fydd yn darparu her o ran sut mae gweithgareddau'r cynllun busnes blynyddol yn berthnasol i'r mesurau canlyniadau hirdymor.
- v. Ychwanegodd JK y gallai fod yn ddefnyddiol ychwanegu sylwadau ar yr adroddiad i nodi a fyddai'r targed yn cael ei gyrraedd erbyn diwedd y chwarter olaf, er mwyn helpu trafodaeth ynghylch pa adnoddau neu gymorth a fyddai eu hangen i gyflawni'r targed. Dywedodd TP ei bod hi'n bwysig cydnabod bod perfformiad wedi gwella dros y chwarteri, er bod yna lawer o sôn am "fusnes fel arfer", mae pawb yn ymwybodol nad yw pethau fel y dylent fod. Felly, dylid cydnabod perfformiad timau, y ffordd maent wedi addasu, a'r gwydnwch meddyliol a ddangoswyd i barhau i weithio o dan yr amgylchiadau cyfredol. Efallai y bydd angen coethi'r dangosyddion perfformiad a'r targedau, ond mae'r timau wedi bod yn cyflawni yn erbyn y rhai a bennwyd.
- vi. Gofynnodd TP am rywfaint o gyd-destun ynghylch pam roedd risg pontio'r UE wedi'i lleihau. Mewn ymateb i adael yr UE dywedodd DP fod yna ddau faes yn destun pryder. Un oedd y newidiadau i'r broses reoleiddio a'r llall oedd yr effaith ar y sector. Yn achos y broses reoleiddio mae'r archwiliadau perthnasol wedi'u cwblhau ar brosesau'r sefydliad ac mae'n hyderus nad oes angen gwneud unrhyw newidiadau sylweddol ar ôl gadael yr UE. Mae yna oblygiadau ar gyfer cyd-gydnabod cymwysterau a fydd yn effeithio ar rai sefydliadau iechyd ond nid yw hyn yn creu unrhyw broblemau i Gofal Cymdeithasol Cymru. O ystyried bod yna gytundeb wedi'i

sicrhau nid oes unrhyw bryder uniongyrchol i'r sector ond mae gwaith gan sefydliadau fel Conffederasiwn y GIG yn cyfeirio at broblem hirdymor o allu recriwtio o'r UE sy'n debygol o achosi pryder. Fel sefydliad mae ein gwaith cyfathrebu wedi canolbwyntio ar hyrwyddo statws preswylwyr sefydlog i'r rhai sydd eisoes yn gweithio yn y sector.

- vii. Gofynnodd CC faint o weithwyr cartrefi gofal i oedolion sy'n debygol o fod wedi cofrestru erbyn diwedd y flwyddyn gan nad yw'r gweithgarwch hwn ar y trywydd iawn i gofrestru 1,500 erbyn diwedd y flwyddyn. Atebodd DP gan atgoffa'r Bwrdd bod yr holl weithwyr gofal cartref wedi'u cofrestru erbyn Ebrill 2020 a bod Llywodraeth Cymru'n bwriadu ychwanegu gweithwyr cartrefi gofal i oedolion erbyn Ebrill 2022. Datblygwyd cynlluniau ymgysylltu i sicrhau bod targedau'n cael eu cyrraedd, fodd bynnag, nid oedd hi'n bosibl ymgysylltu â gweithwyr cartrefi gofal i oedolion eleni fel y gwnaethpwyd gyda'r gweithwyr gofal cartref oherwydd y pandemig. Mae rhai wedi cofrestru a disgwylir y bydd tua thraean i hanner y targed wedi'i gyrraedd erbyn diwedd Mawrth 2021. Bydd hi'n anodd adeiladu ar hyn a sicrhau bod pawb wedi'u cofrestru erbyn Ebrill 2022. Dywedodd DP nad oedd y dyddiad o Ebrill 2022 ar gyfer cofrestriad gorfodol gweithwyr cartrefi gofal i oedolion wedi'i gynnwys mewn deddfwriaeth eto, ac mai penderfyniad Llywodraeth Cymru yw hynny. Disgwylir y bydd sgysiau'n cael eu cynnal yn fuan â Llywodraeth Cymru ynghylch yr amserlen a'r dyddiad gorfodol. Nid oes unrhyw awgrym ar hyn o bryd y bydd yr amserleni'n wahanol, ond rydym yn ymwybodol bod Llywodraeth Cymru'n edrych ar ei holl waith yn sgil COVID-19. Mae cynllun ymgysylltu manwl yn cael ei rannu â Llywodraeth Cymru ym mis Chwefror gyda gwybodaeth am sut i gofrestru pawb erbyn Ebrill 2022 ac opsiynau eraill pe bai amserlen wahanol. Os bydd Ebrill 2022 yn parhau i fod yn ddyddiad cau yna bydd angen i'r sefydliad fuddsoddi mewn adnoddau a chapasiti i gadw at y dyddiad hwnnw.
- viii. Myfyriodd SE ar y drafodaeth a dywedodd fod y rhain wedi'u cynnal yn fewnol hefyd. Mae'n bwysig gwahaniaethu beth yn union sydd o fewn rheolaeth y sefydliad a ble dylid dylanwadu ac felly meddwl am ffyrdd mesuradwy o gynnwys cerrig milltir ar gyfer y darnau hynny o waith lle mae gofyn i ni ddylanwadu arnynt. Rydym ar daith i ddatblygu ein dull ymhellach i'w wneud yn fwy ystyrlon, ac mae angen i ni ddiffinio beth sydd o fewn ein rheolaeth yn uniongyrchol a beth y gallwn ni ddylanwadu arno.
- ix. Gan symud ymlaen i thema flaenoriaeth 2, dysgu digidol, gofynnodd KH am sicrwydd ar y sefydliad a benodwyd i arwain y gweithgarwch hwn o ystyried yr amgylchedd gweithio rhithwir cyfredol, ac a gafwyd unrhyw heriau comisiynu ychwanegol yn ystod y cyfnod hwn. Dywedodd KS fod nifer yr ymatebion i waith comisiwn wedi lleihau o ran nifer y cyflenwyr, bod yna sawl rheswm am hyn, a bod gwaith ymchwil yn cael ei wneud ar hyn i ddarparu sicrwydd gyda rhagor o wybodaeth i'w darparu i'r Pwyllgor Archwilio a Risg yn ei gyfarfod ym mis Mawrth. Wrth ymateb i'r cwestiwn ynghylch gwaith digidol dywedodd KS fod y sefydliadau a gomisiynwyd i wneud y gwaith hwn yn ystyried y sefyllfa gyfredol gyda'r sector ac yn defnyddio dull hyblyg o gael adborth i gefnogi datblygiad dysgu digidol. Ychwanegodd DP fod y 2 sefydliad sy'n gweithio gyda ni ar y gwaith digidol wedi bod yn sefydliadau cryf iawn gydag un yn canolbwyntio ar waith darganfod a'r llall yn gweithio ar ardaloedd peilot. Unwaith y byddai'r gwaith hwn wedi'i gwblhau byddai unrhyw waith ychwanegol yn mynd i gaffael pellach gan ganiatáu amser i fyfyrion ar ansawdd y gwaith a ddarparwyd.
- x. Rhannodd KS ystadegau cyfredol ymgyrch Gofalwn Cymru:

- Ymgysylltu – 19,506
- Dilynwyr – 10,158
- Negeseuon - 421

- xi. O ran thema flaenoriaeth 3, derbyniodd arweinwyr systemau gofal cymdeithasol a'r blynyddoedd cynnar, y Pwyllgor Gwella y wybodaeth ddiweddaraf am y rhaglenni arweinyddiaeth cenedlaethol yn ei gyfarfod ym mis Rhagfyr.
- xii. Gan symud i thema flaenoriaeth 4 a'n gweithlu ein hunain, dywedodd KS fod y Pwyllgor Archwilio a Risg yn derbyn manylion y gweithgareddau sydd wedi'u cynnwys o fewn y thema hon, yn arbennig pan na fydd gweithgareddau ar y pwynt y dylent fod.
- xiii. Gofynnodd y Cadeirydd a oedd yna unrhyw gwestiynau am y manylion yn y sylwadau perfformiad.
- xiv. Gofynnodd AH a oes unrhyw dystiolaeth bod pobl yn cael eu denu i'r sector gofal cymdeithasol o sectorau eraill y mae COVID-19 wedi effeithio'n negyddol arnynt fel lletygarwch. Dywedodd SMC nad oes unrhyw dystiolaeth ffurfiol o hyn ar hyn o bryd gan nad oes ffordd o olrhain o ble y daeth pobl drwy Gofalwn Cymru. Cyfeiriodd SMC at y prosiect recriwtio cyflym sydd wedi dechrau gydag ardal beilot yn y De i ddod ag unigolion i'r sector drwy gymorth gan Gofalwn Cymru a chwrs hyfforddi sefydlu cyn cael eu trosglwyddo i gyflogwyr. Mae gwaith yn mynd rhagddo gyda sefydliad cyflogadwyedd yn ogystal â Gyrfa Cymru, Canolfan Byd Gwaith a chymorth penodol pan fo pobl yn colli eu swyddi ac yn cael eu cefnogi i swyddi eraill, gan gysylltu'r rhai gyda'r sector mewn ffordd seiliedig ar werthoedd drwy ddefnyddio Gofal yn Galw, sy'n darparu asesiad o werthoedd unigolyn sy'n gweithio yn y sector gan fod darparwyr am gael unigolion a fydd yn aros yn y sector am amser maith. Diolchodd AH i SMC am y diweddariad a nododd y bydd recriwtio i'r sector yn parhau i fod yn her hyd nes y bydd cyflog teg yn cael sylw.
- xv. Gofynnodd GQ a oedd ymwybyddiaeth o gystadleuaeth am staff rhwng y GIG a'r sector gofal ac a oedd gwaith sganio'r gorwel yn cael ei wneud ar effaith covid hir ar y sector. Eglurodd SMC fod llawer o drafodaethau ar effaith covid hir a'r pwysau ar wasanaethau adsefydlu a sut i gefnogi adferiad hirdymor unigolion. O ran y gweithlu, mae effaith ar gapasiti gan fod staff ar y rhestr warchod ac ar yr unigolion hynny a fydd angen dull adfer hirdymor o covid hir. Mae adnodd asesu risg yn cael ei ddefnyddio fel adnodd i helpu i gefnogi unigolion mewn gwaith, mae trafodaethau'n cael eu cynnal hefyd gyda Llywodraeth Cymru ar iechyd a beth allai fod ei angen fel iechyd galwedigaethol ar gyfer gweithlu'r dyfodol. Drwy Gofalwn Cymru rydym yn ceisio cynyddu amrywiaeth y gweithlu a'i wella. Diolchodd GQ i SMC am yr ymateb a nododd fod angen i ni gynyddu amddiffyniad a chydarddoldeb ar gyfer y gweithlu hefyd wrth geisio cynyddu'r amrywiaeth.
- xvi. Ategododd EB sylwadau blaenorol ar yr angen i fynd i'r afael â phroblem cyflogau yn y sector gofal yn ogystal â'r gystadleuaeth rhwng y ddau sector i ddenu unigolion i weithio. Dywedodd EB fod angen canolbwyntio ar beth y gellir mynd i'r afael ag ef a nododd fod y gofynion asesu risg cyfredol yn atal unigolion rhag darparu'r gofal angenrheidiol gan roi enghraifft o bobl yn gorfod aros y tu allan i adeiladau hyd nes bod yr asesiad risg wedi'i gwblhau. Ar nodyn cadarnhaol, dywedodd EB ei bod wedi

gweld ac wedi clywed am nifer o bobl yn ailymuno â'r sector, gydag enghreifftiau'n cael eu rhoi o weithwyr cymdeithasol cymwysedig yn ymuno fel cynorthwyyr gwaith cymdeithasol i helpu yn ystod y pandemig cyfredol.

- xvii. Dywedodd SE fod ein tystiolaeth a'n data'n cael ei ddefnyddio lle bo'n bosibl i ddylanwadu, a'i bod hi wedi ysgrifennu nodyn croeso a chyflwyno i'r Cyfarwyddwr newydd ar gyfer ymchwil i COVID-19, sy'n ganolfan a ariennir gan Lywodraeth Cymru, i geisio deall effaith COVID-19 yn well.
- xviii. Rhoddodd y Cadeirydd ddiweddiariad yn erbyn risg strategol penodiadau aelodau ar ddiwedd Mawrth 2021. Mae'r adborth anffurfiol a dderbyniwyd wedi dangos bod y Comisiynydd Penodiadau Cyhoeddus wedi cytuno ar y cynnig fel y'i nodwyd gan y Cadeirydd ac y bydd y cynnig nawr yn mynd gerbron y Dirprwy Weinidog Iechyd a Gwasanaethau Cymdeithasol am ei sêl bendith.
- xix. Darparodd GR drosolwg i'r Bwrdd o adroddiad y gyllideb a diolch i KS am esbonio'r sefyllfa o ran gwaith sydd heb ei gychwyn eto a gwaith y bydd angen ei drosglwyddo i'r flwyddyn ariannol nesaf.
- xx. Dywedodd GR nad oedd unrhyw bryderon o ran incwm gyda'r Cymorth Grant llawn a'r incwm cofrestru a oedd yn ddisgwyliedig ar gyfer 2020-21. Dywedodd fod tanwariant yn y maes grantiau gan fod nifer y bwrsariau a ddyrennir yn is na faint sydd ar gael fel yr adroddwyd yn flaenorol. Felly, mae rhagamcan o £400,000 o danwariant wedi'i gynnwys yn y gyllideb bwrsariau a Chyllid Cyfleoedd Dysgu Ymarfer. Mae buddsoddiad ychwanegol wedi'i wneud gyda'r rhanbarthau mewn perthynas ag ymateb i COVID-19 a'r adferiad dilynol, felly mae disgwyl tanwariant o £127,000 yn y gyllideb gyffredinol. Mae tanwariant o £143,000 yng nghyllideb Rheoleiddio'r Gweithlu yn sgil arbedion i'r gyllideb weinyddu. Mae tanwariant hefyd yn y gyllideb prosiectau a'r gyllideb cyflogau yn sgil swyddi gwag, ac mae disgwyl i'r alldro ar ddiwedd y flwyddyn fod yn £105,000 ar gyfer y gyllideb hon. Disgwylir y bydd y gyllideb gwrandawiaidau wedi'i gwario'n llawn ar ddiwedd y flwyddyn ariannol. Mae tanwariant o £223,000 yn y gyllideb Gwella a Datblygu a rhagwelir y bydd tanwariant o £173,000 ar ddiwedd y flwyddyn wrth i brosiectau gael eu gohirio i'r flwyddyn ariannol newydd. Mae cyllideb y Blynyddoedd Cynnar a Gofal Plant ar y trywydd i gael ei gwario'n llawn. Mae gorwariant o £31,000 yn y gyllideb Strategaeth a Chymorth Busnes ar hyn o bryd ond mae'r rhagolwg yn nodi y bydd £57,000 o danwariant ar ddiwedd y flwyddyn ariannol.
- xxi. Gofynnodd RWJ a yw'r cais i gario 4% drosodd yn debygol o gael ei gytuno ac os ydyw pa sicrwydd y gellid ei roi y bydd yr arian yn cael ei wario yn ystod 2021-22 ac a oes gan y sefydliad gapasiti i gyflawni'r prosiectau sy'n cael eu cario drosodd. Atebodd GR drwy ddweud ei fod yn trafod gyda chydweithwyr cyllid Llywodraeth Cymru i sefydlu'r posibilrwydd o gario 4% o arian drosodd i 2021-22. Mae yna gyfarfod monitro gyda thîm y Noddwr ar 8 Chwefror lle bydd y sefyllfa ariannol yn cael ei thrafod. Mewn ymateb i allu gwario'r arian ychwanegol a gariwyd drosodd yn 2021-22 a chapasiti dywedodd GR fod y prosiectau wedi'u sefydlu eisoes gyda cherrig milltir clir a phan fo angen comisiynu mae hynny'n digwydd yn awr ac felly roedd yn hyderus y byddai'r arian hwn yn cael ei wario.

- xxii. Gofynnodd PM pa oblygiadau strategol oedd o beidio â gwario'r arian a ddyrannwyd i wella ac a ddylid rhoi mwy o le amlwg i'r sefyllfa ariannol yn y Pwyllgor. Dywedodd GR mai'r prosiectau sydd â thanwariant yw'r prosiectau lle byddai'n anodd ymgysylltu â'r sector yn sgil COVID-19, ac mae Llywodraeth Cymru'n ymwybodol o hyn. Ychwanegodd SMC mai'r prosiectau sy'n cael eu hoedi yw'r rhai sy'n gofyn am weithio'n agos iawn gyda'r sector ac y bydd ymgysylltu â'r sector yn anodd yn ystod y chwarter olaf. Mae'r ffocws felly wedi troi at ddarnau o waith sydd â mwy o frys amdanynt neu'r rhai sy'n ymwneud â COVID-19. Mae cynlluniau ar gyfer y flwyddyn nesaf yn ystyried y gwaith sydd angen ei gario drosodd o'r flwyddyn hon yn ogystal ag ystyried capasiti i gyflawni.
- xxiii. Dywedodd y Cadeirydd mai mater i'r Bwrdd yw sefyllfa ariannol y sefydliad ac er y bydd ganddo oblygiadau i waith ar lefel Pwyllgorau bod angen i'r Bwrdd barhau i wneud y goruchwyllo.
- xxiv. Ychwanegodd AL fod edrych ar y prosiectau sydd angen eu cario ymlaen i chwarter cyntaf y flwyddyn ariannol nesaf yn rhoi sicrwydd i staff ynghylch prosiectau wrth aros am gadarnhad am ddyraniad y Cymorth Grant ar gyfer 2021-22, ac achos cryf dros gario arian ychwanegol ymlaen i'r Noddwr.
- xxv. **Craffodd** yr aelodau ar y cynnydd a wnaed yn erbyn Cynllun Busnes 2020-21 yn y cam naw mis a'i **gymeradwyo**.

Effeithiolrwydd cyfarfodydd

- i. Yn dilyn trafodaethau yng nghyfarfod blaenorol y Bwrdd i sicrhau bod yr adran effeithiolrwydd cyfarfodydd yn parhau i fod yn berthnasol ac yn cael ei ddiwygio gofynnodd y Cadeirydd i aelodau'r Bwrdd ystyried un peth y dymument fod wedi'i ddweud yn ystod y trafodaethau hyd yn hyn a pham nad oeddynt wedi codi'r pwynt hwnnw.
- ii. Dywedodd RWJ y byddai wedi ymateb eto ar y capasiti i wneud y gwaith sy'n cael ei gario drosodd i'r flwyddyn ariannol nesaf, yn arbennig yn sgil y data yn eitem 7 a'r swyddi gwag sydd angen eu hôl-lenwi o fewn y sefydliad. Gofynnodd y Cadeirydd pam na wnaeth RWJ ddod yn ôl ar hyn, a dywedodd hi fod y trafodaethau fel petaent wedi symud ymlaen ac y gellid codi hyn eto fel rhan o'r drafodaeth yn eitem 7 fel y bo'n briodol.
- I
- ii. Dywedodd KH fod gan y sefydliad y gallu i ymdrin ac ymdopi'n dda â phwysau gan gyfeirio at y fenter recriwtio cyflym, ond cwestiynodd a ddylai fod yn rhywbeth a oedd wedi'i drafod yn fwy ac a yw'n ymwneud â dylanwad ond peidio â bod yn hunanfodlon am yr anawsterau sy'n effeithio ar y sector yn y cyfnod hwn.
- iv. Dywedodd RWJ hefyd ei bod hi'n ansicr ble y gellid cynnwys cwestiynau megis cynnydd yn erbyn Strategaeth y Gweithlu a'i gweithgarwch ar yr agenda. Awgrymodd y Cadeirydd y gellid symud y diweddariadau gan y Prif Swyddog Gweithredol i fyny'r agenda i ddarparu'r trosolwg strategol ar ddechrau'r cyfarfod, a allai rhoi'r cyfle am gwestiynau o'r fath. Cytunwyd y byddai Grŵp Cydgysylltu'r Cadeiryddion yn trafod trefn yr agenda ymhellach. **GWEITHREDU**

- v. Dywedodd EB hefyd ei bod hi'n anodd gwybod a fydd cwestiynau'n cael eu cynnwys mewn eitem agenda ddiweddarach, roedd hi am wybod am les staff yn ystod y sefyllfa bresennol yn arbennig ac yn teimlo cyfrifoldeb gan nodi bod y Bwrdd yn poeni am les staff.
- vi. Ychwanegodd TB at sylwadau EB gan nodi y byddai'n ddefnyddiol gweld canlyniadau profion tymheredd y staff i sicrhau bod cyfrifoldeb y Bwrdd i'r staff yn cael ei wireddu.
- vii. Dywedodd EB y byddai'r briffiau gan y Prif Swyddog Gweithredol a sefydlwyd ar ddechrau'r pandemig yn ddefnyddiol i droi yn ôl atynt gan fod angen diweddariadau mwy anffurfiol o hyd. Cytunodd SE i ailgyflwyno'r sesiynau briffio anffurfiol.

GWEITHREDU

- viii. Diolchodd y Cadeirydd i'r aelodau am eu cyfraniad i'r drafodaeth a chytunodd fod cnoi cil am sut i osod y cyd-destun ar gyfer y cyfarfod a'r angen am ddealltwriaeth anffurfiol o sut y mae pethau'n datblygu drwy sesiynau briffio gan y Prif Swyddog Gweithredol.

7. Adroddiad AD – Diweddariad Chwarter 3: yn cynnwys diweddariad yn erbyn cynllun gweithredu gwersi a ddysgwyd ac argymhellion yr archwiliad

- i. Rhoddodd RJ grynodedeb o'r 3 rhan sydd wedi'u cynnwys yn y papur. Yn gyntaf, cyfeiriodd at yr ystadegau AD o chwarter 3. Wrth ymateb i gwestiwn am ym mha gam y mae rhywun yn cael ei atgyfeirio i iechyd galwedigaethol, dywedodd RJ ei fod yn amrywio ac yn cael ei reoli ar sail achos, bod y canlyniad yn well cynhara'n byd y gwneir yr atgyfeiriad ond weithiau nid ydynt yn ymwybodol bod yna broblem a bod angen atgyfeiriad felly.
- ii. Wrth ymateb i sylwadau cynharach am les staff a chyfeiriad yn y papur at gynllun lles y gaeaf, dywedodd RJ fod y cynllun wedi'i ddatblygu yn dilyn adborth gan staff ar beth a fyddai'n eu helpu drwy gyfnod y gaeaf. Mae amrywiaeth o weithgareddau wedi'u trefnu a gwaith ymgysylltu â staff. Yn ddiweddar, cynhaliodd Cyngor Partneriaeth y Staff fforwm lles ac mae wedi darparu adroddiad trylwyr i'r tîm Arwain ar ganfyddiadau'r sgwrs, gyda'r neges gyffredinol yn dangos bod staff yn iawn ond nad oes angen bod yn hunanfodlon.
- iii. Mae ail hanner yr adroddiad yn canolbwyntio ar gynllun gweithredu gwersi a ddysgwyd yn dilyn achos cwyn gyflogaeth ddiweddar ac mae'n cael ei rhannu â'r Bwrdd fel sicrwydd bod gwersi'n cael eu dysgu a chamau'n cael eu cymryd. Mae'r camau gweithredu angenrheidiol yn ymwneud â diweddarau polisi, adolygiadau o brosesau, a hyfforddiant staff.
- iv. Mae Rhan 3 yn canolbwyntio ar argymhellion yn dilyn archwiliad mewnol diweddar ar broses newydd-ddyfodiaid ac ymadawyr â'r sefydliad gydag ymateb yn erbyn pob argymhelliad, mae'r camau a nodwyd ar y trywydd iawn i gael eu gweithredu.
- v. Gofynnodd y Cadeirydd i'r aelodau am unrhyw gwestiynau neu sylwadau ar yr adroddiad.

- vi. Dywedodd PM fod gofyn i gyflogwyr y sector gofal cymdeithasol gysylltu'n rheolaidd â staff wrth weithio gartref neu hunanynysu gan ofyn felly pa ddull sy'n cael ei weithredu gan Gofal Cymdeithasol Cymru. Gofynnodd hefyd pa waith sy'n cael ei wneud ar gefnogi gweithwyr anabl yn y sefydliad. Dywedodd RJ, o ran ymgysylltu â gweithwyr, fod rheolwyr llinell yn cael eu hannog i ymgysylltu â'u staff mor aml ag sydd angen ac y bydd hyn yn amrywio o un unigolyn i'r llall. Mae gan staff lwybrau ymgysylltu eraill drwy weithgareddau a drefnwyd gan y Grŵp Iechyd a Lles yn ogystal â chyfarfodydd adrannol a grŵp sy'n darparu modd i staff gadw mewn cysylltiad. Wrth ymateb i ail gwestiwn PM ar anabledd, dywedodd RJ mai'r cam cyntaf yw cael rheolwyr i gymryd rhan mewn hyfforddiant a gweld beth sy'n cael ei ddysgu o hynny a fydd yn llywio dulliau ymdrin â staff yn y dyfodol a gweithio gyda rheolwyr i ddatblygu eu hyder i ofyn cwestiynau am anabledd.
- vii. Gofynnodd PM a oedd unrhyw ddata ar sut mae rheolwyr yn ymgysylltu â'u staff a pha mor aml. Dywedodd RJ nad yw'r data hwn yn cael ei gasglu ond bod rheolwyr yn cael eu hatgoffa'n rheolaidd o'r angen i ymgysylltu â'u staff. Mae cyfle hefyd i staff siarad ag eraill yn y sefydliad os nad yw rheolwyr yn cysylltu â nhw, ond dywedodd RJ ei bod hi'n hyderus bod y sgysiau hyn yn digwydd o'r adborth a dderbyniwyd gan staff.
- viii. Dywedodd RWJ ei bod hi'n teimlo'n hyderus bod y camau gweithredu o'r archwiliad mewnol yn derbyn sylw ac ar y trywydd iawn. O ran y gwersi a ddysgwyd o'r gŵyn roedd hi'n falch o weld bod y gwersi a ddysgwyd yn cael eu cymryd o ddirif. Gan gyfeirio at ystadegau chwarter 3 lle roedd mwy o swyddi wedi'u llenwi gan ymgeiswyr mewnol nac allanol, gofynnodd a oes rhai swyddi'n cael eu hysbysu'n fewnol yn unig neu a yw'r cyfan yn gystadleuaeth agored o wybod bod recriwtio yn cymryd amser, ac a oes prosesau syml i helpu gyda hyn. Atebodd RJ gan ddweud bod swyddi gwag yn cael eu hysbysebu'n fewnol ac allanol yr un pryd oni bai ei bod yn swydd dros dro a allai gael ei hysbysu'n fewnol yn unig. Bydd canllawiau ychwanegol ar recriwtio'n cael eu hanfon at reolwyr yn fuan yn rhoi gwybodaeth am gyfrifoldeb y rheolwr penodi ac AD yn ogystal â symleiddio'r broses.
- ix. Gofynnodd JM a yw effaith COVID-19 a sut mae'n cael ei reoli wedi'i gynnwys yn y cynllun DPP newydd ac a oes yna gynllun hyfforddi a datblygu i helpu staff i ymdopi yn yr amgylchiadau presennol. Dywedodd RJ fod lles yn faes i'w gryfhau yn y broses DPP ddiwygiedig a sicrhau bod sgysiau gwell yn cael eu cynnal rhwng rheolwyr a'u staff. Mewn ymateb i hyfforddi a datblygu dywedodd RJ fod yna sawl gweminar sy'n cael eu rhannu â staff y gallant ymuno â nhw, a bod yna gyfres o gyrsiau dysgu ar-lein sydd ar gael i'r holl staff sy'n cynnwys rheoli gweithio o gartref, gwydnwch a chefnogi eu lles eu hunain.
- x. Diolchodd CC i RJ am y trosolwg a chyfeirio at y cynnydd mewn dyddiau gwirfoddoli sydd ar gael i staff o 2 ddiwrnod y flwyddyn i 8 diwrnod y mis, ac felly dylai cynnydd fod yn rhywbeth i'w groesawu ac i fod yn falch ohono. Gofynnodd faint o'r staff a oedd wedi manteisio ar y cyfle hwn a faint o oriau roedd y sefydliad wedi'u cyfrannu at wirfoddoli. Dywedodd RJ fod y Tîm Rheoli Gweithredol yn awyddus i gynyddu nifer y dyddiau o ystyried yr amgylchiadau presennol. O ran data ar niferoedd sydd wedi manteisio, mae'r wybodaeth yn anecdotaidd ar hyn o bryd gan nad yw staff wedi bod yn cofnodi dyddiau gwirfoddoli ar y system AD. Cytunodd RJ i godi hyn gyda rheolwyr i sicrhau bod hyn yn cael ei gofnodi wrth symud ymlaen. **GWEITHREDU**

- xi. Gofynnodd TP a ellid rhannu'r gwiriadau tymheredd gyda'r Bwrdd er mwyn iddynt gael teimlad o'r trafodaethau â staff. Dywedodd RJ ei bod hi'n hapus i'w rhannu i roi sicrwydd i'r Bwrdd **GWEITHREDU**.
- xii. Pwysleisiodd SE fod lles staff ar frig ei hagenda a'i bod yn cael sgysiau rheolaidd â'r Cyfarwyddwyr ynghylch sut maen nhw a'u timau'n ymdopi. Yn ystod eu briffiau rheolaidd â'r Prif Swyddog Gweithredol, atgoffir y staff o'r angen i gymryd eu gwyliau blynyddol a'r opsiwn o weithio'n hyblyg sydd ar gael iddynt yn awr. Mae gan arweinwyr yn y sefydliad gyfrifoldeb cyfunol i gefnogi eu timau ac mae hyn yn cael ei gymryd o ddifrif. Cadarnhaodd SE y bydd hi'n meddwl am sut y gellir casglu data mewn ffordd ystyrlon i roi sicrwydd ychwanegol i'r Bwrdd.
- xiii. Ailadroddodd y Cadeirydd mai cyfrifoldeb y Bwrdd yw deall sut mae staff yn teimlo a sut mae pethau iddynt. Mae'r Cadeirydd yn derbyn sicrwydd drwy sgysiau rheolaidd â SE, a thrwy siarad â staff drwy fynychu cyfarfodydd timau ac adrannau rhithwir dros y misoedd diwethaf. Bydd y briffiau anffurfiol gyda'r Prif Swyddog Gweithredol yn darparu hyn hefyd yn ogystal â dull ymgysylltu â staff mwy strwythuredig yn y dyfodol.
- xiv. Dywedodd JK y dylai'r Bwrdd ystyried llwyddiant y sefydliad yn trawsnewid i weithio mewn ffordd gwbl wahanol a thalodd deyrnged i'r ffordd mae'r Tîm Gweithredol wedi gweithredu a sicrhau bod lles staff yn cael ei gynnal ac felly dylid bod yn falch ynghylch y modd mae staff wedi cael eu cefnogi ers mis Mawrth 2020. Ategodd EB sylwadau JK hefyd ac nid oes amheuaeth bod popeth yn cael ei wneud i sicrhau lles staff yn y sefydliad.
- xv. **Nododd a thrafododd** yr aelodau yr adroddiad.

8. COVID-19: trosolwg o'n hymateb i gefnogi'r sector

- i. Tynnodd SE sylw at feysydd allweddol yr adroddiad a nodi mai nid adroddiad am berfformiad ydyw ond adroddiad i adrodd am ymateb cyflym y sefydliad i gefnogi'r sector a'i staff ei hun drwy'r pandemig parhaus.
- ii. Y meysydd allweddol a amlygwyd gan SE o'r adroddiad oedd:
 - Yr amrywiaeth o weithgareddau fel y nodir yn 1.4 yn yr adroddiad
 - Ymateb hyblyg y staff i'r sefyllfa ac roedd SE yn dymuno cofnodi ei diolch i'r holl staff am eu hymdrechion i gefnogi'r sector
 - Cydgysylltiad cenedlaethol o weithgareddau gyda sefydliadau perthnasol fel y briff i ddarparwyr i sicrhau nad oedd y sector yn cael ei lethu gan ddeunydd cyfathrebu
 - Rhannu arferion da ym maes rheoleiddio a datblygu'r gweithlu â chydweithwyr yn y DU
 - Y seremoni Gwobrau yn codi proffil y sector
 - Y cerdyn gweithiwr gofal a gafodd dderbyniad da iawn
 - Hysbysebion teledu Gofalwn Cymru
 - Fideos penodol i gefnogi recriwtio i'r sector blynyddoedd cynnar a gofal plant
 - Ein cynnig digidol sy'n datblygu

- Rhwydweithiau cymorth cymheiriaid i'r gweithlu
- Cyllid SCWWDP wedi'i dargedu i gefnogi'r sector
- Recriwtio'n gyflym i'r sector
- Newidiadau rheoleiddiol sydd wedi lleihau disgwyliadau ar y sector
- Siop un stop ar gyfer canllawiau arbenigol i'r rhai sy'n gweithio yn y sector
- Cefnogi'n staff ein hunain
- Sicrhau bod y dysgu'n cael ei gofnodi er mwyn datblygu'r pethau cadarnhaol o'r sefyllfa

- iii. Gofynnodd y Cadeirydd am unrhyw sylwadau neu gwestiynau ar y papur.
- iv. Dywedodd DB fod yna lawer o ansicrwydd ynghylch taliadau uniongyrchol yn sgil COVID-19, nododd SE fod DP yn trosglwyddo adborth o'r fath i grŵp Llywodraeth Cymru sy'n edrych yn benodol ar Daliadau Uniongyrchol. Gofynnodd sut y byddai gofod swyddfa'n cael ei ddefnyddio wrth symud ymlaen yn y byd newydd. Dywedodd SE fod AL yn edrych ar ofod swyddfa fel rhan o barhad busnes. Mewn cyfarfod diweddar o Fforwm Arweinwyr Cyhoeddus Llywodraeth Cymru gofynnodd yr Ysgrifennydd Parhaol i sefydliadau sydd â swyddfeydd yng nghanol trefi a ellid cynnig rhai cyfleusterau fel hyb i sefydliadau eraill eu defnyddio. Dywedodd DB fod Bargaen Ddinesig Prifddinas-Ranbarth Caerdydd yn edrych ar ddarparu swyddfeydd hyb hefyd a bydd DB yn hysbysu SE am unrhyw ddatblygiadau.
- v. Gofynnodd AJ a oedd Gofal Cymdeithasol Cymru wedi cael cais i gefnogi'r gamwybodaeth am y brechiad ac i gefnogi brechu staff gofal cymdeithasol. Dywedodd SE fod negeseuon am frechiadau'n cael eu hyrwyddo drwy friffiau lle bo'n bosibl, i sicrhau cysondeb y negeseuon ac y byddai'n ychwanegu hyn fel unrhyw fater arall ar agenda cyfarfod gydag AGC yn ddiweddarach y pnavn hwnnw.
- vi. Gofynnodd AH am sicrwydd hefyd ynghylch y newidiadau i'r polisi AD ar wyliau blynyddol a bod staff yn cael eu hannog i gymryd eu gwyliau blynyddol. Dywedodd SE bod adolygiad wedi'i gwblhau o'r gwyliau blynyddol a gymerwyd. Mae'r Cyfarwyddwyr Cynorthwyol yn gweithio gyda'u timau i atgoffa staff o'r angen i gymryd eu gwyliau blynyddol, ychydig o bobl sydd â llawer o ddyddiau ar ôl ac maent yn eu hannog i leihau'r dyddiau lle bo'n bosibl. Y polisi arferol yw bod yn rhaid i'r Prif Swyddog Gweithredol gymeradwyo mwy na 5 diwrnod o wyliau blynyddol i'w cario drosodd. Eleni, mae'r dasg hon wedi'i dirprwyo i Gyfarwyddwyr gyda'r Prif Swyddog Gweithredol yn cymeradwyo unrhyw achos o gario mwy na 10 diwrnod drosodd.
- vii. Gofynnodd SB am sicrwydd ynghylch hyblygrwydd a rheolaeth risg y fenter recriwtio cyflym yn arbennig o safbwynt diogelu. Dywedodd SMC bod mesurau diogelwch ar gyfer unigolion sy'n cael eu recriwtio wedi bod yn rhan o'r trafodaethau ar y fenter ac ar ba bwyntiau y gellid cwblhau'r gwiriadau. Gan na ellir cynnal gwiriad llawn y Gwasanaeth Datgelu a Gwahardd nes bod rhywun wedi'i gyflogi'n llawn bydd y cyfrifoldeb hwn yn aros gyda chyflogwyr. Fodd bynnag, mae asesiadau seiliedig ar werthoedd yn cael eu gwneud cyn i unigolion ddechrau ar y rhaglen hyfforddi. Rhaglen 4 diwrnod yw'r rhaglen hyfforddi sy'n cwmpasu'r materion allweddol a hanfodol y mae angen hyfforddi unigolion arnynt ac mae wedi'i datblygu o'r fframwaith sefydlu. Pan fydd unigolion wedi cwblhau'r hyfforddiant, maent yn mynd at gyflogwyr i gael eu recriwtio ble byddai'r prosesau recriwtio safonol ar waith. Edrychwyd ar

fodelau eraill fel modelau ymchwydd, ond teimlwyd bod mwy o risgiau i'r rhain ac roedd cyflogwyr am gael dull lle gellid cyflogi gweithwyr am gyfnod hirach.

- viii. Gofynnodd KH a yw unigolion yn cael eu talu i fynychu'r hyfforddiant, a ydynt yn cael treuliau a pha mor hygyrch yw'r hyfforddiant. Atebodd SMC gan nodi nad yw unigolion yn cael eu talu am yr hyfforddiant gan fod hyn wedi mynd yn gymhleth pan oedd unigolion yn derbyn budd-daliadau. Mae treuliau'n cael eu talu drwy raglenni cyflogadwyedd. Gyda'r cohort cyntaf mae heriau mynediad posibl i TG yn cael eu profi am unrhyw rwystrau digidol gan mai rhaglen 3 diwrnod ddigidol ac un diwrnod wyneb yn wyneb ydyw. Unwaith y ceir prawf cysyniad drwy'r peilot mae dyddiadau wedi'u cynllunio ar gyfer 5 cohort arall o 20 o unigolion a gwaith gyda chyflogwyr i weld a ellid prif-ffrydio hyn dros amser, ac a allai cyflogwyr dalu bonws ymuno a fyddai'n ad-dalu unigolion am y dyddiau hyfforddiant a gwblhawyd, fel cymhelliant i aros.
- ix. Mynegodd EB bryderon gan weithwyr y sector annibynnol eu bod yn cael eu colli yn y rhaglen frechu heb unrhyw gymorth gan eu hasiantaethau. Codwyd hyn gyda BASW a atebodd nad oedd gan hyn ddim i'w wneud â nhw. Dywedodd SE mai cyfrifoldeb y GIG yw cyflwyno'r brechlyn, ond bod y sefydliad yn cefnogi ble y gall. Mae gan Lywodraeth Cymru weithgor brechu a bydd adborth EB yn cael ei gyfrannu at y sgysiau hynny. Ychwanegodd SMC fod pryderon am weithwyr asiantaeth annibynnol wedi'u rhannu â'r grŵp eisoes gan fod hyn wedi'i fynegi fel pryder nifer o weithiau ac wedi'i nodi yn y canllawiau i fyrddau iechyd ar gyflwyno'r brechlyn.
- x. Gofynnodd DH a oedd unrhyw gynllun i ymdrin â'r rhai oedd yn gweithio yn y sector gofal cymdeithasol a oedd yn gwrthod cael y brechlyn. Dywedodd DP na fydd Gofal Cymdeithasol Cymru'n ystyried gwrthod y brechlyn yn fater addasrwydd i ymarfer gan fod gan unigolion hawliau dynol i wrthod y brechlyn.
- xi. **Nododd a thrafododd** aelodau'r Bwrdd yr ymateb cyflym i COVID-19 mewn perthynas â chefnogi'r sector a chefnogi iechyd a lles gweithlu'r sefydliad hyd yn hyn yn 2020/21.

9. Diweddariad ar Gynllun Strategol a Chynllun Cydraddoldeb Strategol 2021-2026

- i. Cyflwynodd SE y papur a chynghori ar yr amserlen ddiwygiedig yn sgil yr angen i ganolbwyntio ar ddysgu o COVID-19, yr adborth sydd ei angen ar ddarnau allweddol o waith darganfod ac etholiad Senedd Cymru ym mis Mai. Gallai'r rhain i gyd ddylanwadu ar y cynllun strategol newydd. Gofynnir i'r Bwrdd gymeradwyo'r amserlen ddiwygiedig ar gyfer y cynllun strategol a'r cynllun cydraddoldeb strategol. Hefyd, gofynnodd SE i'r Bwrdd ystyried y 2 opsiwn ar y datganiadau gweledigaeth a phwrpas sydd wedi'u cynnwys yn y papur.
- ii. Gofynnodd y Cadeirydd i'r Bwrdd am sylwadau a chwestiynau ar y papur.
- iii. Dywedodd CC fod trafodaethau'n dal i gael eu cynnal ar y datganiadau gweledigaeth ac a ydynt yn cyfleu beth sydd yng nghylch gwaith a rheolaeth y sefydliad ac roedd am gael sicrwydd y byddai'r amserlen yn rhoi amser i ystyried manylion y canlyniadau, gan fod angen trafod cyn y cam mireinio a mân ddiwygio fel y nodwyd yn yr amserlen. Cydnabu SE y drafferth o gael canlyniadau a fydd yn ymestyn y sefydliad

tra'n egluro hefyd beth sydd o fewn rheolaeth uniongyrchol a beth y gellir dylanwadu arno'n unig, fel sefydliad sy'n arwain. O ran yr amserlen, dywedodd ei bod yn uchelgeisiol ond roedd hi'n bwysig cael targed mewnol i sicrhau bod y ffocws yn parhau ar y gwaith hwn. Atgoffwyd aelodau'r Bwrdd bod y Cynllun Strategol cyfredol ar waith nes diwedd Mawrth 2022, felly nid oes risg os yw'n cael ei gyhoeddi ar ôl mis Medi. Diolchodd CC i SE am ei hymateb ac roedd am gael sicrwydd y bydd y Bwrdd yn cael ei gynnwys mewn trafodaethau ar y canlyniadau'n ddigon cynnar. Cadarnhaodd SE y bydd y Bwrdd yn cael ei gynnwys drwy sesiynau datblygu arfaethedig y Bwrdd.

- iv. Gofynnodd TP am y Gymraeg mewn ymateb i sylwadau a dderbyniwyd ar yr ymgynghoriad ac a oes digon yn cael ei wneud mewn perthynas â darpariaeth Gymraeg. Dywedodd SE fod yna ddwy elfen i'r Gymraeg ar gyfer y sefydliad, un oedd cydraddoldeb a sicrhau nad oes neb dan anfantais, a'r elfen arall yw'r gwaith i hyrwyddo'r Gymraeg a chefnogi'r sector i fod yn fwy medrus. Ar sail adborth i'r ymgynghoriad, mae'r tîm Arwain wedi cytuno i gryfhau elfen Gymraeg y strategaeth cyn ei chyhoeddi.
- v. Dywedodd PM fod angen i'r amserlen fod yn hyblyg o bosibl pe bai etholiad Senedd Cymru'n cael ei ohirio am hyd at chwe mis, ac yng nghyd-destun rhagolwg arian cyhoeddus efallai bod angen naratif clir ar beth y gall Gofal Cymdeithasol Cymru yn unig ei wneud a pharatoi at beidio â gallu gwneud popeth yr hoffem ei wneud. Dywedodd SE ei bod hi'n ddefnyddiol bod y Bwrdd yn deall yr her o geisio glynu at amserlen ond roedd am gael amserlen er mwyn pennu cyfeiriad y dyfodol, ac os bydd angen gwneud newidiadau bydd y Bwrdd yn cael ei hysbysu a bydd gofyn iddo gytuno ar amserlen newydd. Mae llawer o waith wedi'i wneud ar adroddiadau darganfod a defnyddio ffrindiau critigol i helpu i ddiffinio beth y gallai'r sefydliad ei wneud wrth symud ymlaen. Cydnabu SE hefyd bod yr ansicrwydd ariannol yn debygol o fynd yn fwy heriol, sy'n gofyn am ddull hyblyg.
- vi. Wrth gyfeirio at ddatganiadau cenhadaeth nid oedd JK yn teimlo bod opsiwn 2 yn darllen yn dda iawn ac o edrych ar yr opsiynau yn eu cyfanrwydd roedd yn ffafrio'r weledigaeth yn opsiwn 2 ond y pwrpas fel y'i crynhowyd yn opsiwn 1 gan ychwanegu 'datblygu a **rheoleiddio**'r gweithlu'.
- vii. Dywedodd RWJ nad oedd hi'n glir o hyd ynghylch pwy oedd y gynulleidfa neu'r cynulleidfaedd ar gyfer y weledigaeth a'r pwrpas a gofynnodd a yw'n bosibl y byddant yn bodloni pob cynulleidfa. Ar y funud, mae'r weledigaeth a'r pwrpas yn swnio'n fewnol eu natur yn hytrach nag edrych am allan fel y dylent fod.
- viii. Roedd JM yn teimlo bod y gair gofal yn rhy nawddogol, gan nad yw'n ymwneud â gofalu'n unig ond cefnogi unigolion i fyw bywydau annibynnol da.
- ix. Rhoddodd y Cadeirydd grynoded o'r drafodaeth gan nodi bod angen canolbwyntio ar pwy yw'r gynulleidfa ar gyfer hyn, bod angen ailystyried y gair gofal, gan sicrhau bod swyddogaeth reoleiddio graidd y sefydliad yn cael ei chynnwys o fewn y pwrpas. Diolchodd SE i aelodau'r Bwrdd am eu sylwadau sydd wedi bod yn debyg i'r rhai a gafwyd yn y grŵp Arwain. Cytunodd SE i dderbyn y sylwadau a chyflwyno fersiwn ddiwygiedig i'w hystyried drwy'r porth i ddechrau ac i'w thrafod ymhellach yn sesiwn ddatblygu'r Bwrdd **GWEITHREDU**.

- x. **Ystyriodd** aelodau'r Bwrdd y dull diwygiedig o ddatblygu'r cynllun strategol a'r cynllun cydraddoldeb strategol a'r datganiad gweledigaeth a chenhadaeth; a **chymeradwyodd** yr amserlen ddiwygiedig ar gyfer y cynllun strategol a'r cynllun cydraddoldeb strategol diwygiedig.

10. Fframwaith Cynllun Busnes 2021-22

- i. Darparwyd cyflwyniad i'r Bwrdd a oedd yn amlinellu fframwaith y cynllun busnes ar gyfer 2021-22.
- ii. Amlinellwyd y dull fel:
- Symud y Cynllun Busnes cyfredol ymlaen lle nad yw gweithgareddau wedi'u cwblhau, yn sgil Covid.
 - Diweddarau'r cynllun ar dudalen
 - Cadw themâu'r cynllun cyfredol
 - Ymestyn gweithgareddau cyfredol i 2021-22
 - Diwygio gweithgarwch o gwmpasu i fusnes
 - Cynnal dull rheoli byrddau rhaglenni
 - Parhau i fod yn ystwyth ac ymatebol, sy'n gofyn am hyblygrwydd
- ii. Rhoddodd DP a SMc grynodedb o'r cynllun ar y dudalen, y cynulleidfaoedd a'r gweithgareddau o fewn y rheiny, ar gyfer y sector a datblygiad y sefydliad. Tynnodd DP sylw at y gweithgarwch mewn perthynas â 'datblygu a darparu cynllun gweithlu ar gyfer y Trefniadau Amddiffyn Rhyddid' gan nad oedd hyn wedi cael proffil uchel yn sgil COVID-19 ond mae'n disodli Trefniadau Diogelu wrth Amddifadu o Ryddid a bydd yn cael effaith sylweddol ar y sector o ran gofynion hyfforddi ac achredu.
- iii. Nododd SMc y bydd y sleidiau'n cael eu lanlwytho ar y porth a gofynnodd i'r aelodau gysylltu os oes yna feysydd ar gyfer adborth pellach neu angen am egluro.
GWEITHREDU.
- iv. Pwysleisiodd AL fod y gweithgareddau yn fframwaith y Cynllun Busnes angen cadarnhad o gyllideb er mwyn cefnogi gwaith ar y gweithgareddau hynny. Dywedwyd mai'r risgiau posibl fyddai'r penderfyniad gan Lywodraeth Cymru i ymrwymo i'r gyllideb y gofynnwyd amdani, amserlenni i ymestyn y gofrestr i weithwyr cartrefi gofal i i oedolion ac fel y soniwyd eisoes, y Trefniadau Amddiffyn Rhyddid a fydd yn gofyn am waith gweithredu sylweddol ar draws y sector.
- v. Risgiau ariannol eraill y soniwyd amdanynt oedd cytuno i'r cais i gario 4% drosodd i'r flwyddyn ariannol nesaf a chadarnhau'r Cymorth Grant ar gyfer 2021-22.
- vi. Diolchodd y Cadeirydd i'r Cyfarwyddwyr am y cyflwyniad a nododd fod y gwaith yn parhau ar Strategaeth y Gweithlu gydag ymgysylltu rheolaidd ag AaGIC ac mae'r Cadeirydd a SE yn cyfarfod â'i Gadeirydd a'i Brif Weithredwr ar 11 Chwefror, gyda'r ddau Fwrdd yn dod ynghyd yn y dyfodol i adolygu cynnydd strategol wrth gyflawni'r strategaeth.

- vii. Nid oedd gan y Bwrdd unrhyw gwestiynau na sylwadau ar y fframwaith.
- viii. Diolchodd SE i aelodau'r Bwrdd ar ran y Tîm Gweithredol am eu cefnogaeth a'u hyblygrwydd gydol y cyfnod hwn, gan fod peth o'r gwaith yn gallu symud ar gyflymder sy'n anodd ei gofnodi ym mhapurau'r Bwrdd a'r Pwyllgorau. Bydd y sesiynau briffio mwy anffurfiol yn helpu gyda hyn i roi'r wybodaeth ddiweddaraf am ddatblygiadau i'r Bwrdd.
- ix. Cadarnhaodd AL y bydd y Cynllun Busnes manwl yn cael ei ddatblygu'n fewnol erbyn diwedd Mawrth ac yn cael ei gyflwyno i'r Bwrdd ei gymeradwyo'n ffurfiol yn ei gyfarfod ym mis Ebrill gyda thrafodaethau manwl anffurfiol yn sesiwn ddatblygu'r Bwrdd ym mis Ebrill cyn hyn.
- x. **Nododd** y Bwrdd fframwaith Cynllun Busnes 2021-22.

11. Cyfleoedd i Gryfhau Trefniadau Llywodraethu Corfforaethol - diweddariad

- i. Atgoffodd y Cadeirydd y Bwrdd fod cynllun amlinellol wedi'i gytuno fis Ebrill diwethaf i gryfhau trefniadau llywodraethu'r sefydliad a bod cynllun gweithredu wedi'i greu. Mae'r papur yn rhoi diweddariad ar y cynigion yn y cynllun gweithredu ac mae cynnydd cynyddol wedi bod. Ffocws nesaf y Cadeirydd fydd y broses PADR ddiwygiedig ac mae cyfarfodydd un-i-un yn cael eu trefnu ar gyfer mis Mawrth a bydd rhagor o wybodaeth yn cael ei hanfon i holl aelodau'r Bwrdd ar y dull â ffocws yn fuan.
- ii. Gofynnodd y Cadeirydd a oedd unrhyw gwestiynau neu sylwadau ar y diweddariad a ddarparwyd, ond nid oedd rhai gan y Bwrdd.
- iii. **Nododd** aelodau'r Bwrdd y cynnydd a wnaed yn erbyn yr amserlen ar gyfer gweithredu cyfleoedd i gryfhau trefniadau llywodraethu corfforaethol.

12. Dyddiadau cyfarfodydd y Bwrdd a Phwyllgorau 2021-22

- i. Nododd y Cadeirydd fod y papur wedi'i ddsbarthu am sylwadau eisoes. Mae'r papur yn gyfle i ddysgu o brofiad gweithio o bell gan sicrhau cydbwysedd o gyfarfodydd wyneb yn wyneb fel y bo'n briodol.
- ii. Roedd TP yn teimlo bod y Bwrdd wedi dangos ei fod yn gallu gweithio'n effeithiol o bell. Fodd bynnag, mae hyn wedi'i gyflawni yn sgil datblygu cysylltiadau blaenorol drwy gyfarfodydd wyneb yn wyneb ac roedd yn teimlo y dylid cael 2 gyfarfod wyneb yn wyneb bob blwyddyn.
- iii. Roedd y Cadeirydd yn cefnogi barn TP ac awgrymodd y dylai cyfarfod y Bwrdd yn Ebrill 2022 fod yn gyfarfod wyneb yn wyneb gyda sesiwn datblygu'r Bwrdd y diwrnod cynt gan ei bod yn bosibl y bydd 2 aelod newydd yn ymuno â'r Bwrdd ar ddechrau Ebrill a byddai'n gyfle am gyswllt wyneb yn wyneb ac adeiladu tîm gydag aelodau newydd. **Cytunodd** y Bwrdd i'wr cynnig hwn.

- iv. Dywedodd CC fod gweithio o bell yn rhoi cyfle i gael cyfarfodydd byrrach amlach ond bod hyn yn ei dro yn gallu arwain at fod angen mwy o amser a capasiti i fynyachu a chefnogi'r cyfarfodydd hynny.
- v. Dywedodd PM nad oedd digon o amser ar gael i sesiynau datblygu'r Bwrdd weithiau ac y byddai'n well neilltuo tair awr iddynt o bosibl i sicrhau digon o amser i ddwyn popeth ynghyd.
- vi. Ystyriodd y Cadeirydd yr angen hefyd i feddwl am amseriad y sesiynau ac os bydd angen bydd sesiynau hirach yn cael eu trefnu. Awgrymodd y dylai Grŵp Cydgysylltu'r Cadeiryddion feddwl am yr amserlen ar gyfer y 12 mis nesaf, faint o sesiynau sydd eu hangen a phryd i'w cynnal **GWEITHREDU**.
- vii. Gofynnodd EB am ddarparu mwy o gymorth pan fo aelodau'n cael problemau fel capasiti band eang, sy'n gallu amharu ar eu gallu i gymryd rhan mewn cyfarfodydd.
- viii. Tynnodd AL sylw'r aelodau at gyfarfod ychwanegol o'r Pwyllgor Archwilio a Risg sydd wedi gorfod cael ei drefnu ar 7 Gorffennaf mewn ymateb i gais gan Archwilio Cymru i gael amser ychwanegol i gwblhau archwiliad y sefydliad yn dilyn yr estyniad amser a roddwyd i gyrff y GIG a allai effeithio ar amseriad yr archwiliad o gyfrifon blynyddol y sefydliad.
- ix. **Cymeradwywyd** amserlen dyddiadau cyfarfodydd y Bwrdd a'r Pwyllgorau yn amodol ar ddiwygio 27 a 28 Ebrill 2022 i fod yn sesiwn datblygu a chyfarfod Bwrdd wyneb yn wyneb.

13. Negeseuon allweddol gan y Prif Weithredwr a'r Cyfarwyddwyr

- i. Roedd yr holl negeseuon allweddol wedi'u cynnwys fel rhan o'r agenda ac felly nid oedd angen unrhyw ddiweddariad pellach ar yr eitem agenda hon.

13. Effeithiolrwydd cyfarfodydd

- i. Ar gyfer y rhan hon o'r cyfarfod gofynnodd y Cadeirydd i'r aelodau ystyried beth fyddai eu hargraff o gyfarfod y Bwrdd heddiw pe baent yn berchennog cartref gofal yn y gogledd neu'n rhanddeiliad. Gan gydnabod bod hyn yn newid o'r cwestiynau arferol anogodd yr Aelodau i gyflwyno adborth hefyd os oedd yna broblemau gydag ansawdd papurau, amseriad ac ati.
- ii. Soniodd PM am grŵp Whatsapp y mae'n aelod ohono lle mae'r pryderon sy'n cael eu mynegi'n ymwneud ag anghysondebau rhwng byrddau ieched, awdurdodau lleol, profion, triniaeth, ac amser ymateb a diffyg arian ar gyfer y pwysau ychwanegol a wyneb ar hyn o bryd a'u bod yn teimlo dan lawer o bwysau yn awr. Y cwestiwn felly yw beth all y Bwrdd ei wneud i helpu gyda chysondeb yn y cyfnod hwn. Gofynnodd y Cadeirydd a fyddent yn credu bod y trafodaethau heddiw'n berthnasol ac yn bwysig iddynt. Dywedodd PM efallai y gallai aelodau eirioli mwy ynghylch y pwysau sydd ar y sector ac ychwanegu at bwysau perthnasedd.

- iii. Ychwanegodd RWJ nad yw'r aelodau yno fel cynrychiolwyr buddiannau penodol ond fel corff strategol. Cadarnhaodd y Cadeirydd fod aelodau'n cael eu penodi gan Weinidog ac felly'n gynrychioliadol o ran dal y sefydliad i gyfrif a chyfrifoldebau corfforaethol.
- iv. Mewn ymateb i fod yn berthnasol, cydnabu RWJ y byddai'n anodd i rywun ymuno â'r cyfarfod cyfan, ond y gallai rhywun bicio i mewn ac allan os oedd yna eitemau a oedd yn uniongyrchol berthnasol.
- v. Roedd JK yn teimlo bod pob aelod yn dod â'i brofiadau a'i wybodaeth i'r trafodaethau a gallai'r rheiny sy'n gwranddo weld sut mae aelodau'n gofyn cwestiynau, yn craffu ac yn dod â'u profiadau perthnasol i'r cyfarfod.
- vi. Dywedodd EB nad yw'r cyfarfod yn hygyrch i'r rhai sy'n gweithio yn y sector, oherwydd ei hyd ac efallai na fydd y cynnwys yn apelio atynt. Fodd bynnag, o fod yn aelod o'r Bwrdd mae gan EB fwy o ymwybyddiaeth nawr o waith Gofal Cymdeithasol Cymru fel rhywun sy'n gweithio yn y sector. Dywedodd EB hefyd fod y dull newydd o ystyried effeithiolrwydd cyfarfodydd wedi bod yn fuddiol ac yn teimlo'n ystyrlon.
- vii. Dywedodd JM ei fod yn gwestiwn da i'w ofyn a myfyrio arno'n rheolaidd ond a bod yn onest, ni fydd iaith a thôn y trafodaethau'n berthnasol i'r gweithwyr gofal cymdeithasol rheng flaen gan fod eu ffocws yn wahanol.
- vii. Diolchodd y Cadeirydd i KH am ei hawgrymiadau ar sut i ddiwygio'r adran hon o'r cyfarfod. Dywedodd KH fod y dull wedi dod â mwy i'r cyfarfod a bod bylchau lle byddai pobl wedi cerdded i ffwrdd heb ddweud rhai sylwadau wedi rhoi amser i fyfyr. Roedd yn gobeithio ei fod wedi bod yn brofiad braf a diolchodd i'r aelodau am gymryd rhan. Mae angen sicrhau cysylltiad â'r rhai sy'n gweithio ar y rheng flaen. Er nad ydym yn eu cynrychioli, gallwn hyrwyddo eu gwaith.
- ix. Diolchodd y Cadeirydd i bawb am eu cyfraniadau yn ystod y cyfarfod.

Dyddiad y cyfarfod nesaf:

Dydd Iau 29 Ebrill 2021.

Camau Gweithredu

Eitem	Cam Gweithredu	Pwy
Eitem 4 – Log gweithredu a materion yn codi	Aelodau'r Bwrdd i roi gwybod i'r Cadeirydd a hoffent ymuno ag ef yn y cyfarfod adrannol Gwella a Datblygu ar 25 Mawrth.	Aelodau'r Bwrdd

Effeithiolrwydd cyfarfodydd	Grŵp Cydgysylltu'r Cadeiryddion i drafod trefn eitemau agenda ar gyfer cyfarfod y Bwrdd.	Grŵp Cydgysylltu'r Cadeiryddion
	Ailgyflwyno sesiynau briffio anffurfiol y Prif Swyddog Gweithredol gyda'r Bwrdd.	Llinos Bradbury
Eitem 7 – Adroddiad AD – Diweddariad Chwarter 3	Atgoffa rheolwyr o'r angen i gofnodi staff sy'n defnyddio gwyliau gwirfoddol ar y system Ciphwr er mwyn gallu adrodd ar y defnydd.	Rhianon Jones
	Gwiriadau tymheredd / arolygon staff i'w rhannu â'r Bwrdd.	Rhianon Jones
Eitem 9 – Diweddariad ar y Cynllun Strategol a'r Cynllun Cydraddoldeb Strategol	Fersiwn ddiwygiedig o'r datganiadau gweledigaeth a phwrpas i'w lanlwytho i'r porth ar gyfer sylwadau pellach cyn trafodaeth yn sesiwn ddatblygu'r Bwrdd ym mis Ebrill.	Llinos Bradbury
Eitem 10 – Fframwaith Cynllun Busnes 2021-22	Cyflwyniad PowerPoint i'w lanlwytho i'r porth ar gyfer adborth neu eglurhad pellach.	Llinos Bradbury / Aelodau'r Bwrdd
Eitem 12 – Dyddiadau cyfarfodydd y Bwrdd a'r Pwyllgorau 2021-22	Grŵp Cydgysylltu'r Cadeiryddion i ystyried nifer ac amseriad sesiynau datblygu'r Bwrdd 2021-22	Grŵp Cydgysylltu'r Cadeiryddion

Gweithrediadau cyfarfodydd Bwrdd Gorfal Cymdeithasol Cymru

Log gweithredu 2021-22

Dyddiad cyfarfod	Eitem	Gweithred	Gweithred gan	Dyddiad targed	Canlyniad / diweddariad	Statws cyfredol	Dyddiad cwblhau
28.01.21	Eitem 4 - Log gweithredu a materion yn codi	Aelodau'r bwrdd i roi gwybod i'r Cadeirydd a hoffent ymuno ag ef yng nghyfarfod yr adran Gwella a Datblygu ar 25 Mawrth.	Aelodau Bwrdd	24.03.21	Ymunodd Peter Max a Jo Kember â'r Cadeirydd i gwrdd â Chydweithwyr Gwella a Datblygu. Cyfleoedd pellach i'w harchwilio.	Caewyd	25.03.21
28.01.21	Effeithiolrwydd y cyfarfod	Grŵp Cydlynu Cadeiryddion i drafod trefn eitemau ar yr agenda ar gyfer cyfarfod y Bwrdd.	Grŵp Cydlynu Cadeiryddion	11.02.21	Cytunodd GCC i ddiweddariad Prif Swyddog Gweithredol gael ei roi ar ddechrau'r agenda er mwyn caniatáu gosod cyd-destun y cyfarfod.	Caewyd	29.04.21
28.01.21	Effeithiolrwydd y cyfarfod	Adfer sesiynau briffio Prif Swyddog Gweithredol anffurfiol gyda'r Bwrdd.	Llinos Bradbury	Chwefror 2021	Briffiau misol anffurfiol Prif Swyddog Gweithredol wedi'u trefnu tan fis Mai.	Caewyd	Chwefror 2021
28.01.21	Eitem 7 - Adroddiad AD - Diweddariad Chwarter 3	Atgoffwch reolwyr o'r angen i recordio staff sy'n ddefnyddio absenoldeb gwirfoddoli ar system Ciphwr i ganiatáu adrodd ar y defnydd.	Rhianon Jones	Mawrth 2021	Atgoffwyd rheolwyr a gofynnwyd iddynt ddiweddarau cofnodion presennol. Byddwn yn adrodd yn Chwarter 1 ar 2021/22.	Caewyd	Mawrth 2021

28.01.21	Eitem 7 - Adroddiad AD - Diweddariad Chwarter 3	Gwiriadau / arolygon tymheredd staff i'w rhannu gyda'r Bwrdd.	Rhianon Jones	Mawrth 2021	Mae crynodeb wedi'i gynnwys yn yr adroddiad diwedd blwyddyn ar y porth.	Caewyd	Ebrill 2021
28.01.21	Eitem 9 - Diweddariad y Cynllun Strategol a'r Cynllun Cydraddoldeb Strategol 2021-2026	Fersiwn wedi'i fireinio o'r datganiadau gweledigaeth a phwrpas i'w lanlwytho i'r porth i gael sylwadau pellach cyn trafodaeth yn sesiwn ddatblygu'r Bwrdd ym mis Mai.	Llinos Bradbury	Mai 2021	Bydd sesiwn datblygu'r Bwrdd ym mis Mai yn canolbwyntio ar y cynllun strategol a'r datganiadau gweledigaeth a phwrpas fel y trafodwyd yn sesiwn mis Chwefror.	Agored	
28.01.21	Eitem 10 - fframwaith Cynllun Busnes 2021-22	Cyflwyniad PowerPoint i'w lanlwytho i'r porth i gael adborth neu eglurhad pellach.	Llinos Bradbury / Aelodau Bwrdd	Ionawr 2021	Llwythwyd y cyflwyniad i'r porth, ni ofynnwyd am adborth nac eglurhad.	Caewyd	Mawrth 2021
28.01.21	Eitem 12 - Dyddiadau cyfarfod y Bwrdd a'r Pwyllgor 2021-22	Grŵp Cydlynu Cadeiryddion i ystyried nifer ac amseriadau sesiynau datblygu'r Bwrdd ar gyfer 2021-22	Grŵp Cydlynu Cadeiryddion	Chwefror 2021	Teimlwyd bod sesiwn fisol yn iawn, estynnwyd hyd y sesiynau i 3 awr i sicrhau digon o amser a mwy o gyfle i gael grwpiau trafod.	Caewyd	Chwefror 2021
22.10.20	Eitem 7 - Cynllun Busnes:	Y Bwrdd i gael y wybodaeth	Sarah McCarty	Ionawr 2021	Rydym yn deall y bydd y Grŵp Cynghori	Caewyd	March 2021

	Adroddiad cynnydd Chwarter 2	ddiweddaraf am y Grŵp Cynghori Gweinidogol (MAG) ar waith plant a phobl ifanc sy'n agored i niwed			Gweinidogol presennol yn dod i ben yn fuan gan ei fod yn ddiwedd tymor y Llywodraeth. Rydym yn gweithio gyda'r Llywodraeth i gefnogi cynlluniau i alluogi gwelliant trwy ddsbarthiadau meistr a fframwaith dysgu a chefnogi cymheiriaid. Rydym wedi comisiynu gwaith i helpu i nodi'r elfennau allweddol sydd eu hangen ar gyfer dull ataliol sy'n seiliedig ar gryfderau ar gyfer plant a theuluoedd bregus yng Nghymru. Diweddariadau pellach i'w rhannu trwy adrodd ar berfformiad cynllun busnes.		
22.10.20	Eitem 8 - Adroddiad Cydraddoldeb Blynnyddol 2019-20	CCG i drafod cynhwysiant digidol fel pwnc ar gyfer Sesiwn Datblygu Bwrdd sydd ar ddod	Mick Giannasi / Llinos Bradbury	Mai 2021	Bydd blaengynllun Datblygu'r Bwrdd yn cael ei drafod yng nghyfarfod CCG 6 Mai a rhoddir ystyriaeth i	Agored	

					gynnwys sesiwn ar gynhwysiant digidol.		
22.10.20	Eitem 8 - Adroddiad Cydraddoldeb Blynyddol 2019-20	Trafod mentrau recriwtio BAME ymhellach	Abu Askira & Rhianon Jones & Emma Britton	Mawrth 2021	Cyfarfod i'w drefnu.	Agored	
22.10.20	Eitem 8 - Adroddiad Cydraddoldeb Blynyddol 2019-20	Diweddariad ar y cynnydd o ran cwblhau data monitro cydraddoldeb ac amrywiaeth	Rhianon Jones	Erbyn Mawrth 2021 yn barod ar gyfer adrodd yn Ebrill 2021	Grwp mewnol Cydraddoldeb ac Amrywiaeth i gefnogi neges at staff ym mis Mawrth i annog cwblhad ehangach gyda'r bwriad o adrodd yn erbyn hyn ym mis Ebrill.	Agored	
22.10.20	Eitem 9 - Archwiliad Cyflog Cyfartal 2019-20	Rhannu methodolegau a ddefnyddir i wneud i bobl deimlo'n fwy diogel wrth ddatgan eu nodweddion	Damian Bridgeman a Rhianon Jones	Mawrth 2021	Cyfarfod i'w drefnu.	Agored	
30.04.20	Item 8 – Materion rheoleiddio	Gweithio gyda'r tîm FtP i ddatblygu meini prawf ar gyfer pryd gellid defnyddio mwy ar adran 160 o'r Ddeddf Rheoleiddio ac Arolygu (RISCA), gan ei bod yn rhoi'r	Hywel Dafydd, Cyfarwyddwr Cynorthwyol Rheoleiddio	16.07.20	Rydym yn cynnal trafodaethau â chyfreithwyr Llywodraeth Cymru i weithredu adran 160. Unwaith y cyflawnir hyn, byddwn yn gosod maen prawf. Mae	Agored	

		pŵer i fynnu gwybodaeth gan bersonau neu gyrff sy'n ymwneud ag achosion FtP.			gwaith Llywodraeth Cymru ar hyn wedi stopio oherwydd Covid-19 ond rydym mewn cysylltiad rheolaidd ac yn gobeithio gwneud cynnydd yn fuan.		
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CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
DYDDIAD / DATE	29.04.21				
EITEM AGENDA AGENDA ITEM	7				
TEITL / TITLE SCW/21/11	Cynllun Busnes Drafft 21/22				
AWDUR / AUTHOR	Sue Evans, Prif Weithredwr				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:	Tîm Arweinyddiaeth				
PAPURAU CEFNOGOL / SUPPORTING PAPERS	Atodiad 1: Cynllun Busnes Drafft 2021/22				
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Mae Cynllun Busnes 2021/22 yn darparu ffocws, manylion a dyraniadau ariannol ar gyfer ein gwaith yn 2021/22. Rydym yn defnyddio'r Cynllun Busnes i adrodd ein cynnydd i'w graffu gan y Bwrdd a Llywodraeth Cymru bob chwarter yn ystod y flwyddyn.				
GWEITHRED / ACTION REQUIRED	CYMERADWYA ETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ARGYMHELLIAD / RECOMMENDATION	Gofynnir i'r Bwrdd draffod a chymeradwyo'r Cynllun Busnes drafft ar gyfer 2021/22 (yn amodol ar unrhyw newidiadau yn dilyn trafodaethau yn y Bwrdd).				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED	Roedd effaith Covid yn gofyn i ni ail-ystyried ein dull ar gyfer ein Cynllun Busnes llynedd. Ar gyfer eleni, 2021/22, rydym wedi, a byddwn yn parhau i adolygu ein gwaith yn gyson i sicrhau ei fod yn canolbwyntio ar y meysydd sy'n parhau i gael eu heffeithio gan y pandemig.				

<p>MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION; QUESTIONS TO CONSIDER</p>	<p>Oherwydd y sefyllfa presenol sy'n newid yn gyson o ran Covid, rydym wedi nodi rhaglen waith uchelgeisiol i'w chyflawni yn 2021/22. Mae hyn yn seiliedig ar amcanion strategol ein Llythyr Cylch a chyllid y Grant Cymorth a dderbyniwyd ar 25 Mawrth 2021 gan y Dirprwy Weinidog Iechyd a Gwasanaethau Cymdeithasol.</p> <p>Mae ein cylch gwaith eang yn sicrhau ein bod yn gallu darparu'r gefnogaeth sydd ei hangen ar y sector gofal cymdeithasol a blynyddoedd cynnar i ddelio â'r sefyllfa bresennol o ran Covid a'r arweiniad sylweddol a'r gefnogaeth barhaus y bydd eu hangen ar y sector unwaith y bydd y pandemig drosodd. Bydd y cyfnod anodd hwn yn parhau i herio ein sector gofal cymdeithasol a blynyddoedd cynnar wrth inni symud i'r cam nesaf tuag at adferiad a chynaliadwyedd.</p> <p>Felly, bydd ein ffocws ar gyfer cyflawni yn ystod 21/22 mewn tri maes:</p> <ol style="list-style-type: none"> 1. Cynnal ac addasu ein gweithgareddau craidd yng ngoleuni Covid 2. Cefnogi adferiad y sector gofal cymdeithasol a blynyddoedd cynnar 3. Arwain ar gynaliadwyedd y sector <p>Wrth i ni barhau i ymateb i'r sefyllfa sy'n newid yn barhaus, mae'r Cynllun Busnes yn ddogfen dynamig a fydd yn newid yn ystod y flwyddyn, yn amodol ar ffactorau allanol fel etholiadau Senedd, cyfarwydddebau Llywodraeth Cymru a / neu ddysgu o gyflawni ein gwaith. Bydd fersiwn ddwyieithog derfynol o Gynllun Busnes 2021/22 yn cael ei chyflwyno i Lywodraeth Cymru yn dilyn y cyfnod etholiadol i'w gymeradwyo'n ffurfiol yn unol â'n fframwaith Llywodraethu Enghreifftiol.</p>
<p>ASESIADAU EFFAITH / IMPACT ASSESSMENTS</p>	<p>Ar gyfer darnau penodol o waith bydd asesiadau effaith ar wahân i gefnogi ein dull.</p>

Supporting recovery and improvement in social care and early years in Wales: Our Business Plan 2021/22

(cover page to be added)

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Context

Care matters to us all. It touches us all at some point in our lives. It is important that children and adults in communities in every part of Wales can rely on high quality social care and childcare to help them live the lives that matter to them.

A strong social care and early years system in Wales ensures that we are able to reduce the impact of disadvantage through poverty, neglect, illness or disability. These disadvantages often lead to health inequalities and poorer prospects for children reaching their potential or for adults achieving a fulfilled life. Such inequalities have been starkly exposed by the COVID-19 pandemic.

Social care workers play a vital role in caring for adults, children, their families and carers in our communities. Social care workers help people live the lives they want, supporting people to develop, remain active and independent, stay safe and well connected to their community and wider networks. They do this alongside family, friends, volunteers and other public services. Early years workers help give our children a great start in life and provide valuable support for parents, which we saw in particular during the pandemic.

The adult social care sectors provide a critical contribution to economic prosperity in Wales. According to 2018 statistics, adult social care contributes £1.2 billion directly to the economy in Wales every year and £2.2 billion overall, when suppliers and their employees are factored in.

Social care for adults and children employs 90,500 people in Wales making it the seventh largest contributor to the Welsh economy. It is made up of a wide range of small, medium and large organisations directly providing work for many, and enabling others to pursue education or work opportunities while their loved ones are supported. The childcare sector also plays a critical role in Wales' economic and social development, employing 17,000 people and generating an estimated £1.2bn in income per year.

The current pandemic has shown, if any further evidence was needed, how crucial the social care and early years workforces are to the well-being of people of all ages in communities across Wales. As these workers have risen to meet the enormous challenges of COVID-19, through their commitment and professionalism, there is a need for us to look at how we can provide support to both sectors in their recovery and sustainability.

The past year has been the most challenging for social care and early years in living memory. The response from our workforce, managers and leaders has been astonishing. We hope that the vaccination programme allows some easing of the health emergency, but we recognise that for social care and early years, many challenges have only just begun. Suppressed demand for services, economic uncertainty and the long-term effects on workforce retention and morale are likely to ask serious questions of our sectors going forward. Supporting recovery from the pandemic is the first and most important foundation of this plan.

The COVID-19 pandemic has also demonstrated the structural inequalities in our society. Alongside important social movements such as Black Lives Matters, we have seen a fundamental shift in our understanding of how inequality, discrimination and exclusion are in-built into our world. We recognise that this is an unparalleled opportunity to change these realities. But only through action. We can no longer rely on a passive approach to ensuring children and adults are able to live their lives free from discrimination.

Children and adults, their families and carers will continue to rely on the care, kindness and skill of the social care and early years workforce over the challenging period ahead.

At Social Care Wales, we will continue to do all we can for the workforce, their employers, and strategic leaders during this difficult time and help them focus on caring for and supporting some of the most vulnerable people in our communities. We are the national leadership organisation in Wales for social care workforce regulation, service improvement, research and data, and workforce development for the social care and early years sector. Everything we do is focused on making a positive difference for high quality care and support in Wales. Our programme of work for 2021/22 will be seen through this lens.

During this year our work will build on our work with the sector and the evidence we have gathered, especially during the pandemic. We will continue to adapt our approach to regulation, focus on workforce well-being, develop the workforce, provide strategic and practical support for those delivering services and build on a stronger role for research and evidence. The provision of social care and early years services will continue to change, due to the impact of COVID-19. We will continue to listen to the workforce, employers and strategic leaders to recognise these challenges and opportunities and what we can do to support the sector to recover and stabilise for the short, medium and longer term.

As a national leadership organisation working with others is how we operate, and partnership will be at the heart of the delivery of this business plan. We want to continue our journey to embed a culture of people and stakeholders being involved across our work. This will include having meaningful conversations with the people affected by our work, finding out what matters to them, and reflecting their views before decisions are reached. We are committed to responding to the views and needs of adults and children who use care and support, their families and those working in the sector to inform our work. This approach includes the design, delivery and governance of our work in setting and promoting high standards of practice and training.

These will be difficult times which will continue to challenge our social care and early years sector. We have built up strong partnerships over the last couple of years which helps us to work together with the workforce, for the workforce to deal with this situation together as we move to the next phase towards recovery and sustainability.

Our work in 2021/22 – 2021 to support recovery and improvement in social care and early years in Wales

Foundation of our work

Our work continues to build on the legislative framework and ethos of the Regulation and Inspection of Social Care (Wales) Act 2016, the Social Services and Wellbeing (Wales) Act 2014 and our Strategic Plan 2017 – 2022. At our core we will continue to:

- set standards for the care and support workforce, making them accountable for their work
- develop the social care and early years workforce so they have the knowledge, skills to protect, empower and support children and adults
- work with others to improve services for areas agreed as a national priority
- set priorities for research get evidence of what works well
- share good practice with the workforce, managers and strategic leaders
- provide information for the public and organisations

Our approach for 2021/22

Due to the current landscape and the constantly changing situation regarding Covid we have set out an ambitious programme of work for delivery in 2021/22. This is based on our Remit Letter's strategic objectives and the Grant-in-Aid funding which was received on 25 March 2021 by the Deputy Minister for Health and Social Services.

Our broad remit ensures that we are able to provide the social care and early years sector with the support it needs to continue to deal with the current situation regarding Covid and the significant guidance and ongoing support the sector will need once the pandemic is over. These difficult times will continue to challenge our social care and early years sector as we move to the next phase towards recovery and sustainability. For this year, 2021/22, we have and will continue to constantly review our work to ensure that it is focussed on the areas that remain affected by the pandemic.

Therefore, our focus for delivery during 2021/22 will be in three areas:

1. Maintaining and adapting our core activities in light of Covid
2. Supporting the recovery of the social care and early years sector
3. Leading the sustainability of the sector

We will focus on our ambitions to:

- empower the workforce to achieve the best person centred care
- enhance the provision of services through managers, leaders and owners
- enable strategic leaders with evidence and skills to improve planning, service development and quality

- ensure continuous improvement of how we do our work to be an effective and efficient Welsh public service organisation

The Business Plan has been structured around our key customers, in order that they are supported to provide the best possible care, what matters to adults, children and their families and carers in our communities and what leaders need to support them in the recovery from Covid and to support the sustainability of the social care and early years workforce for the future.

The following pages provides an overview on what our focus will be in 2021/22. As we continue to respond to the ever-changing situation the Business Plan is a dynamic document which will change during the course of the year, subject to external factors such as Senedd elections, Welsh Government directives and/or learning from delivering our work.

Annex A sets out in more detail our activities. We are held to account and scrutinised on our delivery and progress on these activities by the Board of Social Care Wales and Welsh Government.

Draft

Our plan on a page 2021 – 2022:

	Maintain and adapt our core activities in light of Covid	Support the recovery of the social care and early years sector	Lead sustainability of the sector
Empowering the workforce to achieve the best person-centred care	<ul style="list-style-type: none"> Quality practice through professional regulation and CPD support Maintain an accurate Register and extend registration to new groups Fitness to practice service and associated hearings support protection of the public Financial support for training and development 	<ul style="list-style-type: none"> Promote recognition of the workforce as part of our wider workforce offer Develop digital learning to support national consistency on standards for safeguarding, dementia, induction, outcomes, infection prevention and control, and supporting digital confidence Prioritise wellbeing for the workforce during the pandemic, including managing an Employee Assistance Programme for the non-statutory sector 	<ul style="list-style-type: none"> Support the early years and childcare workforce including future registration options Support national approaches for workforce wellbeing
Enhancing the provision of services through managers, leaders and owners	<ul style="list-style-type: none"> Regulate social work training Maintain and develop induction, apprenticeships and qualification frameworks Drive the shift to outcomes focused practice Share good practice and launch Accolades 2022 	<ul style="list-style-type: none"> Deliver an attraction, recruitment and retention framework Invest funding through SCWWDP in workforce development 	<ul style="list-style-type: none"> Continue to adapt our regulatory framework to ensure it supports improvement across the sector Scope an employer liaison service Reform SCWWDP to implement in 2022 Take forward priority areas of the workforce strategy for the direct care, social work, mental health workforce
Enabling strategic leaders with evidence and skills to improve planning, service development and quality	<ul style="list-style-type: none"> With HEIW develop further priority areas of the workforce strategy Drive and support national priorities with key partners to support care homes, children and young people, community resilience Provide and enhance our data offer, with improved workforce data collection, to inform the design, development and delivery of services 	<ul style="list-style-type: none"> Develop approaches to support compassionate leadership Lead the implementation of the Social Care Research and Development Strategy 2018-23 Develop the skills, capabilities and connections of those using, delivering and researching care and support 	<ul style="list-style-type: none"> Develop the social care data portal Support the use of evidence in strategic planning and service design Improve how social care data is collected and used
Ensuring continuous improvement of how we do our work to be an effective and efficient Welsh public service organisation	<ul style="list-style-type: none"> Ensure continuous improvement on how we work through our people plan, our 3-year ICT strategy and our communication and engagement plan Ensure effective financial and governance controls, systems and internal controls Maintain compliance with statutory organisational requirements 	<ul style="list-style-type: none"> Maintain strong governance, accountability and risk management and effective oversight arrangements 	<ul style="list-style-type: none"> Publish a new strategic plan Maximise and implement our digital offer Support the organisation in the development and sustainability of business operations

Priority theme 1: for the social care and early years workforce

What is our ambition?

To empower the social care and early years workforce to provide the best possible care for the people, children and families they work with. For the social care and early years workforce this means that we support them to continue to provide and develop person-centred care.

What does this mean for the sector?

Social care and early years workers play a vital role in caring for and supporting adults and children, their families and carers in our communities, including our most vulnerable people. This has only been reinforced by the incredible response of the workforce to the COVID-19 pandemic.

Following the increase in public recognition of the social care and early years workforce we want to further build on their status and recognition. We will further develop on recent initiatives such as the care worker card to ensure the value we place on our workforce and the offer given to them is maintained and improved in the long term.

Through our work with the workforce, we will maintain our approach to professional registration, based around the standards within the professional code of practice for social care. We will continue our extension of the register to new groups of social care, including adult care home workers. We will work with the early years and childcare sector to consider how that workforce may become professionally registered with us in the future.

We will continue to build the momentum on our development of digital learning and development resources for social care workers and early years workers, to enable continuous learning. Working innovatively and using evidence, we will share practice that the workforce can use to help adults, children and their families to live the lives that matter to them. Crucially, we recognise the wellbeing of our workforce is of vital importance and we will prioritise this as part of our offer to them.

Who will we work with to deliver this ambition?

We will work with current and future registered people; Care Inspectorate Wales (CIW); Unions; Health and Wellbeing COVID-19 network; Universities and learning providers; Health and Social Care Research Wales; Health Education Improvement Wales (HEIW), people who access care and support; Early years network, Digital Communities Wales, Welsh Government, National Independent Safeguarding Board

In priority theme 1 we will:

- Continue to **regulate the social care workforce**, using the Code of Professional Practice, practice guidance and a range of resources to assist those working in the sector. We will fulfil our statutory responsibilities and ensure that we maintain an accurate and transparent register of workers for the public and the sector.

- Continue to **open the registers for adult care home workers and managers** of services beyond those already registered. We will work with Care Inspectorate Wales and the sector to promote registration, requirements and benefits of registration.
- **Review our approach and process for registered people to show their continuing professional development (CPD)** so that it enables registered people to easily access and record CPD for their role, and to engage with their ongoing CPD and the Code in a positive way.
- Deliver our **fitness to practice duties** fairly and efficiently, offering the public reassurance about the registered workforce in a transparent and timely way.
- Continue to research and develop the proposals for **future registration of the early years' workforce**, working with stakeholders across the sector.
- Provide **financial support for training and development** across the sector in Wales. We aim to ensure 100% of eligible social work students will receive a bursary. We will continue to provide advice and guidance on qualification and apprenticeships certification.
- Continue to manage the process for **issuing Apprenticeship Certificates**, through the Apprenticeship Certification Wales (ACW), to help check evidence to make sure it meets the required standards.
- Design and launch a **digital Care Worker Card** to offer recognition to the social care and early years workforce. We will ensure the card is available to all, including early years' workers, with a target of 30,000 active cards during the year. Alongside we will work with commercial and public sector bodies to maximise the benefits available to card holders and promote those benefits across our digital platforms.
- Build on our training and learning remit, focusing on digital transformation to work together with the social care and early years workforce, employers and our partners to understand their needs and to develop digital access and the digital capability of the social care and early years workforce, particularly through the development of training and learning. We will be developing **digital learning resources** during the year to support the workforce on:
 - Developing and reviewing **Safeguarding training standards and materials**
 - Developing and implement a digital **All Wales Induction Framework focusing first on the Principles and Values** module of learning
 - Learning and training resources to **support the workforce who provide care for people with dementia**
 - Training resources and materials to **support the workforce on outcomes focused practice**
 - Developing digital learning modules and resources to support the social care and early years workforce in **using and improving their digital skills**

- Working with HEIW to develop **digital training and learning to support the All-Wales Infection Prevention and Control training, learning and development framework.**
- Beyond the immediate challenges of the pandemic, and using a survey of the workforce this spring, **introduce a health and wellbeing framework.** This will take account of other offers including a staff governance framework, approaches to engagement with the social care sector and the delivery of peer networks. This will build upon the proposals within the Workforce Strategy developed in partnership by Social Care Wales and Health Education Improvement Wales (HEIW).
- We will continue to manage the **Employee Assistance Programme scheme,** which is available to around 55,000 social care workers in the independent sector. Welsh Government are supporting the scheme, which recognises the personal impact this has had on many workers and will provide more consistent support across the independent sector. This service is in place until November 2021 and options for a continued service are taking place
- Working in partnership with health colleagues, we will respond directly to the experience and lessons of COVID-19 to **prioritise the wellbeing of the social care workforce.** We will continually update online resources for employers and staff, facilitate peer support networks as well as working with the Welsh Government to develop access to other materials at all levels of need. We will continue to review requirements to support the wellbeing of the workforce as we progress and hear from the sector on the impact of COVID-19.

Priority theme 2: for social care and early years managers, leaders and owners

What is our ambition?

We aim to enhance the provision of quality services for people, children and families by supporting social care and early years managers, organisational service leaders and owners. Our ambition is a compassionate, efficient and effective approach to the delivery of care that focusses on what matters to people, families and carers.

What does this mean for the sector?

The wealth of intelligence generated through developing the health and social care workforce strategy indicated the challenges facing the sector: recovering from the pandemic will only serve to have accentuated and exacerbated these challenges. Strong and robust leadership and management is critical, and we are committed to exploring the actions in the strategy to support operational leaders and managers.

Several key initiatives are underway and the next year will see us building on those, including rolling out an attraction, recruitment and retention framework. This will use the strong foundations and learning from the WeCare Wales campaign, with a focus on strengthening approaches within the sector on values-based recruitment and a national programme of rapid recruitment. Significant work has been undertaken in the last couple of years around working in collaboration to develop a fit-for-purpose suite of qualifications and apprenticeship frameworks. We will continue to help the sector with implementing the qualifications at all levels including induction and assessment.

The Social Care Wales Workforce Development Programme (SCWWDP) provides investment in the development of the workforce and we will undertake a full review to ensure that value is maximised and targeted to current and future needs. In partnership with the sector, we will develop workforce plans for the direct care workforce, mental health workforce and social work.

We recognise the role that regulation plays in the social care sector now and in the future as we further extend the register over the next two years. We will review our regulatory approach so that we are continually improving the experience and benefits that registration offers.

The pandemic has reaffirmed the central role of employers and managers in the development of our workforce. We will therefore scope an 'Employer Liaison Service' which will seek to reflect what the sector expects of us, exploring how to strengthen our partnerships with those managing front line services. This may range from simple administrative queries on registration through to tailored support for improving services to those receiving care.

Who will we work with to deliver this ambition?

Key partners we will work with to deliver our work with this year include social care and early years employers, Registered Managers, Care Inspectorate Wales, ADSS Cymru, Responsible Individuals and their networks, other regulatory organisations

across Wales and the UK, National Provider Forum, SCWWDP regional partnerships, learning providers, Early years managers, Trade Unions, Welsh Government, Careers Wales.

In priority theme 2 we will:

- **Review and improve how we regulate to support the sector.** We will learn from the recommendations following our Fitness to Practise review to provide additional support and guidance to people involved in the process. We will review all of our regulation activities in light of the supportive changes made during COVID-19 and, where appropriate, we will seek to amend our rules to allow the sector to operate as speedily and effectively as possible.
- Continue to **regulate social work training in Wales**, at both undergraduate and postgraduate levels. We will work flexibly with Higher Education to ensure the continued availability of high-quality social work graduates for Wales. We will respond to the impact of COVID-19 on current students, and any impact that the pandemic may have on future recruitment onto courses.
- Continue our significant role providing expert advice and developing **qualification and apprenticeship frameworks across the sector**. We will update the qualifications frameworks for both social care and early years and work with key partners in adapting qualification delivery. By the end of 2022 we will have finalised the Information, Advice and Assistance (IAA) framework, agreed a delivery model for Social Services Practitioners and published the evaluation report on the joint pilot of the All-Wales Induction Framework (AWIF). These frameworks provide the foundation of the skilled workforce that has met the challenge of the pandemic, and we will continue to promote them and their associated resources throughout the year.
- Develop and implement **induction frameworks for social care managers and early years managers**. These will include the knowledge, understanding and practice which should be demonstrated over time, by managers. We will develop guidance, progress logs, workbooks, resources and a glossary to help managers in implementing these Induction Frameworks.
- We will deliver on **an attraction, recruitment, retention framework for social care, early years and childcare**. The framework will focus on values-based practice, a national rapid recruitment programme, build on the successful WeCare Wales campaign and WeCare Wales ambassadors. The aim is to support consistency to the work carried out across Wales in regard to attracting recruiting and retaining the workforce. It will also support the sector in thinking collectively what the priority areas of focus are and the best way of delivering (i.e., locally, regionally or nationally). Through collating key activity, the framework will help clarify which partners are required in the development and the delivery of the elements within.
- Develop options for the development of an **Employer Liaison Service**. Employers are fundamental to a successful workforce, particularly as the sector will continue to recover following COVID-19. We will work with employers to

understand their expectations of the services we need to deliver to support them as employers and their workforce - including worker registration, learning from regulatory cases, identifying pressures and priorities, working in collaboration and helping shape improvement. Following engagement during the spring and autumn, a fully costed and scoped model will be developed during the financial year.

- Drive the **strategic prioritisation of embedding outcome-focused, strengths-based practice** in social care with a range of activities including peer learning networks, training, resources and a national learning event at the end of the year to share outcomes focused approaches in adult services. We will support a cultural shift across health and social care by piloting a strategic programme in balancing rights and responsibilities, which will be tested and evaluated with multidisciplinary team/s. We will evaluate and learn from this programme to consider how the offer could be delivered in other areas of Wales.
- Continue to provide significant funds to the sector for training and development, through management and administration of the **Social Care Wales Workforce Development Programme (SCWWDP)**, ensuring it can respond to the changing needs of the sector during the year and beyond. Six monthly and year end reports will be produced to ensure money is used to respond positively to the opportunities and challenges for the sector during and beyond COVID-19.
- **Review the SCWWDP grant funding**, including the regional facilitation grant, in line with the findings and recommendations of the workforce strategy, intelligence from Covid and lessons learnt. We have significant experience and expertise in working in partnership to develop solutions and already have strong connection and networks established with all regions and individual LA training managers. This will provide a sustainable structure and longevity for the grant so that the future design and delivery meets the needs of the sector.
- Learning from COVID-19 and recognising the changed context it has meant for the sector, we will **prioritise high-impact elements of the sector's Workforce Strategy**, developed jointly with HEIW. We will deliver:
 - A fully costed workforce plan for the direct care workforce by March
 - A fully costed workforce plan for the mental health workforce in conjunction with health colleagues, by March
 - A fully costed workforce plan for the social work profession by December, alongside a revised post-qualification framework
- Develop a workforce plan including the development of a learning and development framework to support the implementation of the new Liberty Protection Standards that will replace the existing Deprivation of Liberty Standards in April 2022. The impact on the costs associated in taking forward a learning and development framework will be discussed with Welsh Government in terms of our role and funding as this is currently outside our current financial allocations for 2021/22.

- Continue to promote good practice across the sector through the winners of the 2020 National Accolades and **launch the 2022 National Accolades** at the National Social Care Conference in September.

Draft

Priority theme 3: for strategic leaders and stakeholders

What is our ambition?

Our ambition is that strategic leaders can access the data, evidence and skills to enable the transformation of social care. As the lead agency in Wales for social care workforce regulation, service improvement, research and data, and workforce development we are uniquely placed to bring together and provide the intelligence and evidence to support strategic transformation of services.

What does this mean for the sector?

The ambition of the workforce strategy is to make sure that, by 2030, we have the right number of engaged, motivated and valued people, including volunteers and carers, able to deliver flexible and responsive health and social care that meets the needs of the people of Wales. Among the issues that mattered most to the leaders is to have a well-aligned seamless service between health and social care. During the year we will continue to work in partnership across the social care and health system to outline what is needed, outside of what has already begun, if we want this ambition to be realised.

Key to delivering sustained improvement and change is effective and collective strategic leadership across the statutory, independent and voluntary sectors in Wales. We will work across Wales to support transformation, often acting as a critical, but supportive, friend to those responsible for strategic decisions. We will work to provide good evidence to underpin change. This evidence will be from formal research, data and intelligence, as well as from the wisdom and experiences of the workforce, people, children and their families who use social care services. It will also include the data that we hold, from our Register, to support improvement across the services that children and adults receive in Wales.

The priorities from our shared Social Care Research and Development Strategy gives us a unique opportunity for transformational change in how we collect, manage, store, analyse and use social care data, as well as information from other sources such as health, to achieve this. Better use of data will help us provide higher quality, dignified care and support for the people of Wales. All around us, a new information revolution is underway. Driven by advances in technology, the volume of available data is growing fast. The COVID-19 public health crisis has shone a light on the importance of public data and official statistics and the role they play in helping us understand the world. In Wales we have a chance to demonstrate what a data-rich nation can achieve for its citizens, with social care playing a critical role.

Our key programmes link directly to the front line of services and are underpinned by the need to see people and communities retained at the heart of all planning and care arrangements. We will continue work on the development and wellbeing of children and young people, people in care homes and embedding community resilience during the recovery stages of COVID-19.

Who will we work with to deliver this ambition?

Key collaborators for this plan are: HEIW, Welsh Government, employers, ADSS Cymru, WCVA, Care Forum, Workforce Managers, Wales Centre for Public Policy, Public Health Wales, Wales Centre for Social Care Research, Improvement Cymru, CIW, local authorities, independent and third sector, providers, policymakers and researchers, Health Technology Wales, the Life Sciences Hub, Regional Partnership Boards, Audit Wales.

In priority theme 3 we will:

- Work in partnership with HEIW to **develop implementation plans for to support the strategic direction of the joint health and social care workforce strategy**. By the end of the year there will be clear delivery plans costed and developed, following engagement with the sector which will set out an overall direction of travel for the workforce strategy.
- Work with Care Inspectorate Wales and Improvement Cymru to scope work needed for **care homes** in the immediate and longer-term future as part supporting the recovery of the sector.
- Support the social care sector by providing essential resources to meet the needs of the sector and to support them in practicing **compassionate leadership** in their response to the crisis through learning, national programmes, peer network support and the development of a 'Framework for Action for Leadership in Social Care'
- Take forward the learning from the impact evaluation of our Care and Support at Home partnership to outline options on how we can further work in collaboration. With a particular focus on **community resilience** looking at specific projects across Wales to generate evidence and share learning.
- Support and enable strategic leaders in discussions regarding future proposals of an all-Wales approach to **improving outcomes for children and young people**. Providing learning and evidence to influence future planning to improve outcomes.
- Oversee and enable the implementation of the **Social Care Research and Development Strategy 2018-23** with stakeholders. Providing the strategic direction, frameworks and approaches for the new data and evidence offers.
- Develop the **skills, capabilities and connections of those using, delivering and researching care and support in Wales**, to access and make use of high-quality evidence and knowledge. We will set out our evidence offer with a clear programme of how we will support the increase of capacity required to support the Research Strategy.
- Develop and launch a refreshed **data portal and projections platform** enabling improved access to data and insights which will enable local authorities and Regional Partnership Boards to understand their local population needs.

- **Publish a data strategy road map** setting out milestones and actions to support the vision from the Statement of Strategic Intent which sets out the new vision to improve how social care data is collected and used to benefit people needing care and support in Wales.
- Build on our **workforce data collection system and the workforce data** we publish to improve how we collect, share and visualise the data received from Local Authorities.

Draft

Priority theme 4: Our organisation

What is our ambition?

We will be an effective Welsh public service organisation. We're committed to:

- being a truly bilingual organisation
- valuing diversity and improving opportunity for all
- involving the people of Wales in how we work
- listening and responding to feedback
- setting high standards of customer service
- publishing and accessing information
- improving our own performance.

What does this mean for the sector?

To be an effective organisation, we must understand and help to meet the challenges and opportunities faced by the people who work in the social care and early years sectors. As we begin to emerge from the biggest public health emergency of recent years, we recognise that our offer to our customers must change. We will work with our customers to make sure our services meet our customers' changing needs. We will use feedback to challenge and shape our business, projects and strategies.

Our digital services and way of working will make it easy for people to interact with us. We will link in with national and governmental led digital standards. This work will deliver to our customers new ways of learning, sharing, and contributing.

During the year we will continue to develop our 5-year plan to make sure it is clear to people inside and outside of the organisation what we want to achieve and how we will do it. We will make sure we have the right information to help us assess how well we are doing in delivering these plans. As a Welsh public sector organisation, we recognise the importance of services that are well-governed and effectively monitored.

We will create an environment where our people feel supported. Our staff will have space to try out new ideas that speak to our values. Staff will feel comfortable to challenge the status quo and not do things because 'that is the way we have always' done things. Our culture will be seen in everything that we do. We will empower our people to thrive at work, retaining and building a talented workforce to meet our business needs.

Who will we work with to deliver this ambition?

Welsh Government, the workforce, managers, leaders, owners, strategic leaders and stakeholders, Trade Unions, Wales Co-operative Centre, Digital Communities Wales, CIW, Government Digital Service, Digital and Innovation for Health and Social Services, Welsh Government Sponsored Bodies, UK Healthcare Regulators, Academi Wales

In priority theme 4 we will:

- Continue to refine and deliver our **communication and engagement strategy** reflecting the lessons and impact of COVID-19 and supporting the achievement of business plan commitments.
- Continue to revise and **implement our ICT strategy**, reflecting the impact of COVID-19 and new ways of working. We will continue to make sure that our information technology remains effective in supporting our people to do their jobs.
- Continue to **implement key priorities of our People Plan**. We will also embed the requirements of the Welsh Government's Race Equality Action plan into our people policies, including the disability confident scheme. We will continue to support our colleagues through the challenges of Covid and beyond in terms of business delivery, well-being and regular communications.
- Ensure **effective financial and governance controls and systems**. We will lay our accounts by August, aim to have 80% of internal audit achieve substantial rating and a 2% cash balance achieved at the end of the financial year, with a 4% balance monthly.
- Ensure strong governance and accountability arrangements through the **effective management of the Board and Committees**. This will mean Board and Committees are making all the decisions as delegated to them, Board members continue their development using scheduled board development sessions and 100% of meetings held in line with Standing Financial Instructions and Scheme of Delegation. We will be recruiting new Board Members during the year. We will be working with the Public Bodies Unit in Welsh Government to promote and increase the diversity of our Board Membership.
- Maintain **organisational compliance with statutory organisational requirements** so that no compliance notices are received from relevant compliance regulators
- Publish our **annual business plan** in May. This will show what we are doing during the year to meet the requirements set out by Welsh Government Ministers through our annual Remit Letter. We will continue to develop our **5-year strategic plan** and publish our **Strategic Equalities plan**.
- Take forward a **transformation programme of our digital services**. Using external expertise, and in partnership with others, we will work at pace to deliver our services externally and internally digitally. We will research the digital competency and capability of our audiences and develop solutions that meet their needs.
- Work to **maintain continuity of our business operations**, helping and supporting the wellbeing of colleagues to work from home, capturing the learning to inform and set out our future way of working.

How we work

Our Values

It is important that, as a public leadership organisation, we demonstrate our values in the way we work with people to realise our vision.

Respect everyone: we see people as individuals and treat everyone with dignity and respect

Professional approach: we act responsibly and in the right way, holding each other to account

Always learning: we believe in improving ourselves and supporting others to be the best that they can be

Involve people: we encourage and enable everyone to work together

Given the situation we all find ourselves in, our focus is to help frontline workers; managers, owners and strategic leaders to focus on supporting the recovery of the sector.

Our principles on how we work remain, but our approaches continue to be adapted to reflect and respond to the ever-changing context, listening and responding to feedback:



Our corporate governance arrangements

“Governance comprises the arrangements put in place to ensure that the intended outcomes for stakeholders are defined and achieved”¹

We have a Board of Members comprising of people from interests across the social care and wider Welsh population. Members are appointed by the Deputy Minister for Health and Social Services. As at 1 April 2021 we have 14 Board Members with Mick Giannasi, a layperson, as the Chair. The Social Care Board Members are:

Mick Giannasi (Chair)	Jane Moore
Abigail Harris	Kate Hawkins
Carl Cooper	Maria Battle
Damian Bridgeman	Peter Max
Donna Hutton	Rhian Watcyn Jones
Emma Britton	Simon Burch
Grace Quantock	Trystan Pritchard
Joanne Kember	

Further information on the background of Board Members can be found on these pages of our website: <https://socialcare.wales/our-board-members> along with how the Board works: <https://socialcare.wales/about-us/our-board>

The Board sets direction and scrutinises the delivery of the organisation to make sure that we are achieving our strategic direction in providing the social care and early years sector with the support it needs to continue to deal with the current situation regarding COVID-19 and the significant guidance and ongoing support the sectors will need once the pandemic is over. The Board meets in public, at least every quarter, to make sure that there is a transparency about our governance and that people are at the heart of the decision-making process.

We have effective arrangements in place to provide assurance on risk management, governance and internal control. We have an Audit and Risk Committee which advises the Board and the Accounting Officer on the strategic processes for risk, internal control and governance, and the Statutory Annual Accounts including the Governance Statement. As part of our internal controls to underpin effective corporate governance, we have a strategic risk register which we review and update regularly during the year.

As a Welsh Government Sponsored Body, we work in line with our Model Governance Framework, Scheme of Delegation and Standing Orders. During the year we will continue to improve on our governance arrangements to reflect the work of the organisation in supporting the sector. We will continue to work within governance frameworks, working in partnership with other public bodies and continue benchmarking our performance against other relevant organisations. During the year, with Welsh Government’s Public Bodies Unit, we will be recruiting new Board Members to increase diversity on the Board to a wider audience, specifically with Black, Asian and Minority Ethnic communities.

¹ [1] ‘International framework: good governance in the public sector’, Chartered Institute of Public Finance and Accountancy (CIPFA) and the International Federation of Accountants, July 2014

Our financial allocations 2021-22

Our Remit Letter and Grant In Aid

In the planning period leading up to the establishment of Social Care Wales estimates for extending the reach of registration across the social care workforce were made. These additional costs were estimated assuming significant efficiencies, when compared to other UK regulators, to be in the order of £2.6 million per annum over the first four years.

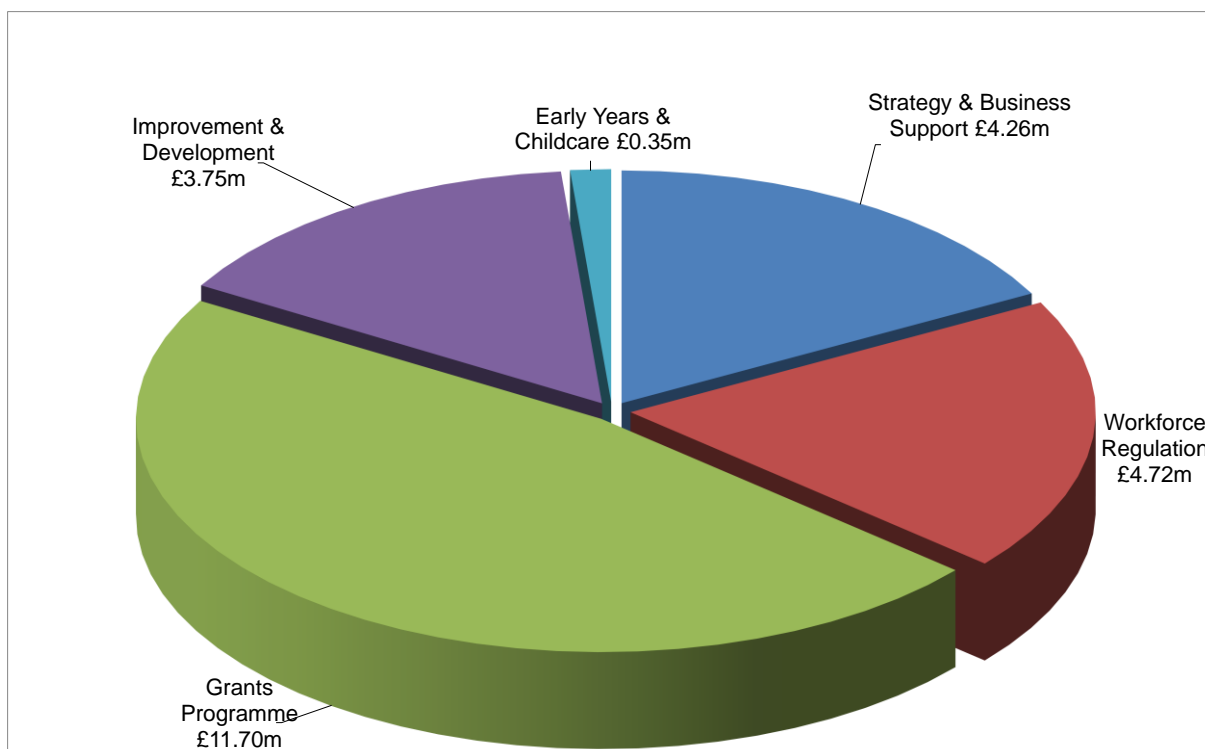
Since 2017 the registered workforce has grown from approximately 11,000 to 30,000 as at March 2021 (increase of 173%) and is planned to expand to 51,000 (increase of 363%) by October 2022. The widening of the scope of our remit activities was not subject to any costings at this time. The Grant In Aid received by Social Care Wales in 2019/20 was £19.398 million. This was increased in 2020/21 by £1.2 million to £21.598 million in recognition of the requirements to support the extension of the register for domiciliary care workers.

In June 2020 we shared our strategic ambitions with Welsh Government. This included a request for additional funding to support the continued growth of the regulatory function and to deliver activities to support the sector to recover from COVID-19 and Ministerial priorities.

Our Remit Letter for 2021/22 emphasises us as ‘the lead agency in Wales for social care workforce regulation, service improvement, research and data, and workforce development’. It outlines our key strategic objectives for the year and will require us to commit all of the resources at our disposal. This was supported by the Welsh Government Budget which stated that “We will invest an additional £2m in Social Care Wales which will continue the expansion of the professional registration of the social care workforce and provide ongoing support for the stabilisation and recovery of the sector through delivery of the Workforce Strategy”.

Our future ability to meet Ministerial priorities are dependent upon the maintenance of this increased funding baseline, alongside further growth to support the extension of the register.

Based on our Remit Letter 2021/22 the chart below shows our financial expenditure allocations for 2021-22 on a continuing basis.



The total spend of £24.78m in 2021/22 is based on the following income budget allocations:

- Grant in Aid consisting of £22.50m with an additional £0.35m in relation to Early Years and Childcare leading to total Grant in Aid funding to be received of £22.85m
- An additional £0.06m to be received from Welsh Government in relation to Workforce Strategy Mental Health work
- Included in revenue is also an internal carry forward of £0.41m reflecting the underspend in 20/21
- Budgeted income from registrants of £1.4m reflecting new fee levels for 21/22. With the deadline for the registration of adult care home workers now extended to 30 September 2022 the budget is based on income from only a further thousand adult care home workers registering before 31 March 2022
- £0.06m in relation to Apprenticeship Certification Income

Analysis of this high-level expenditure budget forecast totalling £24.78m is as follows:

- Grants programme of £11.70m which includes £7.15m for the Social Care Wales Workforce Development Programme (SCWWD), £3.64m for other Social Care Workforce National Training Programmes including Social Work Bursaries and Practice Placement funding and includes £0.78m of grants for our regional facilitation work with the sector.
- Workforce regulation budget of £4.72m representing the salary costs of £3.07m in respect of the regulation directorate, its direct running costs totalling £1.26m and costs of £0.39m in relation to project work. A significant proportion of the

running costs will be for costs associated with our fitness to practise and hearings panel functions. The total budget has increased by £1.29m in comparison to 2020-21 reflecting primarily increased staffing and hearings costs due to the increase of numbers on the register.

- Improvement and development budget of £3.75m which includes salary costs of £2.52m with the majority of the balance of the budget funding our project and commissioned work intended to support best practise and knowledge within the sector. The budget also includes the costs of running the data and research functions.
- Strategy and business support budget of £4.26m which represents premises and office facilities costs, all costs of running our support functions and all Board costs. The salary cost included in this budget is £2.46m with the premises and office budget being a cost of £0.64m.
- The Early years and childcare costs are Salaries costs of £0.25m but includes £0.1m for project and engagement work.

Business Plan 2021/22 activities in detail

(This part of the plan remains open to ongoing refinement as discussions with partners continues)

Priority theme 1: for the social care and early years workforce

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Maintain an accurate Register of social care workers	1) 90% of applications processed within 5 days; 2) Number of outstanding applications - less than 600 open applications at any one time	Reported quarterly	Registered workforce and their employers, Welsh Government, Care Inspectorate Wales
Extend the Register to adult care home workers and other managers groups	1) Numbers of the new groups on the Register 2) Employer engagement and feedback	Reported quarterly	Social care workforce and their employers, Welsh Government, Care Inspectorate Wales
Implement a revised CPD offer for registered people	Revised approach to CPD scoped, phased and tested. Resources developed for the workforce, employers and managers about the importance of CPD and the Code and their role in supporting ongoing learning in line with the Employer's Code	March 2022	IT providers, BASW, CFW, ADSS Cymru, Universities, Registered Persons, Trade Unions, Other Health and Social Care regulators.
Undertake investigations of allegations against social care registered professionals	1. Number of fitness to practise cases open; 2. Number of active cases open longer than 18 months less than 10%;	On-going and progress will be reported quarterly	Employers, Police, HEIs, CIW, Local Authority Safeguarding, NISCC, NMC, DBS, SSCC, Social Work England
Panel hearings held in accordance with the Rules	1. 100% of hearings held in accordance with the Rules; 2. number of appeals lodged to CST and % upheld	On-going and progress will be reported quarterly	Welsh Government, Panel members, unions, our legal advisers, registered persons/applicants
Support the early years and childcare workforce including future registration options	1) Recommendations on the extension of the Social Care Wales register to include Early Years and Childcare workers submitted to Welsh Government	March 2022	Welsh Government, CIW, CWLWM, Local Authorities, Responsible Individuals/Managers of settings

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Provide financial support for social work students (bursaries)	100% of eligible students receive a bursary with a placement provided	Reported quarterly	HEI programmes; Local Authorities; Students
Manage the process for issuing Apprenticeship Certificates through the Apprenticeship Certification Wales (ACW)		Reported quarterly	Apprenticeship Certification Wales, Learning providers, learners
Provide recognition for the workforce through a Care Worker Card	<ol style="list-style-type: none"> 1. New digital card launched 2. Feedback from users on benefits 3. Review, scope and implement requirements for 22/23 card 	<ol style="list-style-type: none"> 1. April 2021 2. September 2021 3. In place for 22/23 	Welsh Government, CIW, employers, providers of benefits and suppliers of other potential solutions
Develop and review Safeguarding training standards and materials	<ol style="list-style-type: none"> 1. Prototype digital Safeguarding training 2. Work with the national, multi-agency group on developing a set of nationally agreed standards for Safeguarding training (for completion in 2022). 3. Scope options on accreditation of the All-Wales Basic Safeguarding Awareness Pack 4. Review and update our existing on-line Safeguarding materials 5. Safeguarding standards consultation published 	<ol style="list-style-type: none"> 1. June 2021 2. meeting monthly 3. July 2021 4. 4. Reported quarterly 5. March 2022 	National Independent Safeguarding Board, Welsh Government, Regional Safeguarding Boards
Develop and implement a digital all Wales Induction Framework for the social care and EYCC workforce	<ol style="list-style-type: none"> 1. Principles and values modules for social care 2. P and V and safeguarding EYCC 	<ol style="list-style-type: none"> 1. October 2021 2. March 2022 	
Develop learning and training in dementia care	<ol style="list-style-type: none"> 1. Digital dementia reablement resource, with HEIW, launched 2. Good Work conference in partnership with WSSCR 3. Support package to help with self-assessment and gaps in knowledge developed (linked to the Good Work 	<ol style="list-style-type: none"> 1. TBC 2. September 3. December 	Dementia Learning and Development (DLDG), Welsh Government Dementia Oversight or Implementation and Impact Group (DOIIG), Welsh Government, Improvement Cymru, Alzheimer's Society

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
	Learning and Development Framework for Dementia) 4. Review and update our existing on-line dementia materials and resources	4. March 2022	
Develop training resources and materials to support the workforce in embedding outcomes focused practice (See other activities in other audiences for the remaining outcomes work)	1. Case recording guidance launched 2. outcomes focused case recording launched resources development to support workforce engagement with people with cognitive impairment 3. develop an e-learning module to support outcomes focused practice 4. co-ordinate a national learning event to share outcomes focused approach in adult services	September December TBC March 2022	CIW, WCCIS, Welsh Government, Local Authorities, Children's and Adults service providers, CAFCASS
Develop digital learning modules and resources to support the social care and early years workforce in using and improving their digital skills	1. With Digital Communities Wales (DCW) access to their "lending library" promoted to the EYCC sector 2. With DCW develop digital induction modules for the social care workforce 3. Implement a learning experience system which meets users and business needs	TBC	Digital Communities Wales, training managers, early years network
Develop digital training and learning to support Levels 1 – 3 of the 'All Wales Infection Prevention and Control Training, Learning and Development Framework'	Framework published and resources promoted	TBC	HEIW,
Introduce a health and wellbeing framework in line with the learning of the workforce strategy	1. Expectations of the sector as to the contents of a health and wellbeing framework scoped 2. A health and well-being survey completed 3. Development and testing of a staff governance framework developed and tested 4. Recommendations as to the future work programme based on the findings of the	1. July 2021 2. June 2021 3. July 2021 4. August 2021	Welsh Government Employer representatives e.g., ADSS Cymru, Care Forum, UKHCA, and other key partners such as CIW, HEIW

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
	scoping exercise and health and well-being survey		
Manage the Employee Assistance Programme for social care workers in the independent sector	Monitoring and reporting of uptake of the service	Reported quarterly up to December	Welsh Government, ADSS Cymru, Care Providers, Care Forum Wales, UKHCA, Unions
In partnership with health, support national approaches and response to Workforce Wellbeing	<ol style="list-style-type: none"> 1. Continued delivery of facilitated peer support networks 2. web-based resources updated 3. With sector partners, and the national Wellbeing Network, guidance developed on feedback from sector 		ADSS Cymru, Care Forum, UKHCA, CIW, HEIW, Welsh Government

Priority theme 2: for social care and early years managers, leaders and owners

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Review and improve how we regulate	<ol style="list-style-type: none"> 1. An analysis of our metrics from pre RISCA implementation up until the start of this reform process. This report will serve as a baseline to measure the impact of our reforms 2. Implementation of recommendations following Fitness to Practice review 3. Guidance issued to support registered workers 4. Review of system of allocation of SW places to HEIs 5. Study of impact of Covid on current group of Social Work students 	March 2022	Welsh Government, UK regulatory organisations, regulation stakeholder group, HEIs, Employers, Registered People, Lawyers, other Regulators, Unions, representative organisations such as Care Forum Wales
Regulate social work training	<ol style="list-style-type: none"> 1. Completion of 2020/21 annual monitoring. 2. Annual Report on QA activity for this period 3. Agree QA approach for 21/22 and communicate it to programme partnerships 	Reported quarterly	HEI programme partnerships
Maintain and develop qualifications and apprenticeship frameworks for the social care and early years sector	<ol style="list-style-type: none"> 1. Best practice networks and masterclasses held for social care and early years 2. Best practice guide published 3. Work with key partners on adapting qualification delivery 4. Qualifications framework updated with new early years and childcare qualifications 5. Relevant networks supported for maintenance of the Apprenticeship frameworks 6. Social Services Practitioner delivery model for qualification developed 	<ol style="list-style-type: none"> 1. Reported quarterly 2. June 3. Reported quarterly 4. September 5. Reported quarterly 6. March 2022 	Qualifications Wales, HEIW, Consortium, Employers; learning providers, schools, C&G/WJEC, LA training managers, service regulators. Hywel Dda University Health Board, Careers Wales, Regional Partnerships, Director of Nursing, Director of Pembrokeshire Social Services.

	<ol style="list-style-type: none"> 7. IAA competency framework finalised 8. IAA resource published 9. Publish SCIE evaluation report on the Hywel Dda pilot on the joint induction framework 	<ol style="list-style-type: none"> 7. March 2022 8. May 9. September 	
<p>Develop and implement induction frameworks and guidance for:</p> <ul style="list-style-type: none"> • Social care managers • Early years managers 	<ol style="list-style-type: none"> 1. Social Care Manager induction framework launched 2. Review and update on-line guidance and resources for social care managers 3. First Steps in Management resource launched 4. Effective supervision launched 5. Early years managers induction framework launched 6. Supervising well and inducting well resources guidance published 	<ol style="list-style-type: none"> 1. September 2. TBC 3. May 4. May 5. March 2022 6. TBC 	Employers, Early years networks, managers, AWIF Advisory Group. AWIF EYCC network, PETC network, CWLWM partners, National SSP/IAA Partnership Group
Develop work placement opportunities and guidance for social care and early years	TBC	TBC	TBC
Development of a volunteer framework for health and social care with WCVA	TBC	TBC	TBC
Deliver on an attraction, recruitment, retention framework for social care, early years and childcare	<ol style="list-style-type: none"> 1. Programme of activities and resources rolled out on key elements of values-based recruitment 2. Roll out rapid recruitment programme across Wales 3. Care ambassadors promoted, recruited and supported 4. National attraction, recruitment and retention campaign run continuously for social care and early years throughout the 	<ol style="list-style-type: none"> 1. September – December 2. TBC 3. Progress reported quarterly 4. Campaign statistics reported quarterly 	Stakeholder Advisory Group, Regional Career Connectors, Careers Wales

	year – including launch of jobs portal, 5 TV adverts		
Introduction to Social Care (linked to the rapid recruitment programme)	TBC	TBC	TBC
Scope an Employer liaison service	Fully costed and scoped Employer Liaison Service including <ul style="list-style-type: none"> Engagement with sector and intelligence gathering Scoping of model including financial modelling 	March 2022 July - September 2021 September 2021 - December	Welsh Government, CIW Employers including recruitment agencies
Support those who lead and manage on outcome focused social care practice	<ol style="list-style-type: none"> All Wales Network of Mentors (outcomes focussed practice) developed to meet virtually to discuss and share practice. Outcomes focused training offer to local authorities provided. Resources developed for homecare providers and launched Shared training programme across Aneurin Bevan social care and health – ‘Balancing rights and responsibilities – supporting a cultural shift’. Financial feasibility of running second pilot site considered 	<ol style="list-style-type: none"> Quarterly On-going September March – October July 	Local Authorities, ASC Ltd, Care and Support at home steering group. Providers, workforce leads, HEIW, NHS Delivery Unit, Improvement Cymru, Health board
Manage and administer the Social Care Wales Workforce Development Programme (SCWWDP) Grant for 2021/22 SCWWDP grant and Regional Facilitation Grant	<ol style="list-style-type: none"> End of Year report Mid-Year report 	<ol style="list-style-type: none"> August 2022 November 2021 	ADSS Cymru, Workforce Manager network

<p>Review the SCWWDP grant, including the additional funding provided for the regional facilitation grant, to align with the joint health and social care workforce strategy</p>	<ol style="list-style-type: none"> 1. Scope design principles to redefine the delivery of the grant 2. Hold engagement events to test and further develop design principles and explore solutions to final alignment to the workforce strategy and other key initiatives 3. Develop draft grant circular based on the findings of the engagement events 4. Endorsement from stakeholder group 	<p>October 2021 for board approval December 2021 for issue to the sector</p>	<p>ADSS Cymru, Local Authority Training Managers network, Workforce Manager network</p>
<p>Develop a workforce plan for the direct care workforce in line with themes of the workforce strategy</p>	<ol style="list-style-type: none"> 1. Workforce plan template developed to populate 2. Existing programmes/projects scoped on how they contribute to proposed workforce plan 3. 3 engagement events held to present finding of scoping and provide recommendations for additional programmes/projects to support workforce plan 4. Fully costed workforce plan developed 	<p>March 2022</p>	<p>ADSS Cymru and associated Local Authority structures, Care Providers, Care Providers member groups, Unions, Workforce managers, Learning providers</p>
<p>With HEIW, develop a workforce plan for the mental health workforce in line with themes of the draft workforce strategy</p>	<ol style="list-style-type: none"> 1. Governance group established across the two organisations 2. Workforce plan template developed to populate 3. Existing programmes/projects scoped on how they contribute to proposed workforce plan 4. Engagement events held to present finding of scoping and provide recommendations for additional programmes/projects to support workforce plan 5. Fully costed workforce plan 	<p>March 2022</p>	<p>HEIW, Welsh Government, ADSS Cymru, Local Authority Social Service Departments, Workforce Manager network</p>

<p>Develop a workforce plan to support the implementation of the new Liberty Protection Safeguards</p>	<ol style="list-style-type: none"> 1. Baseline profile for the Mental Capacity Act/Best Interest Assessor capacity and training needs undertaken 2. Workforce plan to support implementation of Liberty Protection Safeguards developed (LPS) 3. Learning and development framework for the implementation of the LPS developed 	<ol style="list-style-type: none"> 1. April 2021 2. September 2021 3. September 2021 	<p>HEIW, Health Boards Welsh Government, ADSS Cymru, Local Authority Social Service Departments, Workforce Manager network</p>
<p>Develop a workforce plan for the Social Work workforce in line with themes of the draft workforce strategy</p>	<ol style="list-style-type: none"> 1. Engagement with sector in draft plan held 2. Post-qualifying framework drafted for engagement with Social Workers 3. Community of Practice for Practice Educators established to help share good practice 4. On-line guidance and resources for social workers reviewed and updated 	<ol style="list-style-type: none"> 1. May – September 2. May – September 3. Quarterly 4. TBC 	<p>ADSS Cymru, BASW, Local Authority Workforce Managers, Health, Voluntary sector providers of social work, Recruitment Agencies, Unions</p>
<p>Share good practice of the 2020 Accolades finalists and launch 2022 National Accolades</p>	<ol style="list-style-type: none"> 1. Specific project from the finalists identified and run as a pilot on how we shared good practice from Accolades finalists 2. Materials, guidance and process agreed for 2022 Accolades 3. 2022 Accolades launched at the National Social Care Conference 4. 2022 Accolades promoted 5. Good practice from the 2020 finalists shared and promoted 	<ol style="list-style-type: none"> 1. June 2. August 3. September 4. September - December 5. Reported quarterly 	<p>Welsh Government, Local Authorities, Independent and third sector employers, CIW, HEIW, Improvement Cymru, Early years networks</p>
<p>Supporting the sector to work bilingually</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>

Priority theme 3: for strategic leaders and stakeholders

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
With HEIW develop longer term plans to support implementation of the workforce strategy	<ol style="list-style-type: none"> 1. Governance arrangements agreed on programme of work 2. Engagement with sector to inform detail implementation plans held 3. Implementation plans costed and approved 4. Delivery plans developed for 22/23 	<ol style="list-style-type: none"> 1. June 2. December 3. March 4. March 	Social Care Wales and HEIW governance group, Welsh Government, sector leaders, employers, ADSS Cymru
Work with CIW and Improvement Cymru to scope work needed to support care homes (including residential learning disability services) in the immediate and longer-term future	<ol style="list-style-type: none"> 1. Detailed work plans drawn up in partnership with other key partners 2. Proposals developed on how the work is prioritised and resourced 3. Guidance updated and issued to support care homes settings) (as an example Guidance for visitors, Restrictive practice guidance) 	<ol style="list-style-type: none"> 1. September 2. December 3. Ongoing – reported quarterly 	CIW, Public Health Wales, HEIW, Learning Disability Advisory Group, Welsh Government
Develop resources to support the sector in practicing compassionate leadership	<ol style="list-style-type: none"> 1. Online content, learning and engagement developed to ‘spotlight’ individual principles and themes 2. ‘Framework for Action for Leadership in Social Care’ developed 3. National programme framework for leadership delivered (Directors, ADs. Middle and Team Manager) 4. Data from Fitness to Practice and research used to identify learning 5. Peer network support for leadership delivered 	<ol style="list-style-type: none"> 1. On-going and reported quarterly 2. On-going and reported quarterly 3. On-going and reported quarterly 4. From September 5. On-going and reported quarterly 	ADSS Cymru, HEIW WCVA, Care Forum, Workforce Managers, IPC Oxford Brookes

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Work with key partners to support community resilience	<ol style="list-style-type: none"> 1. Care and support at home partnership reconvened with set of priority focus 2. Resourceful Communities Partnership supported 3. Community resilience report published 4. Framework for change applied through local deep-dive action projects in 2 or 3 locations across Wales profiles, to generate evidence, refine the framework and share learning around successes and barriers 5. Webinar events held to share learning 6. Multi-sector relationships further developed to support joint and aligned working 	<ol style="list-style-type: none"> 1. September 2. Ongoing and reported quarterly 3. June 4. December 5. December 6. Ongoing and reported quarterly 	Care and support at home partnership group, Wales Centre for Public Policy, primary care, Public Health Wales, Wales Centre for Social Care Research, Wales Centre for Social Prescribing Research, WCVA, Improvement Cymru
Support the development of a future all-Wales approach to improving outcomes for children and young people	<ol style="list-style-type: none"> 1. Effective cross-sector engagement with key stakeholders measured through engagement and feedback 2. Learning and evidence provided to influence future planning 3. Involved in developing a long-term plan for improving outcomes for children and young people 	Reported quarterly	Welsh Government, ADSS Cymru, CIW, WLGA
Implementation of the Social Care Research and Development Strategy 2018-23	<ol style="list-style-type: none"> 1. Research support and engagement framework launched 2. Evaluation process for the data and evidence offers designed 3. Innovation approach developed with social care 4. Social Care Research and Development Strategy and Evidence for Improvement revised and approved 	<ol style="list-style-type: none"> 1. June 2. September 3. December 4. March 	Strategic Implementation Group, Social Care Subgroup of the NDR Programme Board, local authorities, third sector, providers, policymakers and researchers, Health Technology Wales, Supporting Adult Social Care Innovation project, the Life Sciences Hub, Regional Innovation and Improvement Coordination Hubs

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Develop the skills, capabilities and connections of those using, delivering and researching care and support in Wales	<ol style="list-style-type: none"> 1. Digital and communications strategy and approach for evidence offer launched 2. Refreshed programme of work for Focus Area 4 of the Research Strategy designed 3. 4 events held for Research into Policy/Practice 4. External capacity building approach (to include DEEP curriculum) designed 5. Evidence for Improvement Draft Strategy approved 6. Evidence Allies Network launched 7. Research Support Network launched 8. Evidence Synthesis offer launched 	<ol style="list-style-type: none"> 1. June 2. June 3. Reported quarterly 4. September 5. September 6. December 7. March 8. March 	Using Evidence Project Steering Group, Strategic Implementation Group,
Develop the social care data portal and projections platform	<ol style="list-style-type: none"> 1. Discovery phase and review of current resources and user needs completed. 2. New data portal and tools developed based on user feedback. 	<ol style="list-style-type: none"> 1. June 2. September – March 2022 	Data and Insight steering group, Data Portal advisory group, Welsh Government, Local Authorities, Regional Partnership Boards, ADR Wales, Audit Wales, third sector and CIW.
Improve how social care data is collected and used - work together with colleagues from across health and care sectors to build a comprehensive and inclusive social care data strategy (Implement actions identified in the Statement of Strategic Intent)	<ol style="list-style-type: none"> 1. A road map to support the Statement of Strategic Intent published 2. Governance process for the Strategic approach to social care data established 3. Framework for data analytical skills established with health (aligned to workforce strategy) 4. Pilot project is delivered, sharing local authority adults social care services data with SAIL 5. Agreed commitment to improve data standards across local authorities in Wales 6. Charter with a list of organisations and people supporting the Strategic Statement of Intent published 	<ol style="list-style-type: none"> 1. June 2. June 3. April – December 4. June 5. Reported quarterly 6. September 	Project group for delivering A strategic approach to social care data in Wales, Strategic Working Group, Social Care Subgroup, Welsh Government, health care, local authorities, independent and third sector organisations, and researchers

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
	<ol style="list-style-type: none"> 7. Process established to collect citizens views on sharing social care data with organisations 8. New set of data visualisation dashboards published 	<ol style="list-style-type: none"> 7. September – March 8. September – March 	
Implement a new workforce data collection system and publish workforce data	<ol style="list-style-type: none"> 1. New data collection system launched 2. Enhanced regulation data dashboard published 3. data visuals and dashboards from collection analysed and shared 4. online data collection portal further developed based on Local Authority feedback 	<ol style="list-style-type: none"> 1. April 2. September 3. December 4. March 	Welsh Government, Local Authorities, HEIW, third sector and CIW

Priority theme 4: for the Social Care Wales workforce

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Revise our communication and engagement strategy and develop plans to support the achievement of the business plan for 21/22	<ol style="list-style-type: none"> 1. Strategy and plans developed 2. Surveys of stakeholder perceptions relating to awareness, understanding and support among key stakeholders held 	Reported quarterly	Our staff who are involved in engagement activity and the stakeholders we will be working with
Revise and implement the 3-year ICT strategy to support the achievement of the business plan	<ol style="list-style-type: none"> 1. Improvements to our Cyber Resilience and information governance arrangements 2. Rolling program of ICT hardware implemented 	TBC	Third party ICT supplier, ICO, Welsh Government SIRO, WGSB IT network
Revise and Implement our people plan	<ol style="list-style-type: none"> 1. Disability confident scheme embedded across our HR policies and procedures 2. Training and learning strategy developed to underpin our 5-year Strategic Plan 3. HR policies and procedures reviewed and implemented in light of our way of working (learning from Covid) 	TBC	Our staff, WGSB HR network
Maintain effective financial and internal audit controls	<ol style="list-style-type: none"> 1. Annual Accounts laid as per plan with external audit 2. Internal Audits conducted according to Internal Audit Plan 3. 2% cash balance ensured at end of financial year achieved 	<ol style="list-style-type: none"> 1. August 2021. 2. 80% of Internal Audit receive substantial rating 3. 2% cash balance achieved at the end of the financial year; 4% balance 	Welsh Government, Audit Wales, Internal Audit, our staff

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
		achieved on a monthly basis	
Strong governance and accountability arrangements through the effective management of the Board and Committees	<ol style="list-style-type: none"> 1. Board and Committees are making all the decisions as delegated to them. Board continues their development using scheduled board development sessions. Board approve and scrutinise work as required. 100% of meetings held in line with Standing Financial Instructions and Scheme of Delegation 2. Increased Board Member representation of people from ethnic minority background through the next Board recruitment in 2021/22 	<ol style="list-style-type: none"> 1. Reported quarterly 2. March 2022 	Welsh Government, Audit Wales, Internal Audit, Deputy Minister for Health and Social Services, Public Bodies Unit, HEIW, Public Health Wales
Maintain compliance with statutory organisational requirements and organisational standards	No compliance notices received by relevant compliance regulators ISO27001 certification	Reported quarterly	Welsh Language Commissioner, Information Commissioner's Office, Equality and Human Rights Commission
Publish our annual work (business plan 2021/22), 5-year plan (a new strategic plan 2022 – 2027) and our strategic equalities plan	<ol style="list-style-type: none"> 1. Submit Business Plan 21/22 2. Strategic Plan developed and published 3. Strategic Equalities Plan published, and indicators measured reported annually 	<ol style="list-style-type: none"> 1. May 2. September 3. TBC 	Welsh Government, CIW, HEIW, WLGA, ADSS Cymru, employers, workforce
Maximise our digital offer across all of our business	<ol style="list-style-type: none"> 1. Take forward recommendations on agreed road map 2. Build and develop our capacity and capability to embed our digital approach 3. Welsh first digital service piloted in an area of work (as a demonstrator project to learn and inform future digital developments) 4. Review implications of the work on the requirements on our ICT infrastructure 		Welsh Government, HEIW, PHW, Wales Co-operative Centre, UNISON Government Digital Service (GDS), Tech Cymru, Digital Wales, Third Party IT and on-line service providers

What we will be doing in 2021/22	Target / Indicator / Outputs	Timelines	Key partner(s)
Supporting the organisation in the recovery and sustainability of business operations	Scope requirements needed to support the organisation in the recovery and sustainability of business operations	Reported quarterly	Welsh Government; HSE; Acas, CIPD, WGSBs, researchers

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GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Thema Blaenoriaeth 4: Galluogi Gofal Cymdeithasol Cymru i Gyflawni				
GWEITHRED / ACTION REQUIRED	CYMERADWYA ETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
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ARGYMHELLIAD / RECOMMENDATION	Gofynnir i aelodau ystyried ac, yn amodol ar y risgiau a nodir isod, eu cymeradwyo .				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT;	Mae'r Dyletswyddau Cydraddoldeb Penodol yng Nghymru, fel y nodir yn Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011, yn gosod dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi Cynllun Cydraddoldeb Strategol ac Amcanion Cydraddoldeb.				

<p>CWESTIYNAU I'W HYSTYRIED</p> <p>MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION; QUESTIONS TO CONSIDER</p>	<p>Mae disgwyl i'n Cynllun cyfredol fod ar waith tan fis Ebrill 2022.</p> <p>Yn 2020, argymhellodd y Comisiwn Cydraddoldeb a Hawliau Dynol (y Comisiwn) y dylai pob corff yn y sector cyhoeddus adolygu eu Cynlluniau Cydraddoldeb Strategol o ystyried gwersi'r pandemig. Ar ôl ymgysylltu â phobl â nodweddion gwarchoddedig, mae cyfres o 5 amcan cydraddoldeb lefel uchel wedi cael eu datblygu gan Gofal Cymdeithasol Cymru.</p> <p>Nid yw'r rhain yn cynrychioli ein holl waith yn y maes yma, ac yn wir mae'r ymgynghoriad yn nodi ein huchelgais bod egwyddorion gwrth-wahaniaethu, cydraddoldeb, amrywiaeth a chynhwysiant wrth wraidd ein holl waith.</p> <p>Ar hyn o bryd mae Llywodraeth Cymru yn ymgynghori ar ei Chynllun Gweithredu Cydraddoldeb Hiliol, gyda sawl ymgynghoriad penodol arall i ddilyn ar gyfer eraill sydd â nodweddion gwarchoddedig. Gall canlyniadau ymgynghoriad Llywodraeth Cymru arwain at ddisgwyliadau ar gyfer Gofal Cymdeithasol Cymru a chyrrff cyhoeddus eraill, o ddiwedd 2021 ymlaen. Byddwn yn ymateb i'r ddogfen ymgynghori honno.</p> <p>Mae'r Comisiwn hefyd i fod i gyhoeddi adroddiad sy'n canolbwyntio ar anghydraddoldebau mewn gofal cymdeithasol yn ystod haf 2021. Byddwn yn defnyddio'r adroddiad hwnnw i lywio ein cynlluniau.</p> <p>Argymhellir bod y Bwrdd yn cymeradwyo dogfen ymgynghori Gofal Cymdeithasol Cymru, er mwyn i ni allu adlewyrchu'r sylwadau a gafwyd a'r disgwyliadau gan Lywodraeth Cymru, er mwyn cyfrannu at ein Cynllun Cydraddoldeb Strategol newydd, a fydd yn cael ei roi ar waith o fis Ebrill 2022 ymlaen.</p> <p>Rydyn ni'n bwriadu ymgynghori rhwng 1 Mehefin a 17 Awst 2021.</p>
<p>ASESIADAU EFFAITH / IMPACT ASSESSMENTS</p>	<p>Mae'r adroddiad sy'n amgaeedig yn ymdrin â'r gwaith rydym yn ei wneud i hyrwyddo cyfle cyfartal a lleihau gwahaniaethu ar gyfer y naw grŵp nodweddion gwarchoddedig.</p>

Dogfen ymgynghori'r Cynllun Cydraddoldeb Strategol

1. Cyd-destun

- 1.1 Nod yr adroddiad hwn yw rhoi'r wybodaeth ddiweddaraf i aelodau am yr ymgynghoriad sydd ar y gweill ar amcanion ein Cynllun Cydraddoldeb Strategol. Mae datblygu Cynllun Cydraddoldeb Strategol newydd yn cael ei sbarduno gan yr angen i geisio cael cysondeb â'r cynllun strategol newydd ar gyfer Gofal Cymdeithasol Cymru, ac ymateb i'r anghydraddoldebau presennol a pharhaus sy'n cael eu gwaethygu gan bandemig COVID-19.
- 1.2 Ym mis Hydref 2020, ysgrifennodd y Comisiwn Cydraddoldeb a Hawliau Dynol at bob corff cyhoeddus rhestredig yng Nghymru, yn atgoffa ac yn argymhell pob corff cyhoeddus i adolygu eu cynlluniau cydraddoldeb strategol yn unol ag effaith pandemig y coronafeirws, er mwyn sicrhau ein bod yn parhau i ganolbwyntio ar yr anghydraddoldebau mwyaf yng Nghymru.

2. Goblygiadau o ran adnoddau

- 2.1 Dechreuodd y gwaith hwn ym mis Gorffennaf 2020 (cyn yr hysbysiad gan y Comisiwn Cydraddoldeb a Hawliau Dynol), ac mae wedi cynnwys mewnbwn nifer o gydweithwyr ar draws y sefydliad, gan gynnwys mewnbwn gan ein grŵp cydraddoldeb ac amrywiaeth sydd newydd gael ei sefydlu. Felly, cafwyd elfennau sylweddol o gyd-gynhyrchu o fewn y sefydliad wrth ddatblygu'r ddogfen ymgynghori. Mae rhagor o fanylion am y camau a gymerwyd hyd yn hyn ar gael isod.
- 2.2 **Adolygiad desg** – Adolygiad o adroddiadau cyfredol a rhai sy'n dod i'r amlwg ar effaith y pandemig oedd ein man cychwyn i lywio'r gwaith o ddatblygu cynllun newydd, i lywio'r gwaith o osod ac asesu amcanion cydraddoldeb priodol.
- 2.3 Canlyniad yr adolygiad desg hwn oedd cyfres o amcanion cydraddoldeb cychwynol a oedd yn destun craffu ac adolygu mewnol.
- 2.4 **Ymgysylltu Ehangach** – Fel sy'n ofynnol dan y ddeddfwriaeth ac yn unol â'n gwerthoedd o hybu cydraddoldeb, mae ymgysylltu â rhanddeiliaid yn hollbwysig er mwyn drafftio a blaenoriaethu ein hamcanion cydraddoldeb. Felly, ym mis Tachwedd 2020, fe wnaethom ni gomisiynu Diverse Cymru i brofi ein hamcanion cydraddoldeb gyda phobl sy'n rhannu un neu fwy o'r nodweddion gwarchoddedig.
- 2.5 **Dadansoddiad Terfynol** - Ar ddiwedd y broses ymgysylltu gan Diverse Cymru, adolygwyd y canfyddiadau ac fe ail-ystyriwyd yr amcanion cydraddoldeb cychwynol. Cyflwynir y rhain nawr i'r Bwrdd eu hystyried yn ffurfiol a chytuno arnynt ar gyfer ymgynghori.

3. Ystyriaethau o ran risg

3.1 Ar hyn o bryd mae Llywodraeth Cymru yn bwrw ymlaen â'r gwaith o ddatblygu cynlluniau gweithredu amlwg ar gydraddoldeb ac amrywiaeth. Cyhoeddwyd y cyntaf o'r rhain, [Cynllun Gweithredu Cydraddoldeb Hiliol \(REAP\)](#), ar gyfer ymgynghoriad ddiwedd mis Mawrth 2021. Rydym hefyd yn ymwybodol o waith cynnar i ddatblygu cynllun tebyg ar gyfer dinasyddion LGBT+ ac yn disgwyl i eraill eu dilyn.

3.2 Dogfen ar gyfer y llywodraeth gyfan yw REAP ac mae'n cynnwys llawer o argymhellion ar gyfer cyrff cyhoeddus, gan gynnwys adran bwysig ar ofal cymdeithasol. Yn yr adran honno, mae'r ddogfen ymgynghori'n datgan:

“Bydd gan Gofal Cymdeithasol Cymru rôl arwain allweddol yn y gwaith o gyflawni'r nodau a'r camau gweithredu a nodir yn y cynllun hwn, drwy eu cyfrifoldebau dros reoleiddio a datblygu'r gweithlu gofal cymdeithasol, gwella gofal a chymorth ledled Cymru a gwella hyder y cyhoedd mewn gofal cymdeithasol”

3.3 Felly, mae'n debygol y bydd Llywodraeth newydd Cymru yn dymuno gweithio gyda Gofal Cymdeithasol Cymru ar beth fydd hyn yn ei olygu o ran ein cynllun busnes a'n cynllun cydraddoldeb strategol yn nes ymlaen yn 2021. Mae nodau REAP yn eang ac yn arwyddocaol ac er bod rhywfaint o gysondeb â'n cynlluniau, byddai'n golygu ailystyried ein gwaith yn y maes hwn.

3.4 Drwy gadw ein hamcanion ar lefel uchel, bydd hyn yn ein galluogi i bwysu a mesur yr adborth i'r ymgynghoriad, ein hymateb i REAP, yn ogystal ag adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol.

3.5 Hefyd, rydym yn eithaf datblygedig yn ein gwaith i ail-lunio ein hamcanion, gan gynnwys ymgysylltu â rhanddeiliaid. Disgwylir y byddwn yn ymgynghori'n ffurfiol cyn bo hir i fwrw ymlaen â blaenoriaethau newydd.

3.6 Nid yw'r ddogfen ymgynghori felly'n ceisio amlinellu ein Cynllun Cydraddoldeb Strategol, ond yn hytrach yn amlinellu ein hamcanion cydraddoldeb lefel uchel arfaethedig.

3.7 Yn yr un modd, nid yw'r ddogfen ymgynghori yn cynnwys camau gweithredu na metrigau er mwyn caniatáu i'r rhain gael eu datblygu, yn dilyn yr ymgynghoriadau gan Gofal Cymdeithasol Cymru a Llywodraeth Cymru.

4. Ymgysylltu

4.1 Ym mis Tachwedd 2020, gwnaethom gomisiynu Diverse Cymru i gynnal pum sesiwn ymgysylltu â phobl sy'n rhannu un neu fwy o'r nodweddion gwarchodedig a/neu â sefydliadau sy'n cynrychioli eu buddiannau. Nod yr

ymgysylltu oedd profi (chwilio am safbwyntiau) fel sail i'n hamcanion cydraddoldeb drafft.

- 4.2 Cynhaliwyd chwe digwyddiad ymgysylltu (cafodd 5 o'r digwyddiadau eu cynnal drwy gyfrwng y Saesneg) a chynhaliwyd un digwyddiad drwy gyfrwng y Gymraeg.
- 4.3 Datblygwyd holiadur hefyd i sicrhau y gallai'r rhai na allent gymryd rhan yn y digwyddiadau, gymryd rhan yn yr ymgysylltu. Cafwyd saith ymateb wedi'u cwblhau'n llawn i'r holiadur, a 2 ymateb wedi'u cwblhau'n rhannol.
- 4.2 Rydym yn falch o ddweud bod y rhan fwyaf o'r cyfranogwyr, at ei gilydd, yn cytuno â phob un o'r amcanion cydraddoldeb drafft arfaethedig ac yn teimlo bod pob un ohonynt yn bwysig.

5. Effaith

- 5.1 Mae'r adroddiad hwn yn atgyfnerthu ein nod o fynd ar drywydd diwylliant corfforaethol o gynhwysiant a'n dymuniad i gael ein cydnabod fel sefydliad sy'n arwain y gwaith o hyrwyddo cydraddoldeb, herio gwahaniaethu, yn ogystal â gwerthfawrogi amrywiaeth a chynhwysiant, drwy ein gweithgareddau allanol.



Our draft equality objectives for 2022 to 2027:
Becoming an anti-discrimination Wales - promoting
equality, valuing diversity in social care

**Have your say on what our priorities for
equality, diversity and inclusion should be**
Consultation closes on
TBC



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Other formats: This document is available in large text, Braille and other languages, if required. You can request these by using the contact details above. This document is also available in Welsh.

Overview

We want your views and ideas about our draft equality objectives to help us develop our five-year *Strategic equality plan for 2022 to 2027*.

This consultation is part of Social Care Wales's commitment to become an organisation that actively seeks to improve the lives of those people with protected characteristics – by tackling discrimination, promoting equality and diversity, and creating a more inclusive society. We recognise our role is to be a leader in these areas in social care, and to work with others in the sector to create real and meaningful change.

We understand that anti-discrimination can never be a passive commitment. We must be honest and transparent about where we are, and what we need to do. The objectives set out in this consultation are part of that, but we will need to go further through all our work if we are to meet our and our citizens', ambitions.

How to respond

If you'd like to have your say on our proposed equality objectives, you can do so by:

- completing the online survey at: <https>
- completing this document and emailing it to:
abubakar.askira@socialcare.wales
- requesting a discussion at one of your regular meetings.

The closing date for the consultation is **5pm, xxx**

Thank you for taking the time to tell us what you think.

Our draft equality objectives for 2022 to 2027: consultation

Foreword by our Chair and Chief Executive

Social Care Wales is developing a new Strategic Equality Plan. The new plan will provide us with an opportunity to align with, and reflect, the ambitions of our new *Strategic plan for 2022 to 2027* currently in development, as well as to respond to the current and ongoing inequalities demonstrated and exacerbated by the Covid-19 pandemic.

The pandemic has shown how crucial the social care and early years workforces are to the well-being of people of all ages in communities across Wales. As these workers have met the enormous challenges of the pandemic through their commitment and professionalism, there is greater recognition by the public that social care and early years workers are key workers – and not just in a time of crisis.

Sadly, the social care workforce has been profoundly affected by the pandemic. The social care workforce is among the occupational groups at [highest risk of death from Covid-19, particularly care home workers and domiciliary care workers](#). In addition, the impact on the physical and mental health of workers has been brought to the fore, with people having to cope with new and incredibly difficult challenges.

The impact of the pandemic on older and disabled people, ethnic minorities, some women and people living in socio-economic disadvantage is a wakeup call for the public sector and society. We must make sure that our support for the Covid-19 recovery is informed by up-to-date evidence, engagement with others and by considering equality through equality impact assessments¹.

It is the pandemic that has made us focus our *Strategic equality plan* and equality objectives on tackling the inequalities exacerbated by Covid-19 and we are committed to putting equality and human rights at the centre of our decision making.

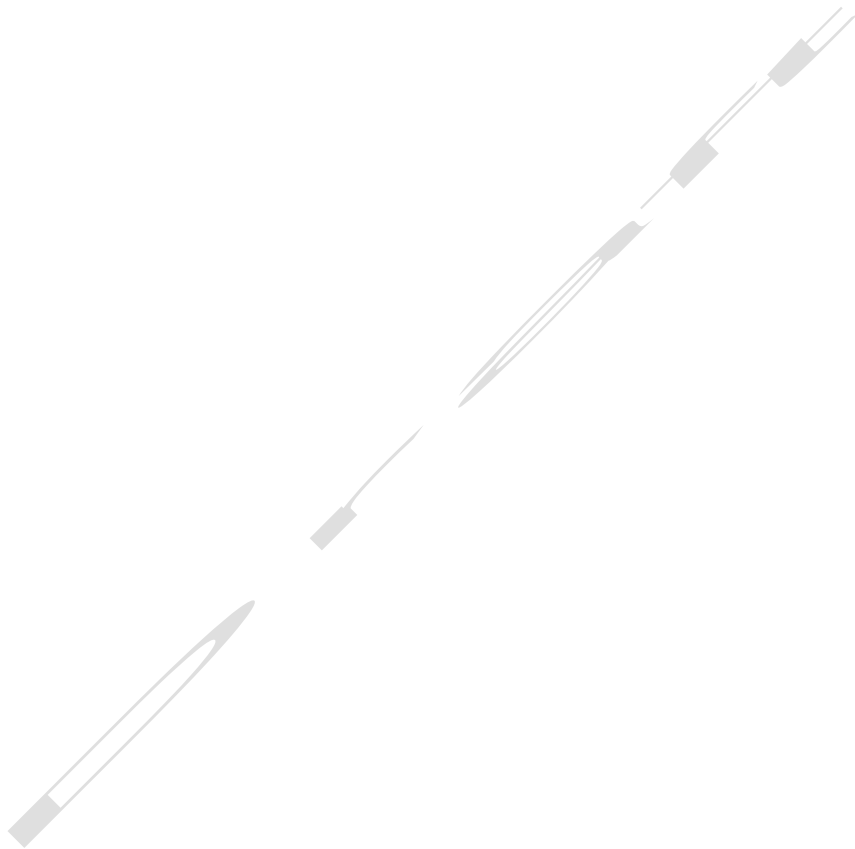
We are committed to being an anti-discrimination organisation - placing equality, diversity and inclusion at the heart of all our work. Our support for the sector after Covid-19 must recognise the particular impact it has had on those with protected characteristics. However, we also recognise that in some areas we can go further and prioritise where we can make the most difference, in line with our remit and responsibilities. This consultation therefore provides information about the five areas we propose to highlight for our work on equality and diversity going forward. These high-level equality objectives have been informed by a series of engagement events with people who share one or more of the protected characteristics and we are now

¹ Rebuilding a more equal and fairer Wales: Focus on the unequal impact of the coronavirus pandemic May 2020 – Equality and Human Rights Commission

asking you to help us make sure they are setting us off in the right direction. Are we focusing on the right things? Are we being bold enough? What will be the results of our work?

We need your feedback to shape our equality priorities, so we can be confident our next five-year *Strategic equality plan* will advance equality of opportunity for social care and early years sectors.

Mick Giannasi, Chair, and Sue Evans, Chief Executive



Who are we?

We are the lead agency in Wales for social care workforce regulation, service improvement, research and data, and workforce development.

Our role in early years, although on a smaller scale, involves us working as a strategic partner for the Welsh Government, supporting the ongoing development, support and professionalisation of the workforce.

What do we do?

We:

- **develop the workforce** so they have the knowledge and skills to protect, empower and support those who need help and care.
- **work with others to improve services** for areas agreed as a national priority.
- **provide information** for the public, the workforce and other organisations.
- **share practice** with the workforce so they can provide the best response to meet support needs.
- **set priorities for research** to get evidence of what works well.
- **set standards** for the care and support workforce, making them accountable for their work.

We support and promote innovation, and share knowledge, practice and experiences across social care in Wales. We work with partners to make sure we can work together to improve outcomes for people and families who use care and support, as well as those who provide it. We will act as a leader, champion and voice for social care and early years, offering constructive challenge and support to professionals and providers.

Our work is underpinned by the principle that adults and children who use care and support, as well as their families and carers work together to create support that works for them. The approach is values driven and built on the principle that those who use a

service are best placed to help design it. We will do this directly in our work where appropriate, but we will also make sure we follow this approach in all our advice about evidence to the sector.

Our vision

We want to improve outcomes for children and adults who rely on good care and support, as well as their families and carers, so they can live the life that matters to them.

Our 'strategic equality plan'

We have a statutory duty to publish a strategic equality plan. The learning from this consultation will be used to develop that plan.

However, our ambition is to go beyond that plan and to embed a clear commitment to promoting equality and tackling discrimination across all our work.

Developing our equality objectives for 2022 to 2027

This consultation sets out our draft equality objectives and the outcomes we hope to achieve in response to the ongoing lessons and impact of the Covid-19 pandemic.

Our draft equality objectives have been informed by a number of evidence sources, such as:

- [Into sharp relief: inequality and the pandemic](#) – Welsh Parliament Equality, Local Government and Communities Committee, August 2020
- [First Minister's BAME Covid-19 Advisory Group: Report of the Socioeconomic Subgroup](#) – June 2020
- Equality and Human Rights Commission, [Briefing Paper 1: Rebuilding a more equal and fairer Wales: Focus on the unequal impact of the coronavirus pandemic](#) – May 2020
- [the equality profile of the social care workers who are registered with us](#)

- *Coronavirus (COVID-19) related deaths by occupation, England and Wales: deaths registered between 9 March and 28 December 2020* – Office for National Statistics

Engaging and involving people who use care and support

When we set our equality objectives, it is important we listen and reflect the views of those who share one or more of the protected characteristics. Not only because we have a legal duty to do so, but also so we can make sure our work is informed by their views and needs.

Our draft equality objectives have been informed by people who use care and support, their families, and carers. With support from Diverse Cymru, we held six engagement events in December 2020 and provided an online questionnaire in which we tested out the draft equality objectives.

We received feedback from people who represented a range of the protected characteristics.

We are indebted to those people who informed the development of our equality objectives, and all those who took the time to comment on our plans. Many people gave their time freely and willingly, and we would like to acknowledge and thank them for their contribution.

Their feedback has been invaluable in helping us make sure the equality objectives better reflect the priorities and concerns of diverse communities.

We are committed to maintaining this dialogue throughout the delivery of our commitments in the strategic equality plan.

Our organisational approach

We will take a whole-organisation approach to promoting equality and tackling discrimination. We will consider equality and diversity in all our work and expect all our staff to understand and put into practice the principles of fairness, equality and inclusion.

We will tackle discrimination on the grounds of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Our five-year *Strategic equality plan* will be used by our Board members to scrutinise our work and progress in realising our equality objectives, holding our staff to account. We will share our progress on realising our equality objectives with you on our website, and in our communication and meetings with you.

Comprehensive strategic approach

To ensure we embed equality, diversity, and inclusion across our work we will remove the artificial distinction between our work in this area and our wider activity. The 'strategic equality plan' will become an underlying part of our new Corporate Strategic Plan and we will also report on its delivery as part of our corporate reporting to our Board and to Welsh Government.

We will adopt our commitment to promoting equality and tackling discrimination as a central objective within our Strategic Plan.

Welsh Government leadership

We recognise that the Welsh Government is leading on the promotion of equality and the tackling of discrimination across public services. We are aware of the current consultation on a Race Equality Action Plan, which will be followed by other similar plans for those with protected characteristics.

We fully support and welcome this leadership from the Welsh Government. It sets an ambitious and timely set of markers for all of us. We will continue to shape our plans in this area to reflect that leadership, and to take forward actions that fall upon us. Our final Strategic Equality Plan will reflect that leadership as well as our own learning from working with those with protected characteristics, and this consultation.

We are also aware that the Equality and Human Rights Commission has undertaken a race inquiry into the experiences of low paid ethnic minority workers in the health and social care sectors during the pandemic. We will also look to this work to feed into our final plan.

Finally, we recognise the ground-breaking leadership of the Welsh Government in the area of socio-economic disadvantage, at a time when the Coronavirus pandemic has led to increased levels of poverty in Wales with a potential economic downturn. We are committed, through our work around greater equality, diversity, and inclusion, to support the aims of the [socio-economic duty](#).

Our Strategic Equality Plan Objectives

In the light of the above, our purpose in this document is not to capture all our activity in this area. It is, rather, the identification of five specific areas that we will focus on during the lifetime of this strategy. These are areas that we as an organisation can play a meaningful role as the social care and early years sectors recover from the pandemic. They do not represent all our work in this area, and they do not represent the priorities for the sector as a whole. They do aim to, however, set out specific, identifiable change that we can help bring about to improve the social care and early years sectors' success in promoting equality and tackling discrimination.

These five areas are:

1. As the lead agency in Wales for developing social care data and research, we will prioritise the improvement of qualitative and quantitative data, research, evidence, analysis, intelligence and understanding to support and drive continued progress across the sector. We will use our data to better understand the characteristics of the workforce and support the sector to better reflect the population of Wales.
2. As a national body, with direct connections to the workforce through our register of social care workers, we will work with employers and strategic leaders in social care and early years to help them advance equality of opportunity for workers.
3. As the use of digital technologies becomes more widespread following the pandemic, we will develop our services and support the wider sector to recognise the importance of leaving no-one behind as working practices change.
4. As we set out in the Health and Social Care Workforce Strategy, we will support the sector so that workers have access to support for their well-being, particularly recognising the additional challenges faced by those with protected characteristics.
5. Finally, as a Welsh Government Sponsored Body, we will set out to become a leader in anti-discrimination, equality, diversity and inclusion through our Board, staff and services.

Our Objectives

The objectives that follow have been developed following conversations with people with protected characteristics.

Objective 1: Improve the use of equality data and information

What do we want to achieve?

We will improve the collection and use of data available about the social care workforce to better understand what the sector can do to achieve a diverse workforce that better reflects the communities it serves.

Why is this one of our objectives?

We want a social care workforce that is more representative of the communities it serves, particularly where there is evidence of underrepresentation. We want to work with partners to identify and address the barriers that may prevent people who share one or more of the protected characteristics from joining the social care workforce.

By working with employers to tackle attraction, recruitment and retention issues, and provide them with training, information and resources, we will improve the provision of high-quality care and support for people, children and families.

Our recent [publication about the domiciliary care workforce](#) highlights that 84 per cent are female, 96.5 per cent are white and 3.5 per cent are from an ethnic minority background. Only 10 per cent are fluent in Welsh, while 26 per cent have some Welsh language ability and 64 per cent have no Welsh language skill at all. This needs to change if we are serious about providing meaningful care and support. Providing care and support for someone is a very personal activity, and a common bond of trust, culture and language helps provide the highest quality care.

We must also consider the groups most likely to be affected by the expected rise in poverty due to the Covid-19 pandemic. These include young people, ethnic minorities, and disabled people who are already closest to the poverty line².

² *How coronavirus has affected equality and human rights* – Equality and Human Rights Commission, 2020

People who use care and support, their carers and families told us that this draft objective should also focus on making sure that people who use a variety of languages and from a variety of cultures are supported properly.

Objective 2: Equality at work

What do we want to achieve?

We will work with employers and strategic leaders in social care and early years to help them advance equality of opportunity for social care workers.

Why is this one of our objectives?

We note the evidence of racial inequality in Wales reported by ethnic minority communities with some staff in health and social care settings reporting they felt they had been treated less favourably than their white colleagues during the Coronavirus pandemic³.

The GMB also reports that workers from an ethnic minority background remain seriously at risk at work due to the lack of comprehensive risk assessments undertaken during the pandemic.⁴ We believe that social care workplaces should lead the way in terms of equality and inclusion, providing everyone the opportunity to thrive regardless of their background, identity or circumstance, to feel valued and supported at work.

Going above and beyond to support the most vulnerable in society has been a main feature displayed by the social care and early years workforce during the pandemic. The pandemic has further raised the profile of the workforce, the work they do and their value to society as key workers. However, this recognition is amidst a backdrop of treatment of social care and early years workers who are relatively low paid, with often insecure employment⁵. Security of employment and income are fundamental (amongst a number of factors) to achieving equality and fair work practices for the social care and early years workforce.

³ *First Minister's BAME Covid-19 Advisory Group: Report of The Socioeconomic Subgroup – June 2020*

⁴ *GMB Report Black, Asian and Minority Ethnic Workers & Covid-19 – October 2020*

⁵ [Fair care work. A post Covid-19 agenda for integrated employment relations in health and social care](#) was published yesterday by King's Business School.

We will act as a supportive and critical friend, challenging providers and employers to make sure that any actions to address inequality and discrimination in the social care and early years workforce is based on the strongest evidence.

We will support the sector-wide ambition towards fair reward and recognition across the social care and early years workforce. This will take account of the *Report of the Fair Work Commission* (2019) and *Is Wales Fairer?* (2018).

Objective 3: Digital inclusion

What do we want to achieve?

We will actively work to ensure that equality, accessibility, and inclusion is central to our work of building a digitally ready social care and early years workforce in Wales.

Why is this one of our objectives?

The world has changed because of the pandemic. One of the most significant changes has been the rapid acceleration of the move to digital services and virtual communication. Without care, this risks extending established inequities in society.

A digitally excluded workforce means people may struggle to engage with the expansion of digital activity in the social care sector, by Social Care Wales and others, as work begins to support its recovery and sustainability. We have also seen a rapid growth in the use of digital technologies such as tablet devices to enable users of social care services to access support and advice, thus highlighting the need for us to rethink the role of digital resources in the professional assessment and provision of care going forward⁶.

The ambitions of the workforce strategy *to build a digitally ready workforce* can only be attained by putting equality and accessibility at the heart of digital literacy, skills and capabilities.

During our engagement with people with protected characteristics, this issue emerged as a key area of concern for the future. We also have heard from people who use care and support, their carers and families about how they and their care workers have needed to adapt quickly to be able to assess people online during the pandemic, as they were unable to offer support face-to-face.

We will work with Digital Communities Wales to support Welsh Government's commitment to improve affordable broadband connectivity across Wales and improve digital literacy, so people can make the most of digital public services.

⁶ The Road to Renewal: five priorities for health and social care- King's Fund, July 2020

Objective 4: Social care and early years and childcare workforce Wellbeing

What do we want to achieve?

We will promote and support improved access to our wellbeing support and resources.

Why is this one of our objectives?

The Covid-19 pandemic has focused attention on the pressures faced by frontline social care workers. These pressures, with the increased risk of Covid -19 infection and fear of putting family members at risk has raised concern about the increasing mental stress on the workforce⁷.

The pandemic continues to impact on the physical and mental wellbeing of the workforce, with increasing sickness levels and anxiety. The social care workforce faced among the [highest mortality rates](#) by occupation during the first phase of the pandemic. The pandemic has led to a growing recognition of the importance of supporting workforce wellbeing. Social Care Wales is working with others to develop a broad and meaningful set of wellbeing support and resources which capture staff experience across different settings, professional groups and protected characteristics.

Our support for wellbeing must recognise the specific and unique challenges that are faced by those with protected characteristics. But beyond that consideration, we believe that the equality, diversity and inclusion are essential components to ensure wellbeing in our sector and therefore must be placed at the heart of our approach.

People who use care and support felt that the impact of COVID-19 on mental health and wellbeing has increased the urgency of this objective. They felt that immediate action to deliver this objective is needed by both Social Care Wales and all employers in the social care and early years sector.

Objective 5: Equality, Diversity, and Inclusion within Social Care Wales

What do we want to achieve?

⁷ The Impact of COVID-19 on social care workers' workload, wellbeing and ability to provide care safely: Findings from the UK – The University of Kent, November 2020

To promote opportunities to work with us, to enable a more diverse and inclusive Board, staff team, regulatory panel members and widen our networks.

Why is this one of our objectives?

We want to lead by example. We are proud of the diversity of our Board, in terms of gender, age, disability, background and lived experiences. Yet we believe we can do more to improve the diversity of our board, as well as the membership of our regulatory panel members who consider cases of alleged misconduct by social care workers.

People who use care and support have told us that to achieve this equality objective change starts within Social Care Wales and a shift in sector culture should filter outwards by sharing good practice and influencing networks and stakeholders through positive action and communication.

We will continue to monitor our staff diversity, but beyond that we want to create an environment where staff can thrive, deliver their best work and their difference is valued. We will seek to eliminate discrimination, advance equality of opportunity and foster good relations between colleagues, board members and all those who contribute to our work.

The Coronavirus pandemic has led to increased levels of poverty in Wales with reduced incomes and a potential economic downturn. This will have a greater impact on people already living in socio-economic disadvantage and intersect across all forms of inequality. Thus, by working strategically to achieve greater equality, diversity, and inclusion within Social Care Wales is a means to advancing the [socio-economic duty](#) and helping to reduce socio-economic disadvantage.

What next?

Now we are asking you to help us make sure our high-level equality objectives will set us off in the right direction. Are we focusing on the right things? Are we being bold enough? What will be the results of our work?

We need your feedback so that we are confident in your support in making our five-year strategic equality plan contribute to the improvements we all want.

Please complete the questionnaire below to help us move from a set of draft equality objectives priorities into a Strategic Equality Plan of action for the next five years.

About you/your organisation

Are you responding to this consultation:

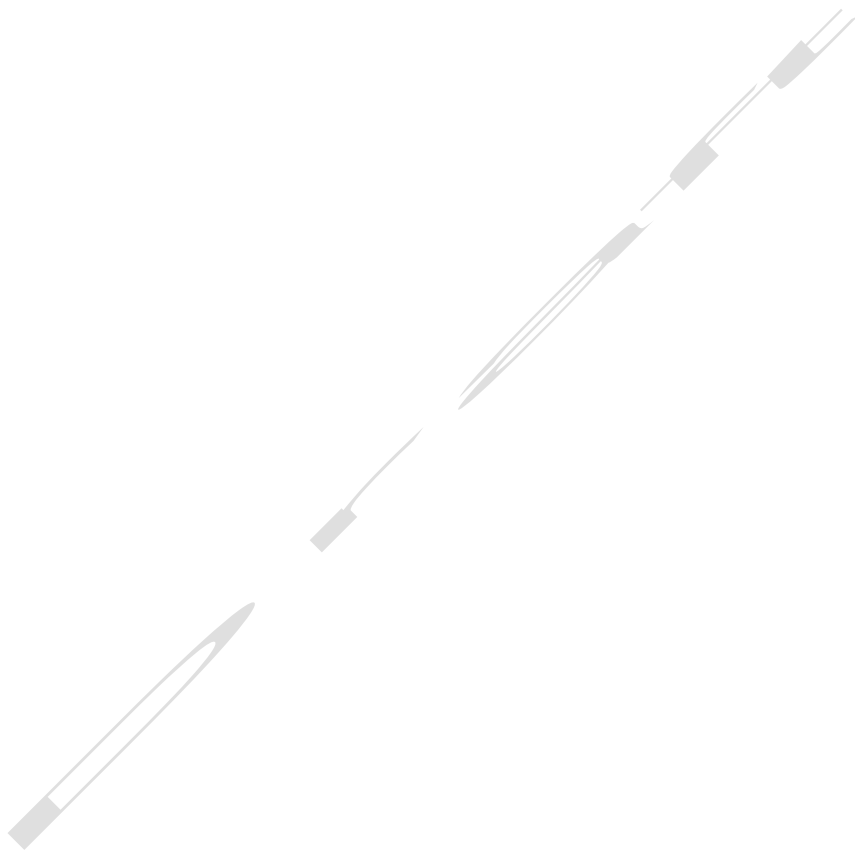
- a) as an individual or b) on behalf of an organisation

If as an individual, are you a/an:

Please provide the name of the organisation below:

- Person who uses care and support
- Early years worker
- Social care manager
- Social care worker
- Social worker
- Social work student
- Owner of a setting providing care
- Responsible individual
- Employer of social care workers
- Educational professional
- Member of the public

Other – please describe below:



Consultation questions

We'd welcome your views about our equality objectives and would be grateful if you could take the time to answer the following questions:

1. Do you agree with our approach to incorporate our anti-discriminatory work within our corporate plan, but highlighting five areas of emphasis within the Strategic Equality Plan?	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
Comments	

2. Do you think the five equality objectives set reasonable ambitions for the next five years, or should we more or less bold?	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
Comments	

3. Do you have any specific comments about the individual objectives?	
Yes <input type="checkbox"/>	No <input type="checkbox"/>
Comments	

4. Do you have any suggestions as to how we should measure our impact in these five areas?

Yes No

Comments

5. Will our equality objectives have any positive or negative impacts on groups with protected characteristics⁸?

Yes No

If yes, which protected characteristics and why?

6. Do you think there should be other equality objectives, either instead of or in addition to the ones mentioned? If so, what should those objectives be?

⁸ The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

Your views are important to us, so please:

- **Complete the questions online at:**

Social Care Goals of the REAP

Goals of the REAP
Goal 1: To ensure that all Black, Asian and Minority Ethnic people feel confident in accessing and using social services and social care services whenever they are needed.
Goal 2: To ensure that all Black, Asian and Minority Ethnic people who access social care services are provided with the highest quality support that is accessible, dignified and culturally appropriate.
Goal 3a: To ensure that all members of the social care workforce have the cultural competence to work effectively with people from diverse racial, ethnic and cultural backgrounds and ensure that this support is delivered with zero tolerance of racism and any other form of discrimination or inequality.
Goal 3b :To ensure that Black, Asian and Minority Ethnic people experience no barriers in seeking a career or role within social care; that all Black, Asian and Minority Ethnic social care practitioners have access to the highest quality training throughout their career; and that all Black, Asian and Minority Ethnic social care practitioners are and feel safe within their workplace and have full confidence in the leadership of their organisation to operate a zero tolerance policy of anti-racism and any other form of discrimination or inequality.
Goal 4: To ensure that leaders at all levels in social care model and champion anti-racism, diversity and inclusion and deliver an anti-racist social care sector for both people who are receiving care and support and for the social care workforce.
Goal 5: To embed accountability actions and behaviours across the social care sector, including robust governance structures and clear, measurable metrics, in order to determine the impact and effectiveness of the social care sector in delivering the actions set out in this plan.
Goal 6: To improve qualitative and quantitative data, research, evidence, analysis, intelligence and understanding to support and drive continued progress, including a significant increase in the lived experience data gathered from Black, Asian and Minority Ethnic people.



CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
DYDDIAD / DATE	29.04.21				
EITEM AGENDA AGENDA ITEM	9				
TEITL / TITLE SCW/21/13	Newidiadau i 'Y Fframwaith ar gyfer Radd mewn Gwaith Cymdeithasol yng Nghymru 2018' (Rheolau'r Radd Gwaith Cymdeithasol)				
AWDUR / AUTHOR	Hywel Dafydd, Cyfarwyddwr Cynorthwyol Rheoleiddio				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:	Jayne Cross, Rheolwr Rheoleiddio Hyfforddiant Jane Hughes, Swyddog Rheoleiddio Hyfforddiant				
PAPURAU CEFNOGOL / SUPPORTING PAPERS	Atodiad 1 – Y Fframwaith ar gyfer y Radd mewn Gwaith Cymdeithasol yng Nghymru				
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Mae'r newidiadau hyn yn cefnogi'r amcan a bennir yn a.68(2)(c) Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, sef 'hybu a chynnal safonau uchel o ran hyfforddi gweithwyr gofal cymdeithasol'.				
GWEITHRED / ACTION REQUIRED	CYMERADWYAE TH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ARGYMHELLIAD / RECOMMENDATION	Gofynnir i'r Bwrdd gymeradwyo 'r newidiadau arfaethedig i 'Y Fframwaith ar gyfer y Radd mewn Gwaith Cymdeithasol yng Nghymru 2018' (Rheolau'r Radd Gwaith Cymdeithasol).				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED	Mae'r newidiadau arfaethedig i'r rheolau wedi'u hamlinellu yn Nhabl 1, Adran 2 a'r Atodlen.				

MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION; QUESTIONS TO CONSIDER	
ASESIADAU EFFAITH / IMPACT ASSESSMENTS	

Newidiadau i ‘Y Fframwaith ar gyfer Radd mewn Gwaith Cymdeithasol yng Nghymru 2018’ (Rheolau’r Radd Gwaith Cymdeithasol)

1. Cyd-destun

- 1.1 Dywed Deddf Rheoleiddio ac Arolygu Gwaith Cymdeithasol (Cymru) 2016 (‘y Ddeddf’) mai ein prif amcan yw ‘diogelu, hybu a chynnal diogelwch a llesiant y cyhoedd yng Nghymru’. Wrth gyflawni’r amcanion hwn, mae’n ofynnol i ni hybu a chynnal safonau uchel o ran hyfforddi gweithwyr gofal cymdeithasol, a hyder y cyhoedd mewn gweithwyr gofal cymdeithasol.¹
- 1.2 Mae’ Ddeddf yn ein caniatáu i bennu’r gofynion o ran cymwysterau a hyfforddiant i weithwyr gofal cymdeithasol, gan gynnwys gweithwyr cymdeithasol, a’r safonau y mae’n rhaid iddynt eu bodloni os ydynt yn dymuno cael eu cynnwys ar ein cofrestr. Rydym yn creu rheolau at y diben hwn.²
- 1.3 Rydym yn rheoleiddio addysg gwaith cymdeithasol yng Nghymru gan ddefnyddio’r rheolau canlynol:

Y Fframwaith ar gyfer y Radd mewn Gwaith Cymdeithasol yng Nghymru 2018: https://gofalcymdeithasol.cymru/cms_assets/file-uploads/Y-Fframwaith-ar-gyfer-y-Radd-mewn-Gwaith-Cymdeithasol-yng-Nghymru.pdf

Rheolau Cymeradwyo ac Archwilio Cyrsiau Ôl-gymhwyso ar gyfer Gweithwyr Cymdeithasol (Cymru) 2018: https://socialcare.wales/cms_assets/file-uploads/The-Approval-and-Inspection-of-Post-Qualifying-Courses-for-Social-Workers-Wales-Rules-2018.pdf

- 1.4 Os yw’r rheolau hyn am weithio’n effeithiol i bob parti, gan gynnwys myfyrwyr gwaith cymdeithasol, prifysgolion ac awdurdodau lleol, mae’n hanfodol ein bod yn eu hadolygu’n gyson a, lle y bo’n briodol, yn defnyddio ein pwerau dan y Ddeddf i’w haddasu er mwyn ymateb i fygythiadau, cyfleoedd neu newidiadau cyfreithiol. Hefyd, gallwn wneud newidiadau lle’r ydym yn teimlo bod angen i ni egluro rheol benodol.
- 1.5 Caiff unrhyw newidiadau a wnawn eu gwneud â diogelu’r cyhoedd mewn cof, ac â’r bwriad o hybu a chynnal safonau uchel yn y sector gofal cymdeithasol a hyder y cyhoedd mewn gweithwyr gofal cymdeithasol. Rydym yn ceisio cymorth gan ein Cynghorydd Cyfreithiol a Pholisi a’n cynghorwyr cyfreithiol bob amser, ac rydym yn ymgysylltu â rhanddeiliaid allweddol bob tro i sicrhau ein bod wedi ystyried goblygiadau unrhyw newidiadau arfaethedig.

1.6

¹ Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, a68(1), a68(2)(c), a68(2)(d) - <https://www.legislation.gov.uk/anaw/2016/2/contents/enacted>

² Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, a84-85, a114. <https://www.legislation.gov.uk/anaw/2016/2/contents/enacted>

Er bod y Ddeddf yn ei gwneud yn ofynnol i ni ymgynghori â'r sector cyn gwneud newidiadau i'n rheolau, nid oes angen ymgynghori lle'r rydym yn fodlon bod 'natur y newidiadau arfaethedig o'r fath fel y byddai ymgynghori yn amhriodol neu'n anghymesur', a lle'r ydym wedi cael cytundeb Gweinidogion Cymru i fwrw ymlaen heb ymgynghori.³

1.7

Rydym o'r farn y byddai'n amhriodol ac yn anghymesur ymgynghori â'r sector ynghylch y nifer fach o newidiadau arfaethedig yn y papur hwn, ac rydym wedi cael cytundeb Gweinidogion Cymru i fwrw ymlaen heb ymgynghori.

1.8

Hoffem i'r Bwrdd gymeradwyo'r newidiadau sydd wedi'u disgrifio yn y tabl yn rhan 2 isod a'r Fframwaith ar gyfer y Radd mewn Gwaith Cymdeithasol (Cymru) 2021 yn yr Atodiad.

2.

Disgrifiad o'r newidiadau i'r Fframwaith ar gyfer y Radd mewn Gwaith Cymdeithasol yng Nghymru 2018

2.1

Mae'r newidiadau arfaethedig wedi'u hamlinellu yn y tabl isod a'u hamlygu yn yr atodiad. Byddant yn arwain at ailenwi'r rheolau'n rheolau 2021. Hoffem i reolau 2021 ddod i rym ar 1 Mai 2021.

Tabl 1

Rhif y dudalen	Disgrifiad o'r newid	Rheswm dros y newid
Teitl 3	Disodli '2018' â '2021'.	Mae'n gwahaniaethu rhwng y ddwy set o reolau a'r penderfyniadau a wneir oddi tanynt.
4	Yn dangos y dyddiad y daw'r rheolau i rym.	Mae'n gwahaniaethu rhwng rheolau 2018 a 2021 a'r penderfyniadau a wneir oddi tanynt.
5 10	Cyfeiriad at 'cyfraith yr UE a ddargedwir' yn disodli'r cyfeiriad at 'Cyfraith yr Undeb Ewropeaidd'.	Mae'n adlewyrchu statws cyfraith yr UE yn y DU ar ôl Deddf yr Undeb Ewropeaidd (Ymadael) 2018.
11 25 28 29 30	Newid cyfeiriadau at ddiwrnodau mewn perthynas â dysgu ymarfer i oriau.	Mae'n rhoi mwy o hyblygrwydd i fyfyrwyr a phartneriaid lleoliadau o ran sut caiff y lleoliad ei ddarparu, er mwyn cydnabod y twf mewn gweithio hyblyg ac, yn bwysicach, cyfrifoldebau gofalu myfyrwyr ar leoliadau.

³ Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, a75 - <https://www.legislation.gov.uk/anaw/2016/2/contents/enacted>

12	Cynnwys darpariaeth sy'n galluogi Gofal Cymdeithasol Cymru i wneud newidiadau priodol i'r broses cymeradwyo rhaglenni gradd mewn argyfwng cenedlaethol.	Mae'n galluogi Gofal Cymdeithasol Cymru i gymryd camau priodol mewn argyfwng cenedlaethol i leihau unrhyw darfu ar gyflwyno rhaglenni gradd gwaith cymdeithasol, a galluogi myfyrwyr gwaith cymdeithasol i symud ymlaen.
25	Newidiadau i nifer yr oriau o brofiad mewn rôl berthnasol â thâl neu rôl wirfoddol y mae'n rhaid i ymgeiswyr i'r rhaglen radd feddu arno (455 i 360 awr). Egluro bod 'profiad perthnasol arall', y gellir ei ystyried mewn amgylchiadau eithriadol, yn cynnwys profiad bywyd o ofal cymdeithasol.	Mae'r newid i nifer yr oriau yn adlewyrchu cytundeb cyffredinol rhwng Gofal Cymdeithasol Cymru a sefydliadau partner nad yw 455 awr o brofiad cyn ymgeisio yn angenrheidiol nac yn ymarferol, yn enwedig dan yr amgylchiadau presennol. Roedd pawb yn cytuno bod gofyniad o 360 awr o brofiad yn fwy priodol. Mae'r newid hwn hefyd yn egluro bod profiad bywyd o ofal cymdeithasol wedi'i gynnwys yn y diffiniad o 'brofiad perthnasol arall' y gall prifysgol ei ystyried mewn amgylchiadau eithriadol wrth ystyried ceisiadau i'r rhaglen radd. Mae hyn yn adlewyrchu'r drafferth y mae rhai ymgeiswyr wedi'i wynebu wrth geisio sicrhau'r nifer ofynnol o oriau o brofiad mewn rôl wirfoddol neu rôl â thâl yn ystod pandemig y Coronafeirws. Mae hefyd yn adlewyrchu'r ffaith y gallai rhai ymgeiswyr nad oes ganddynt y nifer ofynnol o oriau o brofiad fod â phrofiad bywyd gwerthfawr o'r sector gofal.

3. Goblygiadau o ran adnoddau

- 3.1 Nid oes gan y newidiadau sydd wedi'i hamlinellu yn yr adroddiad hwn unrhyw oblygiadau ariannol nac adnoddau dynol i Ofal Cymdeithasol Cymru.

4. Ystyriaethau risg

- 4.1 Rydym wedi ystyried a oes unrhyw risg yn gysylltiedig â'r newidiadau arfaethedig, ac wedi canolbwyntio'n benodol ar b'un a oes unrhyw risg o ran diogelu'r cyhoedd neu o ran ein henw da. Nid ydym wedi nodi unrhyw risg, ond byddwn yn parhau i fonitro'r sefyllfa.

5. Ymgysylltu

- 5.1 Rydym yn ymgysylltu'n rheolaidd â Sefydliadau Addysg Uwch (SAUau), partneriaid mewn awdurdodau lleol a grwpiau sy'n cynrychioli myfyrwyr yn ein rôl reoleiddio. Gwnaed y newidiadau hyn er mwyn ymateb i faterion sydd wedi dod i'r amlwg yng nghyd-destun y gwaith hwn. Os caiff y newidiadau eu cymeradwyo, byddwn yn eu cyfleu i randdeiliaid allweddol ac yn darparu cymorth i'w helpu i roi ar waith.

6. Effaith

- 6.1 Bydd y newidiadau arfaethedig yn ein galluogi i ymateb yn fwy ystywyth i anghenion rhai o'n rhanddeiliaid allweddol yn ystod argyfwng cenedlaethol, fel pandemig y coronafeirws.

ATODIAD 1



Y fframwaith ar gyfer y radd mewn gwaith cymdeithasol yng Nghymru 2021

Tudalen gynnwys

Cyflwyniad	1
Rheolau Cymeradwyo ac Arolygu Cyrsiau Gradd Gwaith Cymdeithasol (Cymru) 2021	3
Yr Atodlen – Meini Prawf ar gyfer Cymeradwyo a Sicrhau Ansawdd Rhaglenni Gradd Gwaith Cymdeithasol	24

Cyflwyniad

Sefydlwyd Gofal Cymdeithasol Cymru dan Ddeddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 i hybu dull integredig o reoleiddio'r gweithlu gofal cymdeithasol, datblygu'r gweithlu a gwell gwasanaethau drwy un sefydliad.

Ein nod yw gwella ansawdd gofal a chymorth cymdeithasol i bobl yng Nghymru. Mae gennym rôl benodol i'w chwarae o ran datblygu'r gweithlu ac rydym yn gyfrifol am sicrhau ansawdd addysg gwaith cymdeithasol.

Mae gan weithwyr cymdeithasol yng Nghymru rôl ganolog i'w chwarae er mwyn sicrhau bod anghenion gofal a chymorth cymdeithasol pobl yn cael eu deall a'u bodloni mewn ffordd sy'n hybu eu llesiant a'u diogelwch. Mae Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 yn cydnabod bod staff a'u sgiliau yn adnodd hanfodol; yn aml, dyma'r adnodd gorau y gallwn ei gynnig i bobl.

Felly, mae hyfforddiant proffesiynol gweithwyr cymdeithasol yn elfen allweddol o ran paratoi gweithwyr cymdeithasol proffesiynol, cymwys a hyderus.

Rydym yn cefnogi hyn drwy:

Ddatblygu'r gweithlu: Rydym yn cefnogi'r gweithlu fel eu bod yn gallu gweithio mewn ffyrdd sy'n gydweithredol, yn effeithiol ac wedi'u seilio ar werthoedd gofal cymdeithasol, a'u bod yn agored i ffyrdd newydd o weithio.

Arwain a chefnogi gwelliant: Rydym yn defnyddio gwybodaeth o ddata, ymchwil a gwerthuso, yn ogystal ag arolygu a pholisi, i gefnogi'n gwaith â'r sector i archwilio a deall y modelau, ymarfer a sgiliau'r gweithlu sydd eu hangen i ddarparu gofal a chymorth mwy effeithiol, a sicrhau deilliannau gwell i blant ac oedolion sy'n dibynnu ar ofal a chymorth, eu teuluoedd a'u gofalwyr.

Rhoi hyder i'r cyhoedd: Rydym yn rheoleiddio'r gweithlu er mwyn rhoi sicrwydd i'r cyhoedd bod y gweithwyr hynny sy'n cael eu rheoleiddio o gymeriad da, yn hyderus ac yn gymwys i ddarparu gofal diogel i bobl yng Nghymru, a chefnogaeth i'w teuluoedd. Trwy sefydlu gofynion clir ar gyfer addysg a hyfforddiant proffesiynol, rydym yn sicrhau bod gan y genhedlaeth nesaf o weithwyr cymdeithasol y wybodaeth, sgiliau a'r gwerthoedd sydd eu hangen i gyflawni'r weledigaeth hon ar gyfer gofal cymdeithasol yng Nghymru.

Y radd gwaith cymdeithasol yw'r cymhwyster proffesiynol i weithwyr cymdeithasol yng Nghymru a ledled y DU. Mae'r teitl wedi'i ddiogelu a dim ond pobl sydd â chymhwyster cydnabyddedig mewn gwaith cymdeithasol all ymarfer fel gweithiwr cymdeithasol.¹ Ar ôl iddynt gymhwyso, rhaid i weithwyr cymdeithasol ddal ati i ddatblygu eu hymarfer drwy ddysgu a datblygu'n barhaus. Rydym wedi sefydlu safonau ar gyfer addysg a hyfforddiant gweithwyr cymdeithasol ar lefelau cymhwyso ac ôl-gymhwyso.

¹ Gellir erlyn pobl am gamddefnyddio'r teitl. Mae mwy o wybodaeth i'w gweld yn: <https://socialcare.wales/resources/misuse-of-social-worker-title>

Mae'r ddogfen hon yn amlinellu'r safonau ar gyfer y cymhwyster proffesiynol ac yn cynnwys:

- y rheolau sy'n ymwneud â chymeradwyo a rheoleiddio'r rhaglenni cymhwyso gwaith cymdeithasol
- atodlen sy'n pennu gofynion manylach ar gyfer cymeradwyo rhaglenni.

Rydym hefyd wedi cyhoeddi dogfennau ar wahân sy'n rhoi arweiniad ychwanegol ar y rheolau a chanllawiau manylach ar addysg ymarfer myfyrwyr.

Mae cyhoeddiad arall ar wahân ar gael hefyd ar y gofynion ar gyfer hyfforddiant ôl-gymhwyso i weithwyr cymdeithasol.

RHEOLAU CYMERADWYO AC AROLYGU CYRSIAU GRADD GWAITH CYMDEITHASOL (CYMRU) 2021

Trefniant y Rheolau

RHAN I CYFFREDINOL

1. Enwi a chychwyn
2. Dehongliad

RHAN II CYMERADWYO RHAGLENNI GRADD GWAITH CYMDEITHASOL

3. Ceisiadau am gymeradwyaeth
4. Ystyried ceisiadau
5. Gofynion cymeradwyo
6. Y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol
7. Hyd cymeradwyaethau a'u tynnu'n ôl
8. Addasiadau i raglenni gradd

RHAN III MONITRO A SICRHAU ANSAWDD

9. Darparu gwybodaeth
10. Adolygiadau
11. Arolygwyr
12. Ymchwiliadau â ffocws
13. Arolygiadau wedi'u cyfarwyddo gan y Pwyllgor Arolygu

RHAN IV ADOLYGU PENDERFYNIADAU

14. Adolygu penderfyniadau

YR ATODLEN

Meini Prawf ar gyfer Cymeradwyo a Sicrhau Ansawdd Rhaglenni Gradd Gwaith Cymdeithasol.

Mae Gofal Cymdeithasol Cymru, wrth arfer y pwerau a roddwyd iddo gan Adrannau 74(1)(a) a (2)(c), 114 (1)(a), (3), (6), 115 (1) a (2), Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, a'r holl bwerau eraill sy'n galluogi Gofal Cymdeithasol Cymru yn hynny o beth, ac â chydsyniad Gweinidogion, yn gwneud y Rheolau canlynol:

RHAN I

Cyffredinol

1. Enwi a chychwyn

Enw'r Rheolau hyn yw Rheolau Cymeradwyo ac Arolygu Cyrsiau Gradd Gwaith Cymdeithasol (Cymru) 2021 a byddant yn dod i rym ar xxxxxxxxxxxxxxxxx.

2. Dehongliad

(1) Yn y Rheolau hyn –

ystyr “y Ddeddf” yw Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016;

caiff “lefel asesu” ei dehongli drwy gyfeirio at y strwythur ar gyfer y radd gwaith cymdeithasol yng Nghymru, fel yr amlinellir yn atodiad 1 y canllawiau atodol i'r Rheolau;

ystyr “cais”, at ddibenion Rheol 4, yw'r cais a wneir dan Reol 3 ac, at ddibenion Rheol 8, y cais a wneir dan Reol 8(2), a chaiff “ymgeisydd” ei ddehongli'n unol â hynny;

ystyr “rhaglen radd gymeradwy” yw rhaglen radd sydd wedi'i chymeradwyo dan y Rheolau hyn;

ystyr “Datganiad Meincnodi ar gyfer Gwaith Cymdeithasol” yw'r Datganiad Meincnodi ar gyfer Gwaith Cymdeithasol, fel y'i diwygir o bryd i'w gilydd, a gyhoeddwyd gan yr Asiantaeth Sicrhau Ansawdd Addysg Uwch;

ystyr “rhaglen radd” yw cwrs mewn gwaith cymdeithasol perthnasol ar gyfer unigolion sy'n dymuno bod yn weithwyr cymdeithasol;

ystyr “uwch swyddog dynodedig” yw uwch aelod staff Gofal Cymdeithasol Cymru a awdurdodwyd ganddo i fod yn uwch swyddog dynodedig dan y Rheolau hyn;

ystyr “swyddog awdurdodedig priodol” yw swyddog o staff Gofal Cymdeithasol Cymru a awdurdodwyd ganddo i fod yn swyddog awdurdodedig priodol dan y Rheolau hyn;

caiff “arholwr allanol” ei ddehongli'n unol â pharagraff 7(2) (c) yr Atodlen;

ystyr “ymchwiliad â ffocws” yw ymchwiliad dan Reol 11;

ystyr “Pwyllgor Arolygu” yw Pwyllgor Gofal Cymdeithasol Cymru a awdurdodwyd ganddo i weithredu fel Pwyllgor Arolygu dan Reol 13;

ystyr “sefydliad”, mewn perthynas â rhaglen radd (boed yn rhaglen radd gymeradwy ai peidio), yw’r sefydliad sydd wedi gwneud cais i’w chymeradwyo dan y Rheolau hyn, neu sefydliad sydd wedi etifeddu cyfrifoldeb am raglen radd gymeradwy gan sefydliad arall;

ystyr “Safonau Galwedigaethol Cenedlaethol” yw’r Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Cymdeithasol, fel y cânt eu diwygio o dro i dro a’u cyhoeddi gan Ofal Cymdeithasol Cymru;

ystyr “cytundeb partneriaeth” yw cytundeb o’r math y cyfeirir ato ym mharagraff 1(1)(a) yr Atodlen;

ystyr “panel asesu ymarfer” yw panel sy’n cael ei sefydlu’n unol â pharagraff 6(1)(dd) yr Atodlen;

ystyr “addysgwr ymarfer” yw unigolyn y cyfeirir ato ym mharagraff 6(1)(g) yr Atodlen;

caiff “dysgu ymarfer” ei ddehongli’n unol â Rheol 6(2)(g);

cyfeirir at “manyleb y rhaglen” ym mharagraff 5(1) yr Atodlen;

caiff “sichrau ansawdd” ei ddehongli’n unol â pharagraff 7(1) (a) yr Atodlen;

ystyr “cofrestr” yw’r gofrestr sy’n cael ei chadw gan Ofal Cymdeithasol Cymru dan Adran 80 y Ddeddf, a chaiff “cofrestru” a “cofrestredig” eu dehongli’n unol â hynny;

ystyr “safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol” yw’r safon sy’n cael ei disgrifio yn Rheol 6;²

ystyr “cyfraith yr UE a ddargedwir” yw’r ystyr a roddir yn adrannau 2 i 4 Deddf yr Undeb Ewropeaidd (Ymadael) 2018;

ystyr “Pwyllgor Adolygu” yw pwyllgor Gofal Cymdeithasol Cymru sydd wedi cael ei awdurdodi ganddo i weithredu fel Pwyllgor Adolygu dan Reol 14;

caiff “llwybrau”, mewn perthynas â rhaglen radd, eu dehongli’n unol â Rheol 4(7);

ystyr “Gofal Cymdeithasol Cymru” yw’r corff corfforedig a alwyd yn Cyngor Gofal Cymru gynt, a ailenwyd yn ‘Gofal Cymdeithasol Cymru’ gan Adran 67(3) y Ddeddf;

ystyr “myfyriwr”, mewn perthynas â rhaglen radd, yw myfyriwr sydd wedi neu a all gofrestru ar y rhaglen (yn ôl y cyd-destun);

² Caiff “gwaith cymdeithasol perthnasol” ei ddiffinio gan adran 79(4) y Ddeddf fel gwaith cymdeithasol sydd ei angen mewn cysylltiad ag unrhyw wasanaethau iechyd, addysg neu wasanaethau cymdeithasol sy’n cael eu darparu gan unrhyw unigolyn.

ystyr “trawsgrifiad myfyriwr” yw’r un a roddir ym mharagraff 5(2)(g) yr Atodlen;

caiff “arolygydd” ei ddehongli’n unol â Rheol 11.

(2) Yn y Rheolau hyn –

- (a) mae cyfeiriad at Reol â rhif iddi yn gyfeiriad at y Rheol sy’n dwyn y rhif hwnnw yn y Rheolau hyn;
- (b) mae cyfeiriad at baragraff â rhif iddo mewn Rheol neu yn yr Atodlen yn gyfeiriad at y paragraff sy’n dwyn y rhif hwnnw yn y Rheol honno neu yn yr Atodlen;
- (c) mae cyfeiriad at is-baragraff â rhif iddo mewn paragraff yn gyfeiriad at yr is-baragraff sy’n dwyn y rhif hwnnw yn y paragraff hwnnw; ac
- (ch) mae cyfeiriad at yr Atodlen yn gyfeiriad at yr Atodlen i’r Rheolau hyn.

RHAN II

Cymeradwyo Rhaglenni Gradd Gwaith Cymdeithasol

3. Ceisiadau am gymeradwyaeth

- (1) Rhaid i gais i Ofal Cymdeithasol Cymru dan Adran 114 (1) y Ddeddf i gymeradwyo rhaglen radd mewn gwaith cymdeithasol –
 - (a) gael ei wneud yn ysgrifenedig ar ffurflen sydd wedi'i chymeradwyo gan Ofal Cymdeithasol Cymru;
 - (b) cynnwys manyleb ar gyfer y rhaglen, copi o gytundeb neu gytundebau partneriaeth y sefydliad ac unrhyw wybodaeth arall y gofynnir amdani ar y ffurflen;
 - (c) cynnwys ffi o swm rhesymol, fel sy'n ofynnol gan Ofal Cymdeithasol Cymru; a
 - (ch) cael ei wneud gan sefydliad o'r math y cyfeirir ato yn a.214 (2) (a) neu (b) Deddf Diwygio Addysg 1988.³

4. Ystyried ceisiadau

- (1) Bydd cais a wneir yn briodol dan Reol 3 i gymeradwyo rhaglen radd yn cael ei ystyried gan swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru. Ni fydd cais nad yw wedi ei wneud yn briodol yn cael ei ystyried.
- (2) Rhaid i swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru –
 - (a) os yw o'r farn –
 - (i) bod gofynion Rheol 5 yn cael eu bodloni neu (fel y bo'n briodol) y byddant yn cael eu bodloni;
 - (ii) y bydd y rhaglen yn galluogi unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6); ac
 - (iii) y bydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9; ond
 - (iv) nad oes angen i'r rhaglen gael ei chymeradwyo gydag amodau

argymhell bod Gofal Cymdeithasol Cymru yn cymeradwyo'r rhaglen a hysbysu'r ymgeisydd o hynny yn ysgrifenedig.

- (b) os yw o'r farn –
 - (i) bod gofynion Rheol 5 yn cael eu bodloni neu (fel y bo'n briodol) y byddant yn cael eu bodloni;

³ 1988 c.40 ("Deddf 1988"). Mae Adran 214(2)(a) Deddf 1988 yn cyfeirio at brifysgolion, colegau a chyrff eraill sydd wedi'u hawdurdodi gan Siarter Brenhinol neu Ddeddf Seneddol i ddyfarnu graddau. Mae Adran 214(2)(b) yn cyfeirio at gyrff a ganiateir gan gyrff sy'n disgyn o fewn adran 21(2)(a) i ddyfarnu graddau ar eu rhan.

- (ii) y bydd y rhaglen yn galluogi unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6); ac
- (iii) y bydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9; ond
- (iv) y dylid rhoi cymeradwyaeth gydag amodau

hysbysu'r ymgeisydd o'r amodau arfaethedig.

- (c) ar ôl hysbysu'r ymgeisydd dan baragraff 2(b) a phan fydd yr ymgeisydd wedi cytuno â'r amodau arfaethedig yn ysgrifenedig, argymhell bod Gofal Cymdeithasol Cymru yn cymeradwyo'r rhaglen yn ddarostyngedig i'r amodau hynny, a hysbysu'r ymgeisydd o hynny yn ysgrifenedig;

(ch) cyfeirio'r cais at uwch swyddog dynodedig –

- (i) os yw ef neu hi o'r farn nad yw gofynion Rheol 5 wedi'u bodloni neu (fel y bo'n briodol) na fyddant yn cael eu bodloni, neu na fydd y rhaglen yn galluogi'r unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6), neu na fydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9; neu
- (ii) os na fydd yr ymgeisydd, ar ôl cael ei hysbysu dan baragraff 2(b), wedi cytuno â'r amodau arfaethedig yn ysgrifenedig cyn pen 15 diwrnod gwaith o gael yr hysbysiad hwnnw.

(3) Pan fydd cais wedi'i gyfeirio dan baragraff (2)(ch),

- (a) os yw'r uwch swyddog dynodedig o'r farn bod gofynion Rheol 5 yn cael eu bodloni neu (fel y bo'n briodol) y byddant yn cael eu bodloni, y bydd y rhaglen yn galluogi'r unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6) ac y bydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9, rhaid iddo ef neu iddi hi argymhell i Ofal Cymdeithasol Cymru bod y rhaglen yn cael ei chymeradwyo (gydag amodau neu beidio, fel y gwêl yn briodol);
- (b) os yw'r uwch swyddog dynodedig o'r farn nad yw gofynion Rheol 5 yn cael eu bodloni neu (fel y bo'n briodol) na fyddant yn cael eu bodloni, na fydd y rhaglen yn galluogi'r unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6) neu na fydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9, rhaid iddo ef neu iddi hi argymhell bod Gofal Cymdeithasol Cymru yn gwrthod cymeradwyo'r rhaglen;
- (c) rhoi gwybod i'r ymgeisydd yn ysgrifenedig am yr argymhelliad ar y cais; a
- (ch) phan mai argymhelliad yr uwch swyddog dynodedig yw gwrthod cymeradwyo'r rhaglen neu ei chymeradwyo ag amodau nad ydynt wedi'u cytuno'n ysgrifenedig rhwng yr ymgeisydd a Gofal Cymdeithasol Cymru, rhaid iddo ef neu iddi hi roi ei r(h)esymau yn yr hysbysiad hwnnw a rhoi gwybod i'r sefydliad am ei hawl i adolygiad dan Reol 14.

- (4) Bydd penderfyniad o'r math y cyfeirir ato ym mharagraff (3)(ch) –
- (a) yn dod i rym 28 diwrnod ar ôl y diwrnod yr hysbyswyd yr ymgeisydd amdano os nad yw'r ymgeisydd, yn ystod y cyfnod hwnnw, wedi cyfeirio'r penderfyniad yn ysgrifenedig at y Pwyllgor Adolygu i'w ystyried dan Reol 14; ond
 - (b) ni fydd yn dod i rym os bydd yr ymgeisydd yn cyfeirio'r penderfyniad yn y modd hwnnw; a bydd unrhyw benderfyniad arall dan baragraff (3) yn dod i rym cyn gynted ag y caiff ei wneud.
- (5) Gall swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru ofyn, ar unrhyw adeg, i'r ymgeisydd ddarparu unrhyw wybodaeth y mae'n rhesymol iddo ofyn amdani at ddibenion ystyried y cais.
- (6) Bydd unrhyw gymeradwyaeth a roddir dan y Rheolau hyn yn dod i rym ar y diwrnod a bennir yn yr hysbysiad o gymeradwyaeth a roddir dan baragraff (2) neu (3) dan Reol 14 (adolygu penderfyniadau).
- (7) Os bydd mwy nag un ffordd y gall myfyrwyr gwblhau rhaglen radd (y cyfeirir atynt yn y Rheolau hyn fel "llwybrau"):
- (a) mae unrhyw gyfeiriad yn y Rheolau hyn at Swyddog Gofal Cymdeithasol Cymru neu'r Pwyllgor Adolygu sy'n ystyried –
 - (i) a yw gofynion Rheoli 5 wedi eu bodloni neu (fel y bo'n briodol) y byddant yn cael eu bodloni, yn gyfeiriad at ystyried a yw'r gofynion yn cael eu bodloni neu (fel y bo'n briodol) neu a fyddant yn cael eu bodloni mewn perthynas â phob un o'r llwybrau hynny;
 - (ii) a fydd y rhaglen radd yn galluogi unigolyn sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6), yn gyfeiriad at ystyried a fydd pob un o'r llwybrau hynny yn galluogi'r cyfryw unigolyn i gyrraedd y safon honno ai peidio;
 - (iii) a fydd y sefydliad yn gallu cydymffurfio â'r gofynion dan Reol 9 ai peidio, yn gyfeiriad at ystyried a fydd y sefydliad yn gallu cydymffurfio â'r gofynion hynny mewn perthynas â phob un o'r llwybrau hynny;
 - (b) bydd unrhyw gymeradwyaeth a roddir dan y Rheolau hyn yn berthnasol i'r llwybrau hynny (os oedd rhai) y manylwyd arnynt yn y cais yn unig.

5. Gofynion cymeradwyo

- (1) Gofynion y Rheol hon yw:
- (a) y bydd cwblhau'r rhaglen radd yn llwyddiannus gan fyfyrwr yn arwain at naill ai:

- (i) roi dyfarniad sy'n rhoi hawl i'r deilydd ddefnyddio'r teitl baglor, ar yr amod ag y gall y dyfarniad hwnnw hefyd (yn unol â'r offerynnau sy'n ymwneud â'r ymgeisydd neu sy'n rheoleiddio'r ymgeisydd) ar ffurf gradd anrhydedd;
 - (ii) rhoi dyfarniad sy'n rhoi'r hawl i'r deilydd ddefnyddio'r teitl meistr; neu
 - (iii) rhoi Diploma Ôl-raddedig; a
- (b) bod y rhaglen radd a'r sefydliad yn bodloni'r meini prawf a bennir yn yr Atodlen i'r Rheolau hyn, neu (fel y bo'n briodol) y byddant yn eu bodloni.

6. Y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol

- (1) At ddibenion Adran 63(5) y Ddeddf, y "safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol"⁴ yw'r safon a ddisgrifir ym mharagraff (2).
- (2) Rhaid i fyfyrwr sy'n cwblhau'r rhaglen radd (p'un a yw'n bwriadu ymarfer fel gweithiwr cymdeithasol neu beidio) ddangos erbyn yr asesiad terfynol:
- a. ei fod ef / bod hi wedi dangos ar hyd y rhaglen radd ei fod ef / ei bod hi wedi cydymffurfio â'r Cod Ymarfer Proffesiynol Gofal Cymdeithasol a gyhoeddwyd gan Ofal Cymdeithasol Cymru dan Adran 112 Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016;
 - b. ei fod ef / bod hi wedi bodloni'r Datganiadau Meincnodi ar gyfer Gwaith Cymdeithasol a'r Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Cymdeithasol;
 - c. ei fod ef / bod hi wedi cwblhau pob elfen o waith asesedig yn llwyddiannus ac wedi mynd drwy dair lefel y rhaglen radd, fel yr amlinellir yn y canllawiau atodol i'r Rheolau;
 - ch. y byddai ef / hi yn gallu integreiddio deddfwriaeth Cymru, y Deyrnas Unedig **a chyfraith yr UE a ddargedwir**, gwybodaeth a thystiolaeth ymchwil yn ymwneud ag ymarfer gorau a theori, yn ymwneud â gwaith cymdeithasol, i'w (h)ymarfer fel gweithiwr cymdeithasol;
 - d. y byddai ef / hi yn gallu integreiddio'r gofynion dan Ddeddf yr Iaith Gymraeg 1993 a Mesur y Gymraeg 2011 i'w (h)ymarfer fel gweithiwr cymdeithasol;
 - dd. y byddai ef / hi yn deall pa mor ddymunol yw asesu pobl y mae angen gofal a chymorth arnynt, a gofalwyr y mae angen cymorth arnynt, yn eu dewis iaith, ac y byddai'n hyrwyddo hynny yn ei (h)ymarfer fel gweithiwr cymdeithasol;

⁴ Dywed Adran 114 (5) y Ddeddf "Ni chaniateir i gwrs gael ei gymeradwyo gan GCC o dan yr adran hon oni bai bod GCC yn meddwl y bydd y cwrs yn galluogi personau sy'n ei gwblhau i gyrraedd y safon ofynnol o hyfedredd yng ngwaith gofal cymdeithasol".

- e. yn amodol ar unrhyw gredyd a roddwyd i'r myfyriwr yn unol ag unrhyw drefniadau ar gyfer achredu profiad a dysgu blaenorol, ei fod ef / bod hi wedi ymgymryd â thua 1,200 awr o ddysgu academaidd, a bod y dysgu hwnnw wedi'i gyfarwyddo, ei strwythuro a'i asesu'n briodol;
- f. yn amodol ar unrhyw gredyd a roddwyd i'r myfyriwr yn unol ag unrhyw drefniadau ar gyfer achredu profiad a dysgu blaenorol, ei fod ef / bod hi wedi cwblhau'n llwyddiannus o leiaf 1,400 awr o hyfforddiant ymarferol asesedig mewn gwaith cymdeithasol ("dysgu ymarfer") a oedd yn cynnwys;
- ff. o leiaf ddau gyfnod ar wahân o ddysgu ymarfer;
- g. bod un o'r cyfnodau dysgu ymarfer hyn wedi cynnwys gwaith cymdeithasol gyda grŵp defnyddwyr gwasanaeth sylweddol wahanol i'r llall;
- ng. bod o leiaf un o'r cyfleoedd dysgu ymarfer hyn o ddim llai na 560 awr mewn Awdurdod Gwasanaethau Cymdeithasol Lleol, ac yn cynnwys profiad o swyddogaethau gwasanaethau cymdeithasol statudol, gan gynnwys diogelu;
- h. bod y myfyriwr wedi dangos yn ystod y 1,400 awr:
 - i. ei fod / bod yn deall y rôl broffesiynol mewn perthynas â diogelu plant ac oedolion
 - ii. bod ganddo ef / ganddi hi'r sgiliau i gyfrannu'n briodol at ymyriadau diogelu;
- i. ei fod ef / bod hi wedi cael profiad o weithio gyda phroffesiynau eraill, a dysgu oddi wrthynt, i gefnogi gweithio mewn cyd-destun amlddisgyblaethol ac, mewn lleoliadau integredig, bod o leiaf un o'r cyfnodau hyn wedi cynnwys profiad o weithio gyda phroffesiynau eraill i ddarparu gwasanaeth gwaith cymdeithasol;
- j. pan fydd myfyriwr hefyd yn cael ei gyflogi / chyflogi fel gweithiwr gofal cymdeithasol wrth ymgymryd â'r rhaglen radd, rhaid bod o leiaf un o'r cyfnodau hyn fod mewn lleoliad sy'n dra gwahanol i'r lleoliad y'i cyflogir ynddo.

7. Hyd cymeradwyaethau a'u tynnu'n ôl

- (1) Bydd y Gymeradwyaeth a roddir i raglen radd dan y Rheolau hyn yn colli ei grym –
 - (a) os caiff ei thynnu'n ôl dan Reol 13 neu 14;
 - (b) os bydd y sefydliad yn cyflwyno cais ysgrifenedig i Ofal Cymdeithasol Cymru i'r gymeradwyaeth gael ei thynnu'n ôl, a bod Gofal Cymdeithasol Cymru yn cytuno â'r cais hwnnw; neu

- (2) Bydd y Gymeradwyaeth a roddir i raglen radd dan y Rheolau hyn yn colli ei grym os nad oes unrhyw fyfyrwr, yn ystod unrhyw gyfnod o 12 mis, wedi cofrestru ar y rhaglen, heblaw am y myfyrwyr hynny sydd eisoes wedi'u cofrestru ar y rhaglen. Bydd cymeradwyaeth yn parhau ar gyfer y myfyrwyr hyn ar yr amod nad yw Rheol 7.1(a) yn berthnasol.

8. Addasiadau i raglenni gradd

- (1) Mewn argyfwng iechyd cyhoeddus neu argyfwng cenedlaethol arall sydd wedi effeithio, sy'n effeithio neu sy'n debygol o effeithio ar gyflwyno rhaglenni gradd gwaith cymdeithasol, gall Gofal Cymdeithasol Cymru addasu'r gofynion ar gyfer cymeradwyo rhaglenni gradd gwaith cymdeithasol er mwyn galluogi myfyrwyr i symud ymlaen, lle mae'r lefel cymhwysedd wedi'i hasesu a'i chadarnhau;
- (2) Ni chaiff sefydliad wneud unrhyw rai o'r addasiadau canlynol i raglen radd heb gael caniatâd gan Ofal Cymdeithasol Cymru ymlaen llaw –
 - (a) newid manyleb y rhaglen neu unrhyw gytundeb partneriaeth, naill ai yn eu ffurfiau gwreiddiol ar ddyddiad cymeradwyo'r rhaglen neu fel y'u haddaswyd wedi hynny dan y Rheol hon;
 - (b) gostwng cymhareb adnoddau rhaglen yn sylweddol (gan gynnwys adnoddau staff, adnoddau ffisegol ac adnoddau ariannol) i nifer y myfyrwyr sy'n ymgymryd â'r rhaglen (neu unrhyw un o lwybrau'r rhaglen), fel y safai'r gymhareb honno ar ddyddiad cymeradwyo'r rhaglen neu fel y saif ar ôl cael ei haddasu wedi hynny dan y Rheol hon;
 - (c) amrywio nifer y myfyrwyr y lluniwyd y rhaglen (neu unrhyw un o lwybrau'r rhaglen) ar eu cyfer, fel y safai'r cynllun hwnnw ar ddyddiad cymeradwyo'r rhaglen neu fel y saif ar ôl cael ei addasu wedi hynny dan y Rheol hon.
- (3) Rhaid i'r sefydliad wneud cais am ganiatâd dan y Rheol hon yn ysgrifenedig ar ffurflen sydd wedi'i chymeradwyo at y diben hwnnw gan Ofal Cymdeithasol Cymru, a chynnwys unrhyw wybodaeth a all fod yn ofynnol.
- (4) Bydd cais a wneir yn briodol dan baragraff (3) yn cael ei ystyried gan swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru. Ni fydd cais nad yw wedi'i gwneud yn briodol yn cael ei ystyried.
- (5) Rhaid i swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru –
 - (a) pan fydd o'r farn na fydd yr addasiad arfaethedig yn codi amheuan ynghylch gallu'r rhaglen i barhau i fodloni gofynion Rheol 5, nac i barhau i alluogi unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol, ganiatáu'r addasiad a hysbysu'r ymgeisydd o hynny yn ysgrifenedig;
 - (b) pan fydd o'r farn, os caiff yr addasiad arfaethedig ei roi ar waith ar ffurf ddiwygiedig, na fydd yn codi amheuan ynghylch y materion y cyfeirir atynt yn is-baragraff (a), hysbysu'r ymgeisydd o'r newid arfaethedig ac, os yw'r

ymgeisydd yn cytuno â'r newid arfaethedig, caniatáu'r addasiad arfaethedig fel y'i diwygiwyd a hysbysy'r ymgeisydd o hynny yn ysgrifenedig;

(c) cyfeirio'r cais at uwch swyddog dynodedig –

(i) mewn achos nad yw'n disgyn dan baragraff (b), lle mae o'r farn y bydd yr addasiad arfaethedig yn codi amheuon ynghylch y materion y cyfeirir atynt yn is-baragraff (a); neu

(ii) pan nad yw'r ymgeisydd wedi cytuno â'r newid arfaethedig dan is-baragraff (b).

(6) Pan wneir cyfeiriad dan baragraff 5(c), rhaid i'r uwch swyddog dynodedig wneud un o'r penderfyniadau canlynol fel y gwêl yn briodol –

(a) gwrthod caniatáu'r addasiad arfaethedig;

(b) rhoi caniatâd heb ofyn i'r addasiad arfaethedig gael ei roi ar waith ar ffurf ddiwygiedig neu heb i'r ymgeisydd orfod llunio cynllun gweithredu;

(c) rhoi caniatâd ond ei gwneud yn ofynnol i'r addasiad arfaethedig gael ei roi ar waith ar ffurf ddiwygiedig;

(ch) rhoi caniatâd ond ei gwneud yn ofynnol i'r ymgeisydd lunio cynllun gweithredu, a'i roi ar waith, gyda'r bwriad o sicrhau nad yw rhoi'r addasiad ar waith yn codi amheuon ynghylch y materion y cyfeirir atynt ym mharagraff (5)(a);

(d) rhoi caniatâd ond ei gwneud yn ofynnol i'r addasiad arfaethedig gael ei ddiwygio fel y disgrifir yn is-baragraff (c) a'i gwneud yn ofynnol i'r ymgeisydd lunio cynllun gweithredu, a'i roi ar waith, fel y disgrifir yn is-baragraff (ch).

(7) Rhaid i'r uwch swyddog dynodedig –

(a) roi gwybod i'r ymgeisydd yn ysgrifenedig am ei benderfyniad / phenderfyniad; a

(b) phan fydd wedi gwrthod caniatáu'r addasiad arfaethedig, wedi'i gwneud yn ofynnol i'r addasiad gael ei roi ar waith ar ffurf ddiwygiedig nad yw wedi'i chytuno'n ysgrifenedig â'r ymgeisydd, neu wedi'i gwneud yn ofynnol i'r ymgeisydd lunio cynllun gweithredu –

(i) roi ei r(h)esymau yn yr hysbysiad hwnnw; a

(ii) rhoi gwybod i'r ymgeisydd am yr hawl i gael adolygiad dan baragraff (9).

- (8) Gall swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru ofyn i'r ymgeisydd ddarparu unrhyw wybodaeth arall y gallai fod ei hangen yn rhesymol ar unrhyw adeg at ddibenion ystyried cais.
- (9) Bydd penderfyniad o'r math y cyfeirir ato ym mharagraff (7)(b) –
- (a) yn dod i rym 28 diwrnod ar ôl y diwrnod yr hysbyswyd yr ymgeisydd amdano os nad yw'r ymgeisydd, yn ystod y cyfnod hwnnw, wedi cyfeirio'r penderfyniad, yn ysgrifenedig, at y Pwyllgor Adolygu i'w ystyried dan Reol 14; ond
- (b) ni fydd yn dod i rym os bydd yr ymgeisydd yn cyfeirio'r penderfyniad yn y modd hwnnw; a bydd unrhyw benderfyniad arall dan baragraff (6) yn dod i rym cyn gynted ag y caiff ei wneud.

RHAN III

Monitro a sicrhau ansawdd

9. Darparu gwybodaeth

- (1) Rhaid i sefydliad ddarparu gwybodaeth i bob darpar fyfyrwr am –
- (a) ei broses a meini prawf ar gyfer dethol myfyrwyr;
- (b) llwybrau tuag at gwblhau'r rhaglen radd yn llwyddiannus;
- (c) unrhyw drefniadau sydd ganddo ar gyfer achredu profiad a dysgu blaenorol;
- (ch) ei bolisiâu cyfle cyfartal;
- (d) ei drefniadau ar gyfer myfyrwyr anabl; a
- (dd) sut mae'r sefydliad yn bodloni Safonau'r Gymraeg, polisi iaith Gymraeg y rhaglen radd, a threfniadau i fyfyrwyr ddysgu a chael eu hasesu drwy gyfrwng y Gymraeg;
- (e) y gofyniad i fyfyrwyr gwaith cymdeithasol gofrestru â Gofal Cymdeithasol Cymru.
- (2) Rhaid i sefydliad lunio llawlyfr blynyddol i fyfyrwyr sy'n cynnwys gwybodaeth gyfredol am –
- (a) fanyleb y rhaglen;
- (b) y broses asesu;
- (c) cwynion, terfynu lle myfyrwr ar y rhaglen, a gweithdrefnau apelio a chwythu'r chwiban; a

- (ch) darparu trawsgrifiadau o gyrhaeddiad myfyrwyr ac anghenion dysgu yn y dyfodol.
- (3) Rhaid i sefydliad roi'r wybodaeth ganlynol i Ofal Cymdeithasol Cymru yn y fformat, ar y dyddiad, yn ymwneud â'r cyfnod amser, ac ar lefel manylder a bennir gan Ofal Cymdeithasol Cymru –
- (a) nifer yr ymgeiswyr am leoedd ar y rhaglen radd;
- (b) nifer y cynigion a wnaed am leoedd ar y rhaglen radd;
- (c) nifer y myfyrwyr sydd wedi cofrestru ar y rhaglen radd;
- (ch) nifer y myfyrwyr ar bob un o lefelau asesu'r rhaglen radd sydd wedi –
- cael eu cyfeirio (hynny yw, eu bod wedi gorfod ailgyflwyno darn o waith ar gyfer asesu pellach);
 - cael eu dal yn ôl;
 - tynnu'n ôl dros dro oddi ar y rhaglen;
 - tynnu'n ôl yn barhaol oddi ar y rhaglen;
 - gadael y rhaglen â chymhwyster;
 - methu'r rhaglen.
- (d) nifer y myfyrwyr a gafodd cynnig mynediad â chredyd yn sgil achredu profiad a dysgu blaenorol;
- (dd) nifer y lleoliadau dysgu ymarfer a ddechreuodd yn hwyr.
- (4) Rhaid i sefydliad ddarparu'r canlynol i Ofal Cymdeithasol Cymru yn flynyddol –
- (a) y llawlyfr cyfredol i fyfyrwyr; ac
- (b) adroddiad yn crynhoi canlyniad yr holl gwynion yr ymchwiliwyd iddynt yn ystod y flwyddyn flaenorol dan baragraff 4(7)(a) yr Atodlen.
- (5) Rhaid i sefydliad –
- (a) roi gwybod i Ofal Cymdeithasol Cymru ar unwaith am unrhyw fater a all godi amheuaeth ynghylch cofrestrriad parhaus myfyriwr â Gofal Cymdeithasol Cymru dan Adran 80(1)(b) y Ddeddf;
- (b) rhoi gwybod i Ofal Cymdeithasol Cymru ar unwaith am unrhyw fyfyriwr y mae ei (l)le ar y rhaglen wedi'i derfynu;
- (c) darparu adroddiad ysgrifenedig i Ofal Cymdeithasol Cymru am unrhyw werthusiad a wnaed, neu unrhyw gynllun gweithredu a luniwyd, dan y trefniadau y cyfeirir atynt ym mharagraff 4 yr Atodlen (polisiau a gweithdrefnau gofynnol);

- (ch) yn ogystal â'r gofyniad dan baragraff (4)(b), darparu manylion i Ofal Cymdeithasol Cymru yn rheolaidd am benderfyniadau a wneir dan y weithdrefn gwyno, fel sy'n ofynnol dan baragraff 4(7)(a) yr Atodlen;
 - (d) darparu copi i Ofal Cymdeithasol Cymru o unrhyw adroddiad sy'n cael ei lunio dan baragraff 7(2)(b) (gwerthusiadau sicrhau ansawdd) neu 7(2)(ch) (adroddiadau arholwyr allanol) yr Atodlen;
 - (dd) darparu copi i Ofal Cymdeithasol Cymru o unrhyw gynllun gweithredu sy'n cael ei lunio dan baragraff 7(2)(dd) yr Atodlen.
- (6) Rhaid i sefydliad ddarparu unrhyw wybodaeth arall y gall Gofal Cymdeithasol Cymru fod ei hangen yn rhesymol er mwyn ystyried a yw rhaglen radd y sefydliad yn parhau i fodloni'r gofynion dan y Rheol hon a Rheol 5, a ph'un a fydd y rhaglen radd yn parhau i alluogi unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6).

10. Adolygiadau

- (1) Rhaid i sefydliad –
- (a) wahodd Gofal Cymdeithasol Cymru i gyfrannu at unrhyw adolygiad y mae'n bwriadu ymgymryd ag ef fel rhan o'r broses sicrhau ansawdd sy'n ofynnol dan baragraff 8 yr Atodlen;
 - (b) pan fydd Gofal Cymdeithasol Cymru yn cymryd rhan mewn adolygiad tebyg, cysylltu ag ef ynghylch amseriad a methodoleg yr adolygiad;
 - (c) o ran adolygiad dan baragraff 7 yr Atodlen, rhoi sylw ynddo i faterion a all fod yn ofynnol gan Ofal Cymdeithasol Cymru, a chaniatáu i Ofal Cymdeithasol Cymru gyfrannu at unrhyw adroddiad sy'n deillio o adolygiad y mae wedi cymryd rhan ynddo;
 - (ch) darparu unrhyw adroddiad neu gynllun gweithredu i Ofal Cymdeithasol Cymru sy'n deillio o adolygiad tebyg; a
 - (d) chydweithredu â Gofal Cymdeithasol Cymru mewn unrhyw adolygiad o'r rhaglen radd y mae Gofal Cymdeithasol Cymru yn penderfynu ymgymryd ag ef.

11. Arolygwyr

- (1) Gall Gofal Cymdeithasol Cymru benodi unigolion (y cyfeirir atynt yn y Rheolau hyn fel "arolygwyr") i adolygu unrhyw leoedd lle, neu sefydliadau yn ôl pa un neu o dan gyfarwyddyd pa un –
- (a) y caiff rhaglen radd (neu ran o raglen radd) ei chyflwyno, neu y bwriedir y chyflwyno; neu

- (b) y cynhelir, neu y bwriedir cynnal, unrhyw arholiad mewn cysylltiad ag unrhyw gwrs perthnasol arall (neu ran o gwrs tebyg)⁵.
- (2) Ni chaiff unrhyw arolygydd weithredu fel y cyfryw mewn perthynas ag:
- (a) unrhyw le neu sefydliad lle mae'n rhoi cyfarwyddyd yn rheolaidd mewn unrhyw bwnc; neu
- (b) unrhyw le neu sefydliad y mae gan yr arolygydd y cyfryw gysylltiad ag ef fel y byddai arsylwr teg ei farn yn dod i'r casgliad y byddai posibilrwydd gwirioneddol y byddai'n rhagfarnllyd pe byddai'n gweithredu fel arolygydd y lle neu'r sefydliad hwnnw.
- (3) Pan fydd Gofal Cymdeithasol Cymru yn trefnu i le neu sefydliad gael ei arolygu dan y Rheol hon, rhaid iddo roi gwybod i'r sefydliad dan sylw yn ysgrifenedig am –
- (a) yr arolygydd; a
- (b) diben yr arolygiad.
- (4) Yn dilyn arolygiad, gall swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru ofyn i'r arolygydd ddarparu adroddiad drafft ar y cyfryw faterion yn ymwneud â natur ac ansawdd –
- (a) y cyfarwyddyd a roddwyd, neu sydd i'w roi, a'r cyfleusterau a ddarparwyd neu sydd i'w darparu gan y sefydliad neu le (gan gynnwys materion yn ymwneud â phrosesau sicrhau ansawdd a rheoli cyrsiau) y gallai Gofal Cymdeithasol Cymru fod wedi'u pennu wrth wneud trefniadau ar gyfer yr arolygiad neu ar ddyddiad diweddarach; ac
- (b) unrhyw arholiad a gynhaliwyd, neu y bwriedir ei gynnal, mewn cysylltiad ag unrhyw gwrs perthnasol y gallai Gofal Cymdeithasol Cymru fod wedi'i bennu wrth wneud trefniadau ar gyfer yr arolygiad neu ar ddyddiad diweddarach.
- (5) Rhaid i Ofal Cymdeithasol Cymru, ar ôl derbyn adroddiad drafft dan baragraff (4) –
- (a) anfon copi ohono at y sefydliad; a
- (b) rhoi gwybod i'r sefydliad am gyfnod, heb fod yn llai nag un mis o ddyddiad yr hysbysiad, pan fydd yn gallu gwneud sylwadau ar yr adroddiad drafft.

⁵ Dywed adran 114 Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 mai ystyr 'cwrs perthnasol' yw (a) unrhyw gwrs y rhoddwyd cymeradwyaeth ar ei gyfer gan GCC, neu y ceisir cymeradwyaeth o'r fath, o dan adran 114; neu (b) unrhyw hyfforddiant y caiff fod yn ofynnol i berson sydd wedi ei dderbyn i ran o'r gofrestr sy'n cael ei chadw gan Ofal Cymdeithasol Cymru ei gwblhau ar ôl cofrestru.

- (6) Ar ôl ystyried unrhyw arsylwadau dan baragraff (5), rhaid i Ofal Cymdeithasol Cymru baratoi adroddiad terfynol ac anfon copi ohono at y sefydliad.
- (7) Rhaid i Ofal Cymdeithasol Cymru beidio â chymryd unrhyw gamau gweithredu dan y Rheolau hyn yn sgil adroddiad a luniwyd dan y Rheol hon cyn diwedd y cyfnod o bennir ym mharagraff (5)(b).
- (8) Gall Gofal Cymdeithasol Cymru dalu ffioedd, lwfansau a threuliau rhesymol (sef lwfansau a threuliau yn debyg i'r rhai sy'n daladwy i staff Gofal Cymdeithasol Cymru) i arolygwyr nad ydynt yn aelodau staff Gofal Cymdeithasol Cymru, gan ystyried hyd unrhyw arolygiad a gynhaliwyd neu a gynhelir, yr amser a gymerwyd neu y mae'n debygol o'i gymryd i baratoi unrhyw adroddiad drafft, a chymhlethdod y materion sydd i'w hystyried neu sy'n debygol o gael eu hystyried mewn cysylltiad ag arolygiad.
- (9) Gall Gofal Cymdeithasol Cymru drin arolygydd yn aelod staff Gofal Cymdeithasol Cymru at ddibenion Atodlen 2 y Ddeddf.

12. Ymchwiliadau â ffocws

- (1) Yn amodol ar baragraff (2), gall Gofal Cymdeithasol Cymru gynnal ymchwiliad (y cyfeirir ato yn y Rheolau hyn fel "ymchwiliad â ffocws") i raglen radd gymeradwy mewn unrhyw un o'r achosion canlynol –
 - (a) pan fydd o'r farn nad yw'r rhaglen neu'r sefydliad o bosibl yn bodloni gofynion Rheol 5 mwyach, neu nad yw'r rhaglen radd yn caniatáu i unigolion sy'n ei chwblhau gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol mwyach;
 - (b) pan fydd o'r farn nad yw'r rhaglen yn cael ei darparu'n unol ag amodau'r gymeradwyaeth a roddwyd iddi;
 - (c) pan fydd o'r farn bod y sefydliad wedi methu ceisio cydsyniad i addasu, fel sy'n ofynnol dan Reol 8(1);
 - (ch) pan fydd o'r farn bod y sefydliad wedi methu rhoi addasiad ar waith ar ffurf a ddiwygiwyd dan Reol 8 (neu, ar ôl adolygu, dan Reol 14);
 - (d) pan fydd o'r farn bod y sefydliad wedi methu rhoi cynllun gweithredu ar waith sy'n ofynnol dan Reol 8 (neu, ar ôl adolygu, dan Reol 14);
 - (dd) pan fydd o'r farn bod y sefydliad wedi methu cydymffurfio ag unrhyw ofyniad dan Reol 9;
 - (e) pan fydd o'r farn bod y sefydliad wedi methu cydymffurfio ag unrhyw ofyniad dan Reol 10.
- (2) Ni ddylai Gofal Cymdeithasol Cymru fwrw ymlaen ag ymchwiliad â ffocws oni bai:

- (a) ei fod, cyn pen tri deg diwrnod o'i benderfyniad i gynnal yr ymchwiliad, wedi rhoi hysbysiad ysgrifenedig o hynny i'r sefydliad dan sylw; a
 - (b) bod yr hysbysiad hwnnw'n manylu ar y rhesymau dros y penderfyniad, y weithdrefn y bwriedir i'r ymchwiliad ei dilyn (gan gynnwys a yw'n bwriadu craffu ar ddogfennau a chyfweld ag unigolion sy'n gysylltiedig â'r rhaglen radd) a'r amserlen arfaethedig ar gyfer ei gynnal.
- (3) Rhaid i'r sefydliad dan sylw helpu Gofal Cymdeithasol Cymru i gynnal yr ymchwiliad.
- (4) Ar ôl i'r ymchwiliad gael ei gwblhau, rhaid i swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru –
- (a) lunio adroddiad ar yr ymchwiliad, gan gynnwys y rheswm dros ei gynnal, y ffordd y'i cynhaliwyd a'i ganfyddiadau;
 - (b) mynegi ei farn ef / barn hi yn yr adroddiad ynghylch o leiaf un o'r canlynol:
 - (i) p'un a yw'r rhaglen radd a'r sefydliad yn bodloni gofynion Rheol 5 ai peidio;
 - (ii) p'un a fydd y rhaglen yn galluogi unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol ai peidio;
 - (iii) p'un a yw'r rhaglen yn cael ei darparu'n unol ag unrhyw amod a bennwyd wrth ei chymeradwyo ai peidio; a
 - (c) rhoi copi o'r adroddiad i'r sefydliad.
- (5) Pan fydd y swyddog awdurdodedig priodol yn mynegi barn negyddol dan is-baragraff (4)(b), rhaid i un o uwch swyddogion dynodedig Gofal Cymdeithasol Cymru ystyried y materion a godir yn yr adroddiad, yn unol â pharagraff (6).
- (6) Rhaid i'r uwch swyddog dynodedig –
- (a) wahodd y sefydliad dan sylw i wneud sylwadau ar yr adroddiad;
 - (b) ar ôl ystyried y sylwadau hynny, gwneud ei ganfyddiadau/chanfyddiadau ei hun ynghylch y mater neu'r materion y mynegodd y swyddog awdurdodedig priodol farn negyddol amdano/amdanynt (ac at ddibenion y Rheolau hyn, pan fydd ei ganfyddiadau ef/chanfyddiadau hi yn cytuno â'r farn honno, ystyrir bod y rhaglen wedi "torri amodau"); a
 - (c) rhoi gwybod i'r sefydliad am y canfyddiadau hynny yn ysgrifenedig.

- (7) Pan fydd y rhaglen radd yn torri amodau, gall yr uwch swyddog dynodedig, dan unrhyw rai o'r amgylchiadau canlynol, argymhell i'r Pwyllgor Arolygu y dylid cynnal arolygiad dan Reol 13 –
- (a) lle nad yw ef/hi wedi gallu cytuno ar gynllun gweithredu â'r sefydliad i gywiro'r tor-amod;
 - (b) pan fo ef/hi o'r farn bod y sefydliad wedi methu rhoi cynllun gweithredu ar waith cyn pen amserlen a bennwyd gan y swyddog;
 - (c) pan fo ef/hi o'r farn na fyddai'n bosibl cywiro'r tor-amod o fewn amser derbyniol;
 - (ch) pan fo ef/hi o'r farn bod y sefydliad wedi methu helpu swyddog awdurdodedig priodol Gofal Cymdeithasol Cymru i gynnal ymchwiliad â ffocws;

a phan fo'r swyddog wedi gwneud y cyfryw argymhelliad, rhaid iddo/iddi hysbysu'r sefydliad o hynny a'r rhesymau dros gyfeirio.

13. Arolygiadau dan gyfarwyddyd y Pwyllgor Arolygu

- (1) Mae'r amgylchiadau ar gyfer cynnal arolygiad o raglen radd gymeradwy dan y Rheol hon fel a ganlyn –
- (a) yn dilyn argymhelliad dan Reol 12(7);
 - (b) pan fydd ymchwiliad â ffocws, ar fwy nag un achlysur, wedi arwain at ganfyddiad dan Reol 12(6)(b) bod y rhaglen yn torri amodau;
 - (c) pan fydd y Pwyllgor Arolygu o'r farn y bu methiant i gydymffurfio â gofyniad a osodwyd dan baragraff (3)(b)(ii) neu Reol 14(1)(c) (adolygu penderfyniadau);
 - (ch) pan fydd y Pwyllgor Arolygu o'r farn bod risg wirioneddol na fyddai'r rhaglen radd yn galluogi unigolyn sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol.
- (2) Bydd y Pwyllgor Arolygu –
- (a) yn gyfrifol am benderfynu a ddylid cynnal arolygiad ai peidio;
 - (b) os bydd yn penderfynu y dylid cynnal arolygiad –
 - (i) yn hysbysu'r sefydliad o'i benderfyniad yn ysgrifenedig, gan nodi ei resymau, y weithdrefn y bwriedir ei dilyn a'r amserlen ar gyfer cynnal yr arolygiad; ac

- (ii) yn penodi is-bwyllgor i gynnal yr arolygiad, a'i gwneud yn ofynnol i'r is-bwyllgor gyflwyno adroddiad iddo ar yr arolygiad;
 - (iii) rhaid i'r is-bwyllgor gynnwys o leiaf ddau aelod (gan gynnwys o leiaf un o swyddogion Gofal Cymdeithasol Cymru), a gall gynnwys unigolion a benodir dan Reol 11;
 - (iv) ni all unrhyw aelod a benodir i is-bwyllgor gymryd rhan yn nhrefodion y pwyllgor arolygu hefyd.
- (c) ar ôl derbyn adroddiad yr is-bwyllgor –
- (i) yn rhoi copi o'r adroddiad i'r sefydliad; ac
 - (ii) yn rhoi gwybod i'r sefydliad am gyfnod, heb fod yn llai nag un mis o'r dyddiad y cafodd y sefydliad gopi, pan gall gyflwyno sylwadau ar yr adroddiad i'r Pwyllgor Arolygu.
- (3) Pan fo arolygiad wedi'i gynnal, rhaid i'r Pwyllgor Arolygu –
- (a) benderfynu, ar ôl ystyried adroddiad yr is-bwyllgor ac unrhyw sylwadau gan y sefydliad dan baragraff (2)(c), a yw'r rhaglen radd a'r sefydliad, yn ei farn ef, yn bodloni gofynion Rheol 5 ai peidio, p'un a fydd y rhaglen yn galluogi'r unigolion sy'n ei chwblhau i gyrraedd y safon ofynnol o hyfedredd ai peidio, a ph'un a yw'r rhaglen yn cael ei chynnal yn unol ag unrhyw amod ei chymeradwyo ai peidio; a
 - (b) phan fydd gan y pwyllgor farn negyddol ynghylch unrhyw un o'r materion a grybwyllir yn is-baragraff (a), naill ai -
 - (i) tynnu'r gymeradwyaeth a roddwyd i'r rhaglen radd dan y Rheolau hyn yn ôl; neu
 - (ii) gosod gofynion ynghylch cynnal y rhaglen radd yn y dyfodol.
- (4) Rhaid i'r Pwyllgor Arolygu hysbysu'r sefydliad yn ysgrifenedig o'i benderfyniad dan baragraff (3), ynghyd â'i resymau a datganiad yn nodi hawl y sefydliad i adolygiad dan Reol 14.
- (5) Pan fydd y Pwyllgor Arolygu'n gwneud penderfyniad dan baragraff (3)(b), bydd y penderfyniad –
- (i) yn dod i rym 28 diwrnod ar ôl y diwrnod yr hysbyswyd yr ymgeisydd amdano os nad yw'r ymgeisydd, yn ystod y cyfnod hwnnw, wedi cyfeirio'r penderfyniad yn ysgrifenedig at y Pwyllgor Adolygu i'w ystyried dan Reol 14; ond
 - (ii) ni fydd yn dod i rym os bydd yr ymgeisydd yn cyfeirio'r penderfyniad yn y modd hwnnw.

RHAN IV Adolygu Penderfyniadau

14. Adolygu Penderfyniadau

- (1) Yn sgil cyfeiriad a wneir yn briodol dan Reol 4, 8 neu 13, caiff y mater dan sylw ei ystyried gan Bwyllgor Adolygu y mae'n rhaid iddo, yn unol â'r Rheol hon –
 - (a) yn achos cyfeiriad dan Reol 4 (ystyried ceisiadau), gwneud un o'r penderfyniadau y cyfeirir atynt yn Rheol 4(3)(a) neu (b), ac at ddibenion yr is-baragraff hwn, bydd y Rheol honno'n berthnasol fel petai unrhyw gyfeiriad at yr uwch swyddog dynodedig yn gyfeiriad at y Pwyllgor Adolygu;
 - (b) yn achos cyfeiriad dan Reol 8 (addasiadau i raglenni gradd), gwneud un o'r penderfyniadau y cyfeirir atynt yn Rheol 8(5), ac at ddibenion yr is-baragraff hwn, bydd y Rheol honno'n berthnasol fel petai unrhyw gyfeiriad at yr uwch swyddog dynodedig yn gyfeiriad at y Pwyllgor Adolygu;
 - (c) yn achos cyfeiriad dan Reol 13 (arolygiadau), gwneud penderfyniad ar y materion y cyfeirir atynt yn Rheol 13(3)(a) ac, os oes ganddo farn negyddol ynghylch unrhyw un o'r materion hynny, gwneud un o'r penderfyniadau y cyfeirir atynt yn Rheol 13(3)(b), ac at ddibenion yr is-baragraff hwn, bydd y Rheol honno'n berthnasol fel petai unrhyw gyfeiriad at yr uwch swyddog dynodedig yn gyfeiriad at y Pwyllgor Adolygu.
- (2) Rhaid i Bwyllgor Adolygu –
 - (a) gynnwys Cadeirydd a dau unigolyn arall, y mae'n rhaid i bob un ohonynt fod yn aelodau Gofal Cymdeithasol Cymru; ac
 - (b) yn sgil cyfeiriad dan Reol 13, beidio â chynnwys unrhyw un a oedd yn aelod o'r Pwyllgor Arolygu neu'r is-bwyllgor a ystyriodd y mater dan y Rheol honno.
- (3) Rhaid i Bwyllgor Adolygu –
 - (a) ystyried yr adolygiad cyn pen tri deg diwrnod gwaith ar ôl i Ofal Cymdeithasol Cymru dderbyn hysbysiad ysgrifenedig gan y sefydliad yn cyfeirio'r mater i'w adolygu dan y Rheol hon, neu gyfnod hwy fel y gall y pwyllgor ei bennu'n rhesymol cyn i'r tri deg diwrnod y cyfeiriwyd ato'n gynharach ddod i ben;
 - (b) gwrandao ar sylwadau llafar neu ysgrifenedig cyn gwneud ei benderfyniad;
a

- (c) rhoi gwybod i'r sefydliad dan sylw am ei benderfyniad cyn pen pum niwrnod gwaith o'r diwrnod y'i gwnaed, a rhoi rhesymau ysgrifenedig dros ei benderfyniad cyn pen ugain diwrnod gwaith o'r diwrnod y'i gwnaed.

Llofnodwyd ar ran Gofal Cymdeithasol Cymru

Huw Iwan Owen

**Cadeirydd Gofal Cymdeithasol Cymru
25 Hydref 2018**

YR ATODLEN

Meini Prawf ar gyfer Cymeradwyo a Sicrhau Ansawdd Rhaglenni Gradd Gwaith Cymdeithasol

1. Gweithio mewn partneriaeth

- (1) Er mwyn i raglen gael ei chymeradwyo gan Ofal Cymdeithasol Cymru:
 - (a) Bydd angen tystiolaeth gan Sefydliad Addysg Uwch (SAU) a chyflogw(y)r bod gweithwyr cymdeithasol yn rhannu cyfrifoldeb am ddatblygu, cyflwyno a rheoli gradd gwaith cymdeithasol. Byddai'r cyfryw dystiolaeth yn cynnwys trefniant partneriaeth ffurfiol rhwng o leiaf un Cyfarwyddwr Gwasanaethau Cymdeithasol a'r SAU⁶. Bydd pob trefniant tebyg yn manylu ar yr adnoddau (gan gynnwys cyfleoedd dysgu ymarfer digonol) y dylid eu darparu er mwyn cynorthwyo i gyflwyno a rheoli'r rhaglen radd.
 - (b) Rhaid i'r sefydliad gynnwys pobl ag anghenion gofal a chymorth a'u gofalwyr, a chynrychiolwyr cyflogwyr gweithwyr cymdeithasol, ym mhob cam o ddatblygu, rheoli a chyflwyno'r rhaglen radd (gan gynnwys dethol ac asesu myfyrwyr).
- (2) Gall y rhaglen radd feithrin partneriaethau ysgrifenedig pellach â chyflogwyr eraill gweithwyr cymdeithasol fel rhan o'u busnes neu wrth ymgymryd â'u swyddogaethau.

2. Darparu adnoddau

- (1) Rhaid i'r sefydliad ddyrannu adnoddau digonol i'r rhaglen radd er mwyn sicrhau:
 - (a) bod digon o unigolion cymwys a phrofiadol (y dylai'r mwyafrif ohonynt fod yn weithwyr cymdeithasol) yn cyfrannu at y rhaglen radd er mwyn i bob myfyriwr dderbyn dysgu academaidd a dysgu ymarfer digonol sydd wedi'i asesu, ei strwythuro a'i gyfarwyddo⁷;
 - (b) bod myfyrwyr yn gallu dysgu a chael eu hasesu i'r un safon drwy gyfrwng y Gymraeg;
 - (c) y gall myfyrwyr fanteisio'n ddigonol ar ddeunyddiau dysgu priodol a chyfredol;

⁶ Dywed Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 Rhan 8 Cod Ymarfer ar Rôl y Cyfarwyddwr Gwasanaethau Cymdeithasol (Swyddogaethau Gwasanaethau Cymdeithasol): "Dylai'r cyfarwyddwr hyrwyddo dysgu cydweithredol gan y gweithlu drwy rwydweithiau a chydberthnasoedd â chyrrff eraill. Mae hynny'n cynnwys gweithio gyda darparwyr addysg a hyfforddiant, fel cyrrff addysg uwch, i sicrhau eu bod yn gallu darparu hyfforddiant perthnasol ac effeithiol a chefnogi gweithlu cymwys." (paragraff 75)

⁷ Bydd angen i raglenni sicrhau y gallant fanteisio ar bersonél ag arbenigedd priodol i gyflwyno pob agwedd ar y rhaglen gymhwys. Bydd angen i raglenni cymeradwy ddynodi arbenigedd proffesiynol staff sy'n cyfrannu at y rhaglen, y mae'n rhaid i'r mwyafrif ohonynt fod yn weithwyr cymdeithasol cymwys a phrofiadol. Yn rhan o'u datblygiad proffesiynol parhaus, disgwylir i'r aelodau staff hyn gael cyfle i ymgymryd â gweithgarwch dysgu a datblygu perthnasol er mwyn cefnogi eu cyfredolrwydd mewn ymarfer gwaith cymdeithasol cyfoes.

- (ch) y gall myfyrwyr fanteisio ar amgylchedd dysgu sy'n gallu bodloni modelau a dulliau dysgu amrywiol⁸
 - (d) bod pawb sy'n gysylltiedig â darparu'r rhaglen radd, gan gynnwys pobl ag anghenion gofal a chymorth, a'u gofalmwyr, yn cael hyfforddiant ymsefydlu a hyfforddiant parhaus i'w galluogi i gyfrannu'n effeithiol at y rhaglen a diweddarau eu gwybodaeth a sgiliau mewn perthynas â hyfforddi gweithwyr cymdeithasol.
- (2) Rhaid i'r Sefydliad, drwy ei gytundeb neu gytundebau partneriaeth ac fel arall, fod ag adnoddau digonol i sicrhau –
- (a) bod myfyrwyr yn cael digon o gyfleoedd dysgu ymarfer at ddibenion Rheol 6(2)(f); a
 - (b) bod digon o addysgwyr ymarfer i asesu myfyrwyr ym mhob cyfnod o ddysgu ymarfer.

3. Dethol myfyrwyr ar gyfer y rhaglen radd

- (1) Cyn derbyn ymgeisydd ar raglen radd, rhaid i'r sefydliad gynnal asesiad ohono/ohoni a fydd yn galluogi'r sefydliad i fod yn rhesymol sicr⁹:
- (a) bod gan yr ymgeisydd y potensial i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6) ar ôl cwblhau'r cwrs¹⁰;
 - (b) bod gan yr ymgeisydd **brofiad perthnasol** digonol o ofal cymdeithasol ac y gall ddangos y gwerthoedd a'r sgiliau sylfaenol sy'n cyfateb i'r rhai a ddisgwylir yn gyffredinol gan weithwyr cymdeithasol;¹¹
 - (c) bod yr ymgeisydd wedi darllen a deall y Cod Ymarfer Proffesiynol Gofal Cymdeithasol a gyhoeddir gan Ofal Cymdeithasol Cymru dan Adran 112 y Ddeddf;
 - (ch) bod gan yr ymgeisydd sgiliau cyfathrebu a chymhwyso rhif sy'n cyfateb i Lefel 2 neu'n uwch, fel y pennir gan Fframwaith Credydau a Chymwysterau Cymru; a
 - (d) bod yr ymgeisydd yn gallu deall a chyfathrebu'n effeithiol drwy ddefnyddio Cymraeg neu Saesneg ysgrifenedig a llafar.

⁸ Bydd angen i raglenni cymeradwy gadarnhau y gallant fanteisio ar amgylchedd dysgu ffisegol sy'n gydnaws ag ystod o ddulliau addysgu a dysgu.

⁹ Gall asesiad gynnwys ystod o ddulliau, ond rhaid iddo gynnwys cyfweiliad unigol.

¹⁰ Bydd angen i raglenni cymeradwy gynnwys meini prawf mynediad clir ar gyfer ymgeiswyr sy'n dilyn ystod o lwybrau i addysg uwch. Bydd angen iddynt ddangos bod y gofynion mynediad yn ddigon cadarn ar gyfer y lefel astudio academaidd a'r rôl broffesiynol.

¹¹ Rhaid i raglenni cymeradwy bennu gofynion ar gyfer profiad perthnasol o waith cymdeithasol nad yw'n llai na **360 awr** o ymarfer mewn swydd â thâl neu swydd wirfoddol, ac eithrio mewn amgylchiadau achlysurol ac eithriadol lle y gellir dangos bod y profiad wedi'i fodloni mewn ffyrdd eraill. **Er enghraifft, fel unigolion sydd â phrofiad bywyd o waith cymdeithasol/gwasanaethau gofal cymdeithasol.**

- (2) Rhaid i'r asesiad y cyfeirir ato ym mharagraff (1) gynnwys cyfweiliad wyneb-yn-wyneb unigol.
- (3) Cyn derbyn ymgeisydd ar raglen radd, rhaid i'r sefydliad:
 - (a) fodloni'i hun ynghylch ffitrwydd meddygol a chymeriad yr ymgeisydd o ran bod yn addas i weithio ym maes gwaith cymdeithasol;
 - (b) os yw'n bosibl darparu tystysgrif i ymgeisydd dan Ran V Deddf yr Heddlu 1997 (tystysgrifau cofnodion troseddol), sicrhau bod yr ymgeisydd yn cyflwyno'r dystysgrif fwyaf cynhwysfawr y gellir ei chyflwyno dan y Rhan honno;
 - (c) os yw'n ofynnol cofrestru'r ymgeisydd dan Ddeddf Diogelu Grwpiau Hyglwyf 2006, bodloni'i hun bod y rhif a ddyrannwyd i'r ymgeisydd hwnnw gan y Gwasanaeth Datgelu a Gwahardd wedi'i ddarparu;
 - (ch) rhoi gwybod i fyfyrwyr sy'n dymuno bod yn weithwyr cymdeithasol am y gofyniad i gofrestru â Gofal Cymdeithasol Cymru dan Adran 80(1)(b) y Ddeddf; a
 - (d) bodloni'i hun bod y myfyriwr wedi cofrestru yn y modd hwnnw.¹²

4. Polisiâu a gweithdrefnau gofynnol

- (1) Rhaid i'r sefydliad fod â pholisiâu sy'n bodloni gofynion cyfreithiol deddfwriaeth cydraddoldeb a deddfwriaeth yr iaith Gymraeg. Rhaid iddynt fodloni gofynion y Rheolau hyn hefyd.
- (2) Rhaid i'r sefydliad hyrwyddo a pharchu cyfle cyfartal a hawliau dynol ym mhob agwedd ar gyflwyno'r rhaglen radd, gan gynnwys (ond heb ei gyfyngu i):
 - (a) recriwtio staff at ddibenion y rhaglen;
 - (b) dethol myfyrwyr ar gyfer y rhaglen;
 - (c) cyflwyno'r rhaglen;
 - (ch) asesu myfyrwyr ar y rhaglen.
- (3) Rhaid i'r sefydliad ymdrechu i'r eithaf i ddiogelu unrhyw un sy'n gysylltiedig â chyflwyno'r rhaglen radd rhag cael ei gam-drin/cham-drin mewn unrhyw ffordd.

¹² Rhaid i raglen gymeradwy ddangos sut y bydd yn bodloni ei hun bod myfyrwyr wedi cofrestru, a rhaid bod ganddi systemau i gymryd camau yn erbyn myfyrwyr nad ydynt yn cofrestru â Gofal Cymdeithasol Cymru. Am arweiniad ar ddethol a chofrestru gyda Gofal Cymdeithasol Cymru, gweler *Addasrwydd ar gyfer Gwaith Cymdeithasol, Canllawiau ar gyfer partneriaethau rhaglenni gwaith cymdeithasol am addasrwydd myfyrwyr gwaith cymdeithasol i ymarfer Gofal Cymdeithasol Cymru 2021*.

- (4) Rhaid i'r sefydliad sefydlu trefniadau i werthuso ei gydymffurfiaid â'i bolisiâu cyfle cyfartal, ymarfer gwrthwahaniaethol a pholisi'r iaith Gymraeg, a chydymffurfio â'r trefniadau hynny.
- (5) Rhaid i'r sefydliad sicrhau, dan y trefniadau a grybwyllir yn is-baragraff 4, y bydd:
 - (a) yn datblygu a dilyn cynllun gweithredu mewn unrhyw achos lle mae mewn perygl o beidio â chydymffurfio â'r gofynion dan is-baragraff (1) neu unrhyw rai o'r cyfrifoldebau y cyfeirir atynt yn is-baragraff (2); ac
 - (b) yn archwilio sgiliau Gymraeg myfyrwyr a chofnodi'r nifer sy'n dymuno ymgymryd â'r rhaglen radd gyfan, neu ran ohoni, drwy gyfrwng y Gymraeg.
- (6) Rhaid i'r sefydliad sefydlu, dilyn a rhoi cyhoeddusrwydd i weithdrefnau ar gyfer:
 - (a) ystyried cwynion yn ymwneud â'r rhaglen radd;
 - (b) penderfynu ar addasrwydd myfyrwyr a therfynu lle myfyriwr ar y rhaglen radd os penderfynir ei fod/bod yn anaddas ar gyfer gwaith cymdeithasol;
 - (c) apelïadau gan fyfyrwyr ar y rhaglen radd yn erbyn penderfyniadau asesu a wneir amdanynt; a
 - (ch) chwythu'r chwiban gan fyfyrwyr.
- (7) Rhaid i'r gweithdrefnau dan baragraff (6) nodi (fel y bo'n briodol):
 - (a) yr amserlenni ar gyfer gwneud penderfyniadau dan y gweithdrefnau;
 - (b) yr unigolion a fydd yn gwneud penderfyniadau dan y gweithdrefnau;
 - (c) amrediad posibl canlyniadau'r penderfyniadau dan y gweithdrefnau;
 - (ch) y cedwir cofnodion ysgrifenedig o benderfyniadau dan y gweithdrefnau, gan gynnwys y rhesymau drostynt;
 - (d) bod y sefydliad wedi ymrwymo i wneud penderfyniadau dan y gweithdrefnau mewn modd teg; a'r
 - (dd) broses apelio yn erbyn penderfyniadau a wneir dan y gweithdrefnau.

5. Meini prawf dysgu

- (1) Rhaid i'r sefydliad ddarparu manyleb y rhaglen i Ofal Cymdeithasol Cymru:

- (a) sy'n bodloni Cod Ansawdd diweddaraf yr ASA ar fanylebau tebyg, ac sy'n dangos sut bydd y rhaglen radd yn galluogi myfyrwyr i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6).
 - (b) a fydd yn rhoi cyfle i bob myfyriwr ddatblygu hunaniaeth broffesiynol fel gweithiwr cymdeithasol drwy brofiad dysgu cydlynus ac integredig.
- (2) Heb leihau effaith is-baragraff (1), rhaid i'r sefydliad sicrhau:
- (a) bod pob myfyriwr yn cael cynnig tua 1,200 awr o ddysgu academaidd wedi'i gyfarwyddo, ei strwythuro a'i asesu, sy'n ddigon i roi'r cyfle iddo ef/iddi hi fodloni'r Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Cymdeithasol;
 - (b) bod cynnwys y rhaglen yn bodloni'r gofynion o ran gwybodaeth bynciol a sgiliau sy'n benodol i'r pwnc a sgiliau eraill a ddisgrifir yn y Datganiadau Meincnodi ar gyfer Gwaith Cymdeithasol;
 - (c) bod pob myfyriwr yn cael cynnig cyfleoedd i ddatblygu sgiliau ymarfer gwaith cymdeithasol yn ystod y 1,200 awr o ddysgu academaidd wedi'i gyfarwyddo, ei strwythuro a'i asesu, a thrwy gyfleoedd dysgu ymarfer fel y manylir arnynt yn y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6);
 - (ch) bod o leiaf un o'r cyfleoedd dysgu ymarfer hyn o ddim llai na **560 awr** mewn Awdurdod Gwasanaethau Cymdeithasol Lleol, ac yn cynnwys profiad o swyddogaethau gwasanaethau cymdeithasol statudol, gan gynnwys diogelu;
 - (d) bod darpariaeth ar gael i fyfyrwyr ddysgu drwy gyfrwng y Gymraeg;
 - (dd) bod yr addysgu a dysgu yn y sefydliad ac mewn lleoliadau ymarfer yn adlewyrchu deddfwriaeth gyfredol, polisi cymdeithasol a datblygiadau deddfwriaethol sy'n berthnasol i Gymru. Bydd hyn yn cynnwys hyrwyddo cydraddoldeb a hawliau dynol yn weithredol, gan gynnwys hyrwyddo arfer gwrthwahananiaethol a gwrthormesol;
 - (e) y gall myfyrwyr nodi, deall ac ymateb i faterion sy'n ymwneud â'r swyddogaethau statudol o ddiogelu ac amddiffyn plant ac oedolion sydd mewn perygl;
 - (f) bod myfyrwyr yn deall dulliau ymchwil ac yn gallu defnyddio ymchwil yn briodol wrth wneud penderfyniadau a llunio barn broffesiynol ynghylch ymarfer, ac wrth werthuso canlyniadau;
 - (ff) y gall myfyrwyr nodi, deall ac ymateb i faterion sy'n benodol i anghenion Cymru, ei hieithoedd, ei deddfwriaeth, ei diwylliant, ei daearyddiaeth a'i sefydliadau neu'n nodweddiadol ohonynt, ynghyd â safle nodedig yr iaith Gymraeg;

- (g) wrth gwblhau'r rhaglen radd, y bydd myfyrwyr yn cael trawsgrifiad yn nodi eu cyflawniadau a'u hanghenion dysgu yn y dyfodol ("trawsgrifiad myfyriwr").

6. Meini prawf asesu

- (1) Wrth asesu myfyrwyr, rhaid i'r sefydliad fodloni'r gofynion canlynol –
 - (a) sicrhau bod rhaid i bob myfyriwr fodloni'r meini prawf asesu ar bob lefel academaidd o'r rhaglen radd cyn symud ymlaen i'r lefel nesaf;
 - (b) heb leihau effaith paragraff 4(6)(c), sicrhau bod pob myfyriwr yn cael ei (h)asesu gan Fwrdd Arholi, a fydd wedyn yn penderfynu, yn unol â'r strwythur ar gyfer y radd gwaith cymdeithasol, a yw'r myfyriwr wedi bodloni'r gofynion asesu ar gyfer y lefel honno;
 - (c) sicrhau bod y Bwrdd Arholi'n fodlon, yn yr asesiad terfynol, bod pob myfyriwr wedi cyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6);
 - (ch) sicrhau bod y Bwrdd Arholi'n cynnwys o leiaf un arholwr allanol, Cadeirydd y Panel Asesu Ymarfer a chynrychiolydd o blith cyflogwyr gweithwyr cymdeithasol;
 - (d) sicrhau bod gan y Bwrdd Arholi a'r Panel Asesu Ymarfer gyloch gorchwyl cytûn a chyfredol;
 - (dd) sicrhau bod gan y rhaglen radd banel Asesu Ymarfer (sy'n cynnwys staff y rhaglen radd, cynrychiolwyr o blith cyflogwyr gweithwyr cymdeithasol, a phobl sydd ag anghenion gofal a chymorth neu eu gofalwyr) i reoli'r broses o asesu ymarfer ar bob lefel, safoni argymhellion addysgwyr ymarfer, a gwneud argymhellion ar bob myfyriwr i'r Bwrdd Arholi yn unol â hynny;
 - (e) cynnal adolygiad interim â'r addysgwr ymarfer o gynnydd pob myfyriwr yn ystod unrhyw gyfnod o ddysgu ymarfer asesedig sy'n fwy na **280 awr**;
 - (f) bod ganddo systemau i adnabod myfyrwyr y mae eu dysgu ymarfer yn awgrymu na fyddant, o bosibl, yn gallu bodloni'r safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6) erbyn diwedd eu hyfforddiant, a chymryd camau priodol;
 - (ff) sicrhau y bydd cymhwysedd pob myfyriwr mewn ymarfer gwaith cymdeithasol yn cael ei asesu yn unol â'r gofynion ar gyfer dysgu ymarfer y cyfeirir atynt yn Rheol 6(2)(f);
 - (g) sicrhau y caiff pob un o'r myfyrwyr eu hasesu ym mhob cyfnod o ddysgu ymarfer gan weithiwr cymdeithasol cofrestredig a phrofiadol, sy'n addysgwr ymarfer cymhwysedig neu'n hyfforddi i fod yn addysgwr ymarfer;

- (ng) sicrhau, lle nad yw'r addysgwyr ymarfer dynodedig hefyd yn darparu rheolaeth o ddydd i ddydd ar safle'r myfyriwr, bod yr unigolyn â'r cyfrifoldeb hwnnw'n paratoi'n briodol ac yn amserol ar gyfer y rôl honno;
- (h) sicrhau y caiff ymarfer y myfyriwr ei asesu drwy o leiaf ddeg sesiwn o arsylwi gwaith yn uniongyrchol â phobl sydd angen gofal a chymorth, ar gymhareb o tua un sesiwn arsylwi ar gyfer pob **140 awr** o ddysgu ymarfer. Rhaid i saith o'r sesiynau arsylwi uniongyrchol gael eu cynnal gan yr addysgwyr ymarfer dynodedig, a'r lleill gan weithiwr cymdeithasol cofrestredig;
- (i) sicrhau bod asesu myfyrwyr yn defnyddio ystod o ddulliau asesu sy'n addas ar gyfer ystod y wybodaeth a'r sgiliau sydd eu hangen;
- (j) sicrhau bod darpariaeth ar gael i fyfyrwyr gael eu hasesu drwy gyfrwng y Gymraeg;
- (l) sicrhau bod unrhyw drefniadau ar gyfer achredu dysgu a phrofiad blaenoriaeth yn cydnabod hyd at uchafswm o 50 y cant o'r rhaglen, ar yr amod y caiff yr holl ofynion eu bodloni'n llawn¹³.

7. Meini prawf sicrhau ansawdd

- (1)
 - (a) Rhaid i'r sefydliad sefydlu a chydymffurfio â threfniadau ar gyfer monitro ac adolygu pob agwedd ar y rhaglen radd mewn ysbeidiau priodol (y cyfeirir atynt yn y Rheolau hyn fel "y broses sicrhau ansawdd").
 - (b) Yn ogystal â staff Addysg Uwch a chyflogwyr y rhaglen radd, rhaid i'r broses sicrhau ansawdd gynnwys pobl eraill (gan gynnwys pobl ag anghenion gofal a chymorth, gofalwr a myfyrwyr) sy'n gysylltiedig â chyflwyno'r rhaglen.
- (2) Heb leihau effaith y gofyniad cyffredinol yn is-baragraff (1), rhaid i'r sefydliad sicrhau y bydd, dan y broses sicrhau ansawdd:
 - (a) yn flynyddol, o leiaf, yn ceisio barn myfyrwyr, pobl ag anghenion gofal a chymorth, gofalwyr, staff sy'n gysylltiedig ag addysgu ac asesu academiaidd ac ymarfer, a chyflogwyr gweithwyr cymdeithasol am y rhaglen radd, ac ymateb i'w barn;
 - (b) yn flynyddol, o leiaf, yn gwerthuso perfformiad y rhaglen radd mewn adroddiad ysgrifenedig;
 - (c) yn penodi arholwyr sy'n annibynnol ar y sefydliad (y cyfeirir atynt yn y Rheolau hyn fel "arholwyr allanol") i werthuso a yw myfyrwyr ar y rhaglen

¹³ Dylai rhaglenni cymeradwy allu dangos sut y bodlonwyd holl ganlyniadau a gofynion y rhaglen mewn theori ac yn ymarferol erbyn diwedd y rhaglen drwy gyfuniad o ddysgu blaenorol a phresenoldeb ar y rhaglen. Ni ellir eithrio myfyrwyr rhag bodloni unrhyw un o ofynion y rhaglen.

radd yn debygol o gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6);

- (ch) yn ei gwneud yn ofynnol i'r arholwyr allanol lunio adroddiad blynyddol ar ganlyniadau eu gwerthusiad dan is-baragraff (c) uchod;
 - (d) yn sgil adroddiad dan is-baragraff (b) neu (ch), yn cymryd y camau angenrheidiol i sicrhau bod y rhaglen radd yn parhau i fodloni gofynion yr Atodlen hon, ac y bydd yn parhau i alluogi unigolion sy'n cwblhau'r rhaglen i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6); ac
 - (dd) yn llunio cynllun gweithredu, a'i roi ar waith, mewn unrhyw achos lle mae'r sefydliad o'r farn bod y rhaglen radd mewn perygl o beidio â pharhau i fodloni gofynion yr Atodlen hon, neu beidio â pharhau i alluogi unigolion sy'n cwblhau'r rhaglen i gyrraedd y safon ofynnol o hyfedredd mewn gwaith cymdeithasol perthnasol (Rheol 6).
- (3) Rhaid i'r sefydliad roi manylion i Ofal Cymdeithasol Cymru am aelod staff y gall Gofal Cymdeithasol Cymru ohebu ag ef/hi ynghylch gweithredu ei broses sicrhau ansawdd.



CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
DYDDIAD / DATE	29.04.21				
EITEM AGENDA AGENDA ITEM	10				
TEITL / TITLE SCW/21/14	Diweddariad System Rheoli Diogelwch Gwybodaeth				
AWDUR / AUTHOR	Andrew Lycett, Cyfarwyddwr Cyllid, Cynllunio Strategol ac Adnoddau				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:					
PAPURAU CEFNOGOL / SUPPORTING PAPERS					
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	<p>Sicrhau gwelliant parhaus a thrawsnewid y ffordd rydym yn cyflawni gwaith Gofal Cymdeithasol Cymru.</p> <p>Cynnal ac addasu ein gweithgareddau craidd yng ngoleuni COVID -19.</p> <ul style="list-style-type: none">• Sicrhau gwelliant parhaus ar sut rydym yn gweithio drwy ein cynllun pobl, ein strategaeth ICT 3 blynedd a'n cynllun cyfathrebu ac ymgysylltu• Sicrhau rheolaethau ariannol a llywodraethu effeithiol, systemau ac atebolrwydd• Parhau i gydymffurfio â gofynion sefydliadol statudol.				
GWEITHRED / ACTION REQUIRED	CYMERADWYA ETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>ARGYMHELLIAD / RECOMMENDATION</p>	<p>Gwahoddir yr Aelodau i nodi a chymeradwyo:</p> <p>Ychwanegu trefniadau goruchwylio cydnerthedd seiber at gyfrifoldebau dirprwyedig a diweddarau Cylch Gorchwyl y Pwyllgor Archwilio a Risg i adlewyrchu'r newid hwn.</p> <p>Fod y Grŵp Cydgysylltu'r Cadeiryddion yn ystyried ac yn cynghori'r Cadeirydd ar opsiynau yn y dyfodol ar gyfer sicrhau bod gwybodaeth am seiber nerth a systemau gwybodaeth yn cael ei chadw o fewn set sgiliau gyffredinol y Bwrdd.</p>
<p>PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED</p> <p>MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION; QUESTIONS TO CONSIDER</p>	<p>Mae Gofal Cymdeithasol Cymru wedi cael ei ail-ardystio ar gyfer y Safon BSI:</p> <p>Er bod yr archwiliad ail-ardystio wedi nodi nifer o anghydfurfiaethau yn erbyn y safon, mae'n bwysig nodi nad oedd yr anghydfurfiaethau a nodwyd wedi arwain at golli data personol neu systemau o unrhyw fethiannau seiber neu system ar unrhyw adeg.</p> <p>Mae rhaglen o gamau gwella parhaus yn cael ei harwain gan y Grŵp Llywodraethu Gwybodaeth i fynd i'r afael â chanfyddiadau'r archwiliad. Bydd gweithgareddau'r Grŵp yn cael eu hadrodd yn ogystal â'r holl adroddiadau archwilio ISO a dderbynnir yn y dyfodol i'r Pwyllgor Archwilio a Risg os yw'r Bwrdd yn cytuno ar yr argymhelliad uchod.</p>
<p>ASESIADAU EFFAITH / IMPACT ASSESSMENTS</p>	

Diweddariad System Rheoli Diogelwch Gwybodaeth

1. Cyd - destun

- 1.1 Mae'n ofynnol i holl gyrff y llywodraeth sefydlu Systemau Rheoli Diogelwch Gwybodaeth (ISMS) priodol, effeithiol.
- 1.2 Mae Gofal Cymdeithasol Cymru yn cydymffurfio â'r gofyniad gorfodol hwn drwy ardystiad ISO 27001. Cawn ein harchwilio'n allanol bob tair blynedd yn erbyn y safon gydag adolygiadau allanol cyffyrddiad ysgafn yn y blynyddoedd rhwng hynny, gan y corff dyfarnu, BSI. Mae hyn yn cynnal ein hardystiaeth ac yn rhoi sicrwydd allanol pwysig ar y trydydd lefel i'r Bwrdd o effeithiolrwydd y fframwaith rheolaethau a sicrwydd ym maes rheoli data a systemau.
- 1.3 Mae Safon ISO 27001 yn nodi'r gofynion ar gyfer sefydlu, gweithredu, cynnal a gwella system rheoli diogelwch gwybodaeth yn barhaus yng nghyd-destun y sefydliad. Mae hefyd yn cynnwys gofynion ar gyfer asesu a thrin risgiau diogelwch gwybodaeth sydd wedi'u teilwra i anghenion y sefydliad.
- 1.4 Pwrpas y papur hwn yw cadarnhau bod Gofal Cymdeithasol Cymru wedi ail-ardystio ei ISMS yn dilyn yr ymweliad ail-ardystio bob tair blynedd.
- 1.5 Cynhaliwyd yr archwiliad BSI cychwynol ar 3-4 Chwefror. Amlygodd yr ymweliad hwn nifer o anghydfurfiaethau gan ddsbarthu pump fel rhai mawr a phump fel rhai bach. Byddai methu â mynd i'r afael â'r anghydfurfiaethau mawr wedi arwain at golli ardystiad yn erbyn y safon. Cynhaliwyd ail-ymweliad ar 12 Ebrill i asesu'r camau a gymerwyd i fynd i'r afael â'r anghydfurfiaethau mawr cyn penderfynu a ddylid ail-ardystio'r sefydliad yn erbyn y Safon.
- 1.6 Mae'n bwysig nodi nad oedd yr anghydfurfiaethau a nodwyd wedi arwain at golli data neu systemau personol o unrhyw fethiannau seiber neu system ar unrhyw adeg. Roedd yr arsylwadau'n ymwneud â gweithgareddau rheoli a sicrhau ehangach nad oedd yn gwbl weithredol.
- 1.7 Paratowyd adroddiad ar gyfer y Pwyllgor Archwilio a Risg ar 11 Mawrth 2021 yn adrodd ar ganfyddiadau'r archwiliad a chynllun gweithredu i unioni'r anghydfurfiaethau. Mae eitem 6 o gofnodion y cyfarfod Archwilio a Risg yn cofnodi'r drafodaeth ynghylch yr ISMS, ac mae wedi'i chynnwys ar borth y bwrdd am wybodaeth.
- 1.8 Mae'r Grŵp Llywodraethu Gwybodaeth wedi'i ailymgynnull i oruchwyllo'r trefniadau ISMS heb gwrdd yn ystod y pandemig covid-19, pan fu ein ffocws ar barhad busnes a sefydlu trefniadau gweithio newydd i gefnogi cyflawni gweithredol.
- 1.9 Bydd canfyddiadau'r archwilydd allanol (AA) a'r gwasanaeth archwilio mewnol (AM) sydd newydd eu comisiynu yn cael eu cyflwyno i'r Pwyllgor Archwilio a Risg yng nghyfarfod mis Mehefin. Bydd cynllun gwaith y Grŵp Llywodraethu Gwybodaeth hefyd yn cael ei rannu i roi sicrwydd ynghylch gweithgareddau

sydd â'r nod o gryfhau ein ISMS. Dangosir crynodeb o'r canfyddiadau yn ôl categori a'r bwriad i gau mater yn Nhabl 1.

Tabl 1.

Categori Anghydfurfiaeth	Materion a Godwyd	Cau	Cynlluniwyd i'w gwblhau erbyn diwedd				
			Ebrill	Mai	Meh	Gorff	Hyd
AA Mawr	5	5*					1*
AA Bach	5	2		2	1		
AM Mawr	0	n/a					
AM Bach	5	0		4		1	
AM Arsyllwadau	14	1		8	3	1	1*

*Cyflawnwyd y gofyniad i ailsefydlu archwiliad mewnol sy'n cydymffurfio ag ISO 27001 ar gyfer y flwyddyn gyfredol drwy gontract untro. Bydd angen proses gaffael yn ddiweddarach yn y flwyddyn i sefydlu contract tair blynedd parhaus ar gyfer y gwaith hwn.

2. Goblygiadau o ran adnoddau

- 2.1 Mae'n ofynnol ailsefydlu gwasanaeth archwilio mewnol penodol sy'n cydymffurfio ag ISO 27001. Yn seiliedig ar gostau'r gwasanaeth blwyddyn sengl a gaffaelwyd yn ddiweddar, disgwylir y bydd hyn oddeutu £ 5,000 y flwyddyn.
- 2.2 Bydd costau i gyflwyno meddalwedd newydd ar gyfer dadansoddi systemau log a symud adferiad trychineb i'r cwmwl. Gall hyn arwain at hyd at £15,000 o gost flynyddol ychwanegol.
- 2.3 Roedd goblygiadau eraill o ran adnoddau eisoes wedi'u hystyried o fewn y broses gyllideb ddrafft cyn yr archwiliad BSI o ran cryfhau ein dull o lywodraethu digidol a gwella adnoddau'r tîm ICT.
- 2.4 Bydd costau cydymffurfio pellach pan fydd Gofal Cymdeithasol Cymru yn ceisio ardystiad Cyber Essentials Plus fel rhan o'n hymrwymiad i welliant parhaus. Bydd hyn yn dilyn dadansoddiad bwch manwl i'w gynnal yn ail chwarter 2021/22.

3. Ystyriaethau risg

- 3.1 Gall colli ardystiad yn erbyn Safon ISO 27001 arwain at ddifrod i enw da a bydd yn lleihau lefel y sicrwydd sydd gan y sefydliad dros ddata a seiberfwlio ar adeg pan fo'r materion hyn yn tyfu mewn proffil.

- 3.2 Mae risg gynyddol ym maes seiberddiogelwch. Bydd y Pwyllgor Archwilio a Risg yn goruchwyllo'r camau gweithredu dilynol sy'n deillio o'r adroddiadau archwilio.
- 3.3 Argymhellir bod goruchwyliaeth o drefniadau Cydnerthedd Seiber yn cael ei hychwanegu at gyfrifoldebau dirprwyedig y Pwyllgor Archwilio a Risg a bod Cylch Gorchwyl yn cael ei ddiweddarau i adlewyrchu'r newid hwn.

4. Ymrwymiad

- 4.1 Mae'r Grŵp Llywodraethu Gwybodaeth wedi adolygu a diwygio ei gylch gorchwyl, gan ehangu cwmpas yr aelodaeth er mwyn sicrhau bod ein holl weithgareddau'n cael eu cynrychioli.
- 4.2 Mae ymarfer i adolygu ein 'partïon â diddordeb' i sicrhau bod yr holl berthnasoedd rhannu gwybodaeth a data yn cael eu hystyried yn cael eu cynnal ac y byddant yn cael eu hystyried yng nghyfarfod y Grŵp Llywodraethu Gwybodaeth ym mis Ebrill.
- 4.3 Efallai yr hoffai'r Bwrdd ystyried trefniadau y dyfodol ar gyfer sicrhau bod gwybodaeth am seiberwyddedd a systemau gwybodaeth yn cael ei chadw o fewn set sgiliau gyffredinol y Bwrdd.

5. Effaith

- 5.1 Mae cynnal ISMS gwydn ac effeithiol yn hanfodol er mwyn diogelu ein systemau a'n data. Mae'n rhan allweddol o'r amgylchedd rheoli cyffredinol a weithredir o fewn Gofal Cymdeithasol Cymru ac o ran cynnal hyder y cyhoedd a bodloni ein rhwymedigaethau cyfreithiol.



CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
					✓
DYDDIAD / DATE	29.04.21				
EITEM AGENDA AGENDA ITEM	11				
TEITL / TITLE SCW/21/15	Cynllun Busnes 2020-21: Diweddariad chwarter 4				
AWDUR / AUTHOR	Sue Evans, Prif Weithredwr				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:					
PAPURAU CEFNOGOL / SUPPORTING PAPERS	Atodiad 1 - Cynnydd y Cynllun Busnes: Diweddariad 12 mis - sylwebaeth perfformiad Atodiad 2 - Adroddiad Cyllideb am y cyfnod hyd at 31 Mawrth 2021 Atodiad 3 - Dangosfwrdd diwedd blwyddyn Adnoddau Dynol (yn ategu papur porth y Bwrdd)				
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Holl weithgareddau'r Cynllun Busnes,				
GWEITHRED / ACTION REQUIRED	CYMERADWYAETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
ARGYMHELLIAD / RECOMMENDATION	Gofynnir i aelodau graffu a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2020-21 yn y cyfnod deuddeg mis.				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED MAIN POINTS; KEY ISSUES TO DRAW	Mae'r adroddiad perfformiad hwn yn darparu diweddariad yn erbyn: <ul style="list-style-type: none">• gynnydd yn erbyn yr holl amcanion yn atodiad 1 gan gynnwys adrodd ar eithriadau o weithgareddau melyn a choch.• ein sefyllfa ariannol ar ôl 12 mis yn Atodiad 2• dangosfwrdd perfformiad lefel uchel o'n hadroddiad Adnoddau Dynol diwedd blwyddyn yn Atodiad 3				

TO ATTENTION; QUESTIONS TO CONSIDER	
ASESIADAU EFFAITH / IMPACT ASSESSMENTS	Cwblheir asesiadau effaith ar gyfer darnau penodol o waith.

Cynllun Busnes 2020-21: Diweddariad chwarter 4

1. Pwrpas yr adroddiad a'r argymhelliadau

- 1.1 Mae'r adroddiad hwn yn rhoi'r cynnydd diwedd y flwyddyn yn erbyn ein cynllun busnes yn 2020-21.
- 1.2 Ceir diweddariad ar gynnydd yn erbyn yr holl amcanion yn atodiad 1 gan gynnwys adrodd eithriad a'r weithgareddau melyn a choch. Gofynnir i'r Aelodau ystyried a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2020-21 yn ystod cyfnod deuddeg mis.
- 1.3 Er bod cynnydd sylweddol wedi'i wneud yn y rhan fwyaf o weithgareddau'r cynllun busnes; mae cydnabyddiaeth bod y pandemig yn cael effaith sylweddol a pharhaus ar y sector.
- 1.4 Yng nghyfarfod y Bwrdd ym mis Ionawr, roedd nifer o weithgareddau cynllun busnes yn chwarter 3 y nodwyd eu bod yn cario ymlaen i'r flwyddyn ariannol nesaf. Mae'r pandemig yn cael effaith sylweddol, barhaus ar y sector ac yn arbennig eu gallu i ymgymryd â'r lefel ymgysylltu sy'n ofynnol ar ein gwaith i sicrhau ei fod yn cael ei gyd-gynhyrchu yn wirioneddol gyda'r sector ar gyfer y sector. Mae'r dull hwn wedi bod yn sail i rywfaint o'n gwaith mwyaf llwyddiannus yn ystod y blynyddoedd diwethaf ac felly penderfynwyd tynnu ymgysylltiad yn ôl oni bai ei fod yn gwbl hanfodol. Felly, mae'r gweithgareddau hyn yn dal i gael eu hamlygu fel rhai ambr fel y gellir cario'r rhain ymlaen i Gynllun Busnes 21/22 sy'n cael ei drafod yng nghyfarfod y Bwrdd.

2. Cyd-destun

- 2.1 Mae'r Cynllun Busnes 2020-21 yn nodi ein hamcanion, ein gweithgareddau a'n cyllideb ar gyfer y flwyddyn. Dyma'r offeryn y mae ein Bwrdd a Llywodraeth Cymru yn ei ddefnyddio i fonitro ein perfformiad wrth gyflawni'r targedau a osodwyd.

3. Perfformiad yn erbyn y cynllun busnes ar ôl 12 mis

- 3.1 Dyma statws cyffredinol cynnydd Gofal Cymdeithasol Cymru yn erbyn gweithgareddau ar ôl deuddeg mis:

	Gweithgareddau	Ar y trywydd iawn	Angen cymorth ychwanegol	Pryderon mawr	I ddechrau
Gweithgareddau	52	39	13	0	-
% ar ol 12 mis		75%	25%	0%	-

- 3.2 Mae rhai dangosyddion perfformiad allweddol wedi'u cynnwys yn yr adroddiad eithriad. Fodd bynnag, bydd gwaith pellach o fireinio mesurau a dangosyddion

yn parhau yn unol â'n gwaith mewn perthynas â mesur ein heffaith ac adolygiad o'n Cynllun Strategol a thrafodaethau a gafwyd gyda'r Bwrdd yn ystod sesiynau datblygu.

- 3.3 Mae'r risgiau a nodwyd yn yr adrodd ar berfformiad yn parhau yn unol â'n polisi rheoli risg cyfredol. Adolygir y Gofrestr Risg Strategol gan y Tîm Rheoli Gweithredol (EMT) yn fisol. O 21/22 ymlaen bydd yr adrodd ar berfformiad yn adlewyrchu'r newidiadau i'n dull o reoli risg yn dilyn adolygiad o'n polisi yn chwarter 1 yn 21/22.

4. Rôl y Bwrdd

- 4.1 Dau o bedwar cyfrifoldeb y Bwrdd, fel y nodir yn y Fframwaith Llywodraethu, yw i:

- sicrhau bod gweithgareddau Gofal Cymdeithasol Cymru yn cael eu cynnal yn effeithlon ac yn effeithiol
- monitro perfformiad i sicrhau bod Gofal Cymdeithasol Cymru yn cyflawni ei nodau, ei amcanion a'i dargedau perfformiad yn llawn.

- 4.2 Trwy gydol y flwyddyn mae'r Bwrdd wedi derbyn adroddiadau perfformiad chwarterol ar gynnydd cyflawni yn erbyn ein Cynllun Busnes 21/22. Gan mai dyma ddiwedd y flwyddyn, adroddwch rai cwestiynau i'r Bwrdd eu hystyried:

- I ba raddau mae'r naratif yn rhoi syniad o gynnydd i chi ar ddiwedd y flwyddyn?
- Pa oblygiadau sydd gan hyn ar gynllun busnes 21/22?
- A oes meysydd penodol yr hoffai'r Aelodau dynnu sylw atynt i'w cynnwys yn ein sylwebaeth berfformiad sydd wedi'u cynnwys yn ein Cyfrifon Blynyddol Statudol ar gyfer 20/21?

Business Plan 2020-21 - Quarter 4 update

1. What is in this report?

This report provides an overview of progress against our Business Plan 2020/21.

It is set out to include:

1. The relevant priority themes
2. An overview of the indicators used to support the priority theme
3. The performance commentary then provides an overview of the performance on the overall theme
4. Further detail on amber/red activities is then provided.
5. Strategic risks: where there are strategic risks associated to the objective these are included. The strategic risk register is considered and endorsed at each Audit and Risk Committee. The following is the scoring of these risks in accordance with our risk management policy:

Risk scoring:

L: Low; M: Medium; H: High; E: Extreme

		Impact				
		1	2	3	4	5
Likelihood	1	1	2	3	4	5
	2	2	4	6	8	10
	3	3	6	9	12	15
	4	4	8	12	16	20
	5	5	10	15	20	25

6. Our budget position as at the end of March 2021
7. A high-level overview of our end of year HR report for 20/21

Priority theme 1 - Social Care and Early Years Workforce

Performance Indicators	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Processing times of applications*	68%	88%	92%	92%	90% within 5 days
Number of outstanding applications	1494	704	507	539	Less than 600 open at any one time
Eligible students receive a bursary with a placement provided	n/a	n/a	n/a	100%	100%
No. enrolled for the digital version of the Social Care Worker card	28,450	29,852	31,257	31,257	30,000 by year end

* from complete form being received to registration being granted/renewed

Performance Commentary

Most activities are green at the end of the financial year with those rated amber having clear reasons for why they have not progressed as anticipated. Most activities have delivered the outputs envisaged at the start of the planning process, whilst others will continue as activities as part of next year's business plan.

We need to keep an eye on the timely completion of the safeguarding materials, as we are also reporting to the All Wales Procedures Board against progress.

We continue to be pleased with the sector response to the peer support arrangements in place and further development of this area of work is being considered by 21/22 with a request for additional internal capacity in position. We are negotiating that the lead of the Public Health Wales (PHW) / Improvement Cymru Cwtch programme be transferred to Social Care Wales which will allow for better alignment across the peer support offer.

Business plan activity	Narrative	QTR 4
Extend professional registration to adult care home workers and new managers	<p>We are still not communicating the registration message, but the project concept form has been signed off, with the Project Initiation document (PID) drafted and awaiting EMT approval. We will be reviewing our COVID measures this month with a decision required on when they may be amended/ended.</p> <p>The status of this activity remains as amber as we are not on track to register 1,500 adult care home workers in year one. We are around half way there with 772 adult care home workers registered.</p>	
Provide recognition for the workforce	We came very close to being able to launch the Care Worker Card before the end of March, with all communications materials prepared and agreed. However,	

Business plan activity	Narrative	QTR 4
through a Social Care Card	<p>the March launch was dependent on all the development work to Carreg being done to time and then being able to test the whole sign-up system rigorously enough to be confident that everything would work as it should. In the end, the launch had to be postponed, as there was not enough time to do the necessary testing and analyze the feedback. The RAG status is therefore amber but it is highly likely that the card can be launched before the end of April, as testing has been arranged internally and externally. Feedback from the testing should come back in time to make any revisions to the IT system and communications o make an April launch possible. Messages have already been given to the sector that the validity of the current card has been extended by a month to the end of April.</p>	
Develop a digital learning and network approach to enable ongoing skills and learning development - to be piloted in key areas of demand including: dementia; safeguarding procedures; peer networks; LINs; national learning programmes	<ul style="list-style-type: none"> • Safeguarding animation nearing completion. • Safeguarding e learning modules are on track for completion in June • Principles and Values work is continuing and due for completion in October • Infection, Prevention and Control (IPC) modules being developed to create a suite of IPC resources in partnership with HEIW. • Progressing the scoping of a possible digital learning management system to ensure any solution meets short- and long-term needs. 	
Develop and embed evidence informed practice and approaches	<p>Mapping and Connecting Project underway (mapping local authority research and evidence resources and activity), 15 local authorities engaged with so far. Design of topic guide for connecting with academics and research centers completed - to commence in Q1.</p> <p>Development of the Developing Evidence Enriched Practice DEEP curriculum content and collaboration with key academics continues.</p> <p>Development of long-term evidence offer completed - implementation from 2021-22 onwards.</p> <p>Activity marked amber due to decision about our future digital platforms - delivering a digital solution to support our evidence and data offer now included in 2021/22 Business Plan.</p>	

Strategic risks	Inherent score	Residual score
If we don't refresh and reform our regulatory processes, then the additional resources required will undermine our organisational stability and undermine work across our objectives, as well as missing the opportunity to link regulation with improvement more closely. If our changes are not supported by the sector and Welsh Government policy, we could struggle to deliver effective change and destabilise the sector.	Red (20)	Yellow (10)
If we are not clear on the implications of the end of the transition period on exiting the EU (Brexit) for the social care and early years sector then we will not be in a position to provide additional support and clear guidance to the sector during this period.	Amber (15)	Yellow (10)

Priority theme 2 - Social Care and Early Years Managers, Leaders and Owners

Key Performance Indicators	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Number of fitness to practise cases open	189	240	249	257	249 Last quarter
Number of active cases open longer than 18 months	26 (13.7%)	29 (12%)	26 (10.5%)	30 (11.7%)	Less than 10%
No of final hearings held	0	4 (22 cases awaiting final FTP hearing)	4	14	4 Last quarter
WeCare campaign data	Social Media: Engagements =30,533 Followers = 8,939 Posts = 373	Social Media: Engagements =13,017 Followers = 9,681 Posts = 307	Engagements = 5,387 Followers = 4,738 Website visitors = 39,547 Jobs portal visitors = 25,373	Engagements = 3,541 Followers = 5,430 Website visitors = 78,938 Jobs portal visitors = 46,393	Baseline figures to be established for 20/21

Performance Commentary

Whilst significant progress has been made in some key areas of work (workforce plans for social work, direct care and mental health, the WeCare campaign, refocus of the Social Care Wales Workforce Development Programme (SCWWDP) grant, the successful delivery of the accolades, etc) there has been a realisation that the pandemic is having a significant, continued impact on the sector and particularly their ability to undertake the level of engagement required on our work to ensure that it is truly co-produced with the sector for the sector. This approach has been the basis of some of our most successful work in recent years and so it has been decided to draw back engagement unless it is absolutely essential and whilst this means that work will still continue albeit in a slightly different way, a revised plan has been put in place for some of the work areas, meaning that they will undoubtedly now not complete in full until the start of the next financial year - examples being outcome focussed practice and revised timelines for all workforce plans.

An ongoing issue has been the lack of bids for tendered commissions. Whilst most tendered opportunities attract a degree of interest, there is often only 1 or two bids for the work on offer leading to a delay in project start. A case in point is the employer liaison service which has had to be re-tendered and will not be able to commence until the start of the 2021/2022 financial year. Internal conversations are to be held as to how we stimulate the market place and provide an ongoing insight into our work and therefore attract a wider range of interest for commissioned work.

Business plan activity	Narrative	QTR 4
Provide expert advice and national induction, apprenticeship and qualification frameworks for roles across the sector to ensure high quality and test models for future approaches	<p>Social Services Practitioner delivery model - work delayed as a result of Local Authority capacity reduced from COVID-19. Monthly workshops held for employers on new All Wales Induction Framework for social care managers. Early years and childcare induction framework workbooks published.</p> <p>Rapid Recruitment pilot initiated, Introduction to Social Care Course delivered to 3 cohorts of learners. Webinars delivered to groups of employers, employability schemes and local authorities. Learning providers supported via on-line workshops and master classes.</p>	
Fitness to practice service and associated hearings to support protection of the public and to support the provision of high-quality services	<p>The number of open investigations increased across this quarter by around 10% but has dropped back to an increase of 9 cases on the previous quarter. The number of open cases waiting for a hearing is 9 - all are over 18 months with one part heard and due to be re-scheduled. This is 30% of the total of cases over 18 months.</p>	
Support the embedding of outcomes focused practice	<p>This activity is amber due to the underspend in the budget which is being carried forward into 21/22.</p> <p>Feedback from the practitioners is that the national mentors network has really supported their practice during the pandemic. The train the trainer programme has adapted. On-line delivery of collaborative communications skills programme has provided significant 'shadowing' opportunities for trainers to develop their skills. A resource for domiciliary care managers and case recording has been completed and both had a soft launch at the National Commissioning Board domiciliary care celebration event. It is being tested with providers. The joint strategic programme balancing risks, rights and responsibilities started in March 21 with senior managers from Aneurin Bevan health board and the Gwent Local Authorities. The programme will continue in 21/22.</p>	

Business plan activity	Narrative	QTR 4
Learning from COVID-19 and sharing practice that 'what makes a difference'	<p>Activity has been marked as amber as we have pared back our original plans for this quarter due to both internal and external pressures related to the pandemic. We are preparing material for one Accolade winner (Baby in Mind), as well as guidance on how to scope evidence on a new or promising practice for future work.</p> <p>We are now focusing on planning activity for 21/22 which draws on the learning from this year and the new Evidence Offer.</p>	
To take forward some priority areas of the workforce strategy including: refocussing SCWWDP	<p>All grant applications have been approved but are yet to be formally issued to the regions due to a delay in agreeing the funding levels within the grant. Regions are aware of this delay and the fact that the levels they have applied for are indicative at this stage until receipt of the formal grant offer letter</p> <p>External commissioned provider selected to undertake the review of SCWWDP in 21/22.</p>	Amber for the SCWWDP grant issue but green for the SCWWDP review

Strategic risks	Inherent score	Residual score
If Welsh Government remove, or significantly reduce the funding for Level 2 apprenticeships, then it will reduce the amount of funding to support the achievement of qualifications in the sector. This will have an impact on the ability to provide learning and increase qualification levels of the workforce.	Red (20)	Yellow (10)
<p>If the qualifications are not fit for purpose, then they will not meet the requirements for high quality care and support in the social care and early years sector.</p> <p>The programme of work in relation to developing the new qualifications is complex and significant with a number of risks associated to the successful delivery of the work.</p>	Amber (15)	Yellow (10)

Priority theme 3: Social Care and Early Years Systems Leaders

Key Performance Indicators	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Visitors to data portal	April - 4,048 May - 1,925 June - 3,928	July - 1844 Aug - 2,619 Sept - 2,244	Oct - 3,836 Nov - 3,696 Dec - 2,760	Jan - 4,206 Feb - 5,569 March - 3,776	
Publish a vision for social care data	n/a	To be published in October	Published		Quarter 2
Data on national leadership programmes	n/a	n/a	n/a	An annual update will be available from the end of June '21 once the returns have been received	Annual update 2019-2020

Performance Commentary

The highlight for data was the publication of the Statement of Strategic Intent for Social Care Data in Wales by the Deputy Minister, following consultation with a range of stakeholders. Work on a roadmap and on progressing five quick wins for the data strategy also progressed and is due for completion in quarter 1 of 21/22. We completed the procurement process to appoint a new supplier to host and develop the data portal and projections platform from 2021/22 onwards. We have completed the design of a new approach to collect social care workforce data from Local Authorities and commissioned services which will be launched in the new financial year.

Development meetings with Welsh Government regarding the Performance and Improvement Framework continued in this quarter. We also published the results of our project with Health and Care Research Wales to develop research priorities for care for older people. We also produced an interim report on the Research Strategy for our Improvement Committee in February.

The future direction of the Care and Support at Home programme still needs to be confirmed and we await conversations with Welsh Government colleagues as to how support for this part of the sector is to be managed in the next 12 months. In the meantime Community Resilience progresses well as part of the programme.

Our work in supporting Welsh Government's work on the improving outcomes for vulnerable children and their families is progressing well and will run to end of May '21. The main driver currently is to complete the 30 or so sector leader interviews on vision and direction for the support for vulnerable children and their families. This will be considered further once a new administration is in place. The lead for the work on masterclasses has been transferred to Cascade as it compliments their existing programme of work.

The Health and Social Care Compassionate Leadership Principles are now jointly published on both HEIW and our websites.

Business plan activity	Narrative	QTR 4
Learn from the impact evaluation of our Care and Support at Home partnership to outline options on how we can further support working in collaboration	<p>1) A task and finish group drafted recommendations for a steering group aims, purpose and activities. Further progress was halted in autumn 2020 due to operational pressures of partners due to the pandemic. Progressing the work will be considered in late spring.</p> <p>2) Final report and framework developed; Resourceful Communities Partnership group has agreed terms of reference and growing cross-sector membership</p>	
Drive national priorities with key partners to support the workforce through learning and development on how they work with people living with dementia	<p>We have delayed the publication of the dementia reablement resource as this is part of the next phase of the digital learning work.</p> <p>Evaluation of the Ask us About Dementia pilot has begun, with Technology Enabled Care (TEC) Cymru undertaking the initial interviews and focus groups. We have been an active partner with the Get There Together project. The project has produced video resources to help people with dementia feel confident to get back out into the community. This has now been published and received national media attention.</p> <p>We reviewed our COVID-19 specific resources to ensure they are up to date with a small focus group.</p>	
Play a key role in driving the use of research and intelligence into planning and service design and delivery. (This will include listening to individuals and their carers and will also support implementation of the performance and improvement framework)	<p>Findings from this project have informed next year's activities, as part of our 'Understanding Evidence' and 'Research and 'Data – Strategy and Leadership'.</p> <p>The Using Evidence Steering Group met in this quarter. Development meetings with Welsh Government regarding the Performance Improvement Framework continue.</p> <p>Activity ragged as amber due to pause with provider engagement which is due to recommence in the first quarter of the next financial year.</p>	

Priority 4 - Our own workforce

Key Performance Indicators	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Staff sickness levels	2.46%	2.51%	2.27%	2.38%	3%
Timely laying of Statutory Annual Accounts	N/A	Laid 31 July 2020	-	-	August 2020
Internal audits receive substantial assurance	N/A	N/A	2 Moderate 1 Substantial	4 moderate 3 substantial	80%
ISO 27001 Reaccreditation awarded	Maintained	Maintained	Maintained	Maintained 5 Major and 5 minor non-conformities.	Maintained

Performance Commentary

The majority of activities relating to this priority theme have been progressed in line with expected timescales and budget. The one activity which requires additional development relates to the continuation of our ISO27001 accreditation. There is a separate paper for the Board which sets out the detail of this work and the progress made to address the non-conformities identified through the accreditation process in January. Audit and Risk Committee in February had a detailed paper and discussion on this work and the steps that were being taken in February and March to address non-conformities raised.

Business plan activity	Narrative	QTR 4
Ensure continuous improvement on how we work through revising and implementing the 3 year ICT strategy to support the achievement of the business plan	<p>ISO 27001 3 year audit carried out in Cardiff with 5 Major and 5 minor non-conformities.</p> <p>A further audit will be carried out at the start of April 2021 to review progress on addressing the non-conformities. The board will receive a paper on this area of work in the April Board meeting which will contain further detail and progress.</p>	

Strategic risks	Inherent score	Residual score
If we do not keep the sector engaged in the work of Social Care Wales then we start to lose credibility and not deliver our overall ambition, as we cannot achieve this in isolation. The sector is not engaged in our role and remit.	Amber (15)	Yellow (10)
If we do not demonstrate how we are contributing to making a positive difference to the care sector, then we will lose credibility. We are unable to manage the expectations of the sector, stakeholders (including Welsh	Yellow (10)	Green (5)

Appendix 2

Strategic risks	Inherent score	Residual score
Government) and the public.		
If we don't manage competing Welsh Government priorities and ensure that any new work is within our scope and purpose then we could result in over committing our resources to deliver, extend our remit beyond our scope and lose our identity and unique purpose.	Red (20)	Yellow (10)
If we don't remain engaged with 'A Healthier Wales' and maintain key relationships with Welsh Government and critical stakeholders (HEIW, PHW etc) then this could impact on key deliverable priorities resulting in social care not being rebalanced within the ambition of 'A Healthier Wales' and lose confidence if we do not deliver against expectations.	Red (20)	Yellow (10)
If we are unable to reappoint our Board members who also served as Care Council Members then we will lose 3 key, experienced and knowledgeable Members from April 2021. We will not be able to fill these vacancies in a timely manner. We will have a gap at a time when we require stability, continuity and strong leadership at Board level to support the social care and early years sector responding to the COVID-19 pandemic.	Amber (12)	Amber (12)
If we are not clear on the implications of the end of the transition period on exiting the EU (Brexit) for the social care and early years sector then we will not be in a position to provide additional support and clear guidance to the sector during this period.	Amber (15)	Amber (15)
If we do not respond accordingly to the COVID-19 pandemic then we will not be supporting the social care sector in helping them deliver front line care and support during the COVID-19 pandemic.	Amber (15)	Yellow (10)
If we don't support our own workforce (Social Care Wales) during this time then we will not be an effective and efficient organisation where staff health and wellbeing is at the centre of how we work.	Amber (15)	Yellow (10)
Working remotely has increased the risk of cyber fraud, hacking and scamming. Therefore, putting vulnerabilities within our IT network and opportunities for fraud.	Amber (15)	Yellow (10)

Budget Report for the period to 31 March 2021

This is the final budget monitoring quarterly report for the financial year 2020-21. The report covers income and spend for the full financial year to 31 March 2021. The report is based on a total annual budget of £22,213,000. This is financed from £20,894,000 Grant in Aid (including £209k internal carry forward), £1,180,000 registration fee income and £50,000 Apprenticeship certification income. In addition, mid-year additional funding from Welsh Government was secured totalling £89,000 in relation to the Employee Assistance Programme and Mental Health.

A high-level summary of performance for the financial year is reported below and a more detailed analysis is also attached: -

Financial Summary to 31 March 2021

	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Income	22,213	22,203	22,213	(10)
Expenditure				
Grants Programme	11,478	11,239	11,478	239
Workforce Regulation	3,442	3,278	3,442	164
Improvement and Development inc Res and Data	3,315	3,199	3,315	116
Early Years and Childcare	356	360	356	(4)
Strategy and Business Support	3,622	3,711	3,622	(89)
Totals	22,213	21,787	22,213	426

Income

Income	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Grant In Aid	20,894	20,914	20,894	20
Apprenticeship Certificate Income	50	42	50	(8)
Registration Fee Income	1,180	1,155	1,180	(25)
Mental Health Workforce	24	24	24	-
EAP	65	62	65	(2)
Other Income	0	6	0	6
Total Income	22,213	22,203	22,213	(10)

Analysis

£10k of Income has been received less than budgeted for the financial year with main contributor being Registration Fees being lower than budget by £25k.

Expenditure Analysis

As at the end of financial year there was an underspend of £426k against budget. The main areas of underspend are in the Grants Programme (£239k), Workforce Regulation (£164k) and Improvement and Development (£116k) budgets but reduced by an overspend of £89k in the Strategy and Business Support Budget. Analysis in respect of the main headings is provided below: -

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Grants Programme				
SCWWDP	7,149	7,149	7,149	-
People Using Services and Carers	75	66	75	9
Regional Facilitation	504	809	504	(305)
Student Funding	2,392	2,112	2,392	280
PLOF	1,224	990	1,224	234
SfCD	11	13	11	(2)
Research	123	99	123	24
Sub-total	11,478	11,239	11,478	239

- The Grants Programme shows an underspend of £239k with underspends in the Student Funding (Bursaries) budget and Practice Learning Opportunity Funding (PLOF) but reduced by an overspend in the Regional Facilitation Grant budget. The underspend in the Student Funding budget reflects that of the 227 bursaries available to students only 178 were initially awarded. In addition, due to the low number of students on the Social Work programmes the PLOF budget was underspent by £234k. Another contributor to the PLOF underspend was the decision for all Bangor University placements for the academic year 2020-21 to take place in the new financial year and some of the Cardiff Met/Bridgend and Glyndwr placements to be deferred to the new financial year.
- The Regional Facilitation Grant budget was overspent by £305k and reflects additional funding made available to the regions to fund pressures following a request for bids from all 22 Local Authority areas.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Workforce Regulation				
Administration	94	68	94	26
Hearings	600	539	600	61
Projects	110	61	110	49
Salaries	2,638	2,609	2,638	29
Sub-total	3,442	3,278	3,442	164

- The Workforce Regulation has a £164k underspend with underspends in all elements of the budgets.
- The Administration budget outturn was underspent by £26k reflecting savings in relation to primarily travel and subsistence and reduced legal costs.
- The Hearings budget of £600k was set on the basis that final hearings would not start until September 2020 and was underspent by £61k. Costs would have been closer to budget but one five-day hearing involving two registrants was deferred until May 2021.
- The Projects budget was underspent by £49k and reflects savings in the review of Fitness to Practice procedures project as only £55k of the £100k was spent as the scope of the project only included the external Fitness to Practice review.
- The Salaries element of this budget was underspent by £29k reflecting staff vacancies in the Registration department but reduced by the allocation to Regulation in relation to a significant increase in the holiday pay accrual accounting adjustment at the end of the financial year and its allocation of the £100k lump deficit payment made into the pension scheme.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Improvement and Development				
Administration	60	31	60	29
Intelligence and Data	135	161	135	(25)
Projects	1,353	1,124	1,353	230
Salaries	1,766	1,883	1,766	(117)
Sub-total	3,315	3,199	3,315	116

- The Improvement and Development budget was underspent by £116k primarily due to an underspend of £230k in the Projects budget due to delays in the start of some projects. It was decided in January that the start date of some projects would be paused and others where milestones would extend into the new financial year.

- However, there is an overspend in the Salary element of the budget due to additional resource requirement in respect of maternity leave and the allocation to Improvement and Development of the increase in the holiday pay accrual and the pension lump sum payment.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance
	£'000	£'000	£'000	£'000
Early Years and Childcare				
Projects	127	131	127	(4)
Salaries	229	229	229	0
Sub-total	356	360	356	(4)

- The Early Years and Childcare has a small overspend of £4k at the end of the financial year due to overspend in the projects element of the budget.

Strategy and Business Support				
Premises	617	587	617	30
Governance	115	86	115	29
Communications	103	107	103	(4)
Carreg and IT	493	609	493	(116)
Finance & Grant Admin	12	1	12	11
Human Resources	106	117	106	(11)
Projects	303	211	303	92
Salaries	1,873	1,992	1,873	(119)
Sub-total	3,622	3,711	3,622	(89)

- Strategy and Business support shows an overspend of £89k with a mixture of overspends/underspends in the individual budgets.
- The projects budget was underspent by £92k due to less required spend in the Digital/Organisational design project budgets.
- The CARREG and IT budget was overspent by £116k at the end of the financial year primarily due to developmental changes to SCWonline to ensure compliance with website accessibility regulations.
- The Salaries budget was overspent by £119k due to extra costs in relation to maternity cover and again the allocation of the increased holiday pay accrual and pension lump sum payment.

At the end of the financial year income was greater than expenditure by £416k but despite this underspend we were still able to meet our 2% cash balance at the end of the financial year through good cash management. It is now planned to make an internal carry forward of £410k into the 21-22 budget which will assist in funding the budgetary pressure in relation to placements that have been delayed into the new financial year and projects that have been deferred.

Financial Summary to 31 March 2021

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Total Expenditure	22,213	21,787	22,213	426

HR year end performance dashboard: high level summary of the HR end of year report

Staff turnover	Staff absence
<p>Turnover rate for the year is 5.32% (7 leavers this year)</p> <p>Our target turnover rate is to remain under 15%.</p>	<p>Our sickness absence rate for the year is 2.38% overall and 0.85% without long term sickness absence.</p> <p>Covid related absence accounts for 11% of our staff absence rate</p>
Recruitment	Policies reviewed
<p>31 posts advertised across the year, with a spike of 17 posts recruited in quarter 3.</p> <p>30 of those posts were filled, with application numbers ranging between 1 and 24.</p> <p>New guidance was issued to recruiting managers, and all interviews have been held through Zoom.</p>	<ul style="list-style-type: none"> • Probation Policy • Grievance Policy • Disciplinary Policy • Performance Management and Development Policy <p>Throughout the course of the year we have also been reviewing our HR policies in relation to leave, flexible working and volunteering policy to support the wellbeing of our staff in responding to Covid and working remotely.</p>
Leadership and Management Development	Employee engagement
<p>13 managers, and 2 aspiring managers, have signed up to our Thrive leadership and management programmes – which have been procured and delivered as a collaborative project between ourselves, Sport Wales, HEFCW and Qualifications Wales.</p>	<p>100% of respondents to our most recent staff survey held in March said that they were very satisfied (94%) or satisfied (6%) with our response to Covid-19 and their safety to date.</p> <p>The survey results give us reassurance that our staff have been satisfied with our response to date and have been appreciative of the support and guidance provided by the organisation, with many of the additional survey comments received reflecting this.</p>



CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
DYDDIAD / DATE	29.04.21				
EITEM AGENDA AGENDA ITEM	12				
TEITL / TITLE SCW/21/16	Adroddiad effeithiolrwydd y Bwrdd				
AWDUR / AUTHOR	Llinos Bradbury, Uwch Swyddog Llywodraethu				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:					
PAPURAU CEFNOGOL / SUPPORTING PAPERS	Atodiad 1 – ymatebio yr holiadur				
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Thema Blaenoriaeth 4: Galluogi Gofal Cymdeithasol Cymru i Gyflawni				
GWEITHRED / ACTION REQUIRED	CYMERADWYA ETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ARGYMHELLIAD / RECOMMENDATION	Gwahoddir aelodau'r bwrdd i: Trafod ac ystyried canlyniadau'r holiadur				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED	Roedd mwyafrif yr ymatebion naill ai'n cytuno neu'n cytuno'n gryf ag ychydig o anghytuno ac yn anghytuno'n gryf, gallai fod yn ddefnyddiol i'r Bwrdd fyfyrion ar yr atebion i'r cwestiynau penodol hyn.				
	Nid yw pob aelod wedi ymateb i'r holiadur felly bydd yn bwysig yn y cyfarfod sicrhau bod yr ymatebion yn adlewyrchu'r Bwrdd cyfan.				

MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION; QUESTIONS TO CONSIDER	<p>Cwestiynau i aelodau eu hystyried yn dilyn y canlyniadau:</p> <p>O ddarllen y canlyniadau beth fyddai eich blaenoriaeth fel rhan o gynllun gwella parhaus i'r Bwrdd wrth symud ymlaen?</p>
ASESIADAU EFFAITH / IMPACT ASSESSMENTS	<p>Ni chynhaliwyd unrhyw asesiadau effaith ar hyn eto, yn dibynnu ar ganlyniad y trafodaethau ar y canlyniadau, yna efallai y bydd angen asesiadau effaith.</p>

Adroddiad effeithiolrwydd y Bwrdd

1. Cyd-destun

- 1.1 Mae'r adroddiad hwn yn rhoi canlyniadau holiadur effeithiolrwydd y Bwrdd i aelodau'r Bwrdd.
- 1.2 Yn unol ag arfer llywodraethu da dylai'r Bwrdd asesu ei effeithiolrwydd yn flynyddol. Cwblhaodd y Bwrdd yr arolwg hwn ddiwethaf ym mis Mehefin 2019 i gwmpasu 2019-20. Mae'r canlyniadau sy'n cael eu hystyried heddiw yn adlewyrchu cylch cyfarfodydd 2020-21. Mae'r cwestiynau a ofynnwyd wedi cael eu cadw yr un fath â'r rhai a ofynnwyd yn 2019-20 er mwyn darparu data cymharol.
- 1.3 Yn ystod Mawrth 2021, gofynnwyd i holl aelodau'r Bwrdd lenwi holiadur eang i lywio'r camau ar gyfer gwelliant parhaus. Roedd cwestiynau'r arolwg yn ymwneud â'r meysydd allweddol canlynol:
 - Amcanion, strategaeth a chylch gwaith
 - Perthynas â rhanddeiliaid allweddol
 - Rheoli perfformiad a risg
 - Yr Ystafell Fwrdd
 - Awgrymiadau ar gyfer gwella effeithiolrwydd y Bwrdd
- 1.4 Derbyniwyd 11 ymateb gorffenedig gan Fwrdd o 15 Aelod gan gynnwys y Cadeirydd. Gellir gweld canlyniadau'r holiadur yn atodiad 1.

2. Goblygiadau adnoddau

- 2.1 Y prif oblygiad adnoddau ar gyfer yr holiadur effeithiolrwydd hwn oedd amser Ysgrifennydd y Bwrdd wrth lunio'r holiadur, mewnbynnu i SurveyMonkey a dadansoddi'r canlyniadau.
- 2.2 Efallai y bydd unrhyw gamau y cytunwyd arnynt o'r canlyniadau hefyd yn cael goblygiad i'r adnoddau yn y tîm Llywodraethu a Strategaeth Gorfforaethol.

3. Ystyriaethau Risg

- 3.1 Mae angen i ni sicrhau ein bod yn gweithredu ar unrhyw feysydd i'w gwella a nodwyd fel rhan o ganlyniadau'r holiadur i sicrhau bod y Bwrdd yn gweithredu'n effeithiol.

4. Ymgysylltu


- 4.1 Gofynnwyd i holl aelodau'r Bwrdd ymateb i'r holiadur.

- 4.2 Bydd y Bwrdd yn trafod canlyniadau'r holiadur effeithiolrwydd ac unrhyw welliannau sydd eu hangen wrth symud ymlaen yng nghyfarfod y Bwrdd ym mis Ebrill.
- 4.3 Ar ôl cwblhau holiaduron effeithiolrwydd y Pwyllgorau a thrafod yng nghyfarfodydd ym mis Mawrth 2021, cytunwyd y bydd y Grŵp Cydlyn Cadeiryddion yn edrych ar gwestiynau holiadur effeithiolrwydd yn y dyfodol a'r dull o ddal yr adborth, a fydd yn cynnwys yr arolwg hwn.



5. Effaith

- 5.1 Bydd canlyniad yr holiadur effeithiolrwydd yn sicrhau bod y Bwrdd mor effeithiol ag y gall fod a sicrhau ein bod yn cyflawni ein hamcan strategol o fod yn sefydliad effeithiol a thryloyw trwy fod yn atebol am ein penderfyniadau.



Objectives, strategy and remit

Questions					
1	The Board informs and influences the shaping of Social Care Wales' strategy and values, enabling Members to set the tone from the top.				
Results					
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	(1)	6 (6)	4 (3)		
Comments					
<p>Members bring a wide range of perspectives. There is constructive challenge and healthy debate. Officers actively seek members contributions and reflect them where appropriate.</p> <p>I think we do this well.</p> <p>I very much agree and appreciate the good working relationships between the board and the executive team.</p>					
2	The Board has a clear understanding of Social Care Wales' core business, vision and its strategic direction				
Results					



* Green figure in () are the results from 2019-20

Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4 (5)	6 (5)		
Comments					
<p>Members are keen to deepen their understanding in key areas and the revised PADR process for 2021-22 may help facilitate this. It would be helpful to have more insights from stakeholders, service users and front line practitioners.</p> <p>I feel new members have integrated well, contribute greatly and that even through uncertain times the board is clear on SCW's core business, vision, strategic direction and the care and support needs of the citizens of Wales are uppermost in the conversation.</p>					
3	The Board is assured that the business plan contains appropriate stretch to deliver the strategy, and resources deployed appropriately.				
Results					
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	1 (1)	7 (6)	2 (3)		
Comments					
<p>There is still a question about the ultimate impact of some areas of our work (e.g. improvement initiatives). The CORDIS-BRIGHT work will hopefully provide options to assess this in a more meaningful way.</p> <p>Not quite sure what "appropriate stretch" means but we have a good grasp of the business plan.</p>					



* Green figure in () are the results from 2019-20

We get assurance from the executive team, from audit and risk committee and the board's own scrutiny of the papers.					
4	I am clear on the main priorities of Social Care Wales and the focus of delivery for this financial year.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		5 (7)	5 (3)		
Comments					
20 - 21 has been particularly challenging and priorities have had to change. SCW has been agile enough to do this					
5	Board meetings encourage high quality of debate, with robust and probing questions and constructive challenge, with decisions being made on evidence and analysis.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	(1)	6 (5)	4 (4)		
Comments					
There is a healthy level of debate in meetings. The enforced shift to remote working has enabled meetings to continue efficiently and effectively but it has inhibited debate to a degree in that it is not as spontaneous and fewer people are able to contribute. That is more apparent in informal sessions like Board Development days. It is also more difficult to read emotions and body language. I agree this is the case and well-led by the Chair.					



* Green figure in () are the results from 2019-20

6	The Board responds positively and constructively to issues to enable effective decisions and implementation, and to encourage transparency.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4 (4)	6 (6)		
Comments					
No comments received.					
7	Board makes decisions objectively and collaboratively based on evidence to support the delivery of our remit and feel collectively responsible for achieving our objectives.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4 (6)	6 (4)		
Comments					
No comments received.					
8	I understand my role and value the contributions that each Board Member brings to Board discussions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response


* Green figure in () are the results from 2019-20

		5 (2)	5 (8)		
Comments					
We have to promote the unique social care and early years perspectives in our discussions, whilst integration with health is an essential part of our remit, the health perspective and the social care perspective are not one and the same.					
I very much appreciate the mix of views and experience we currently have on the board and value it.					
9	I effectively represent Social Care Wales to its stakeholders and seek their feedback.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	2 (2)	6 (7)	3 (1)		
Comments					
The interactions with stakeholders has been extremely limited during this year of Covid restrictions					
Although I'm involved in lots of other activities, meetings & partnerships, my board membership of SCW would only be known if I proactively made it known. Occasionally I do, but I don't think the ambassador role of members has been sufficiently developed.					
During 20 - 21 I don't feel that I have done this. Others may have been able to.					
10	The Board receives sufficient advice and information from Officers and, when necessary, independent reports and objective advice on which to make informed decisions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response

* Green figure in () are the results from 2019-20

	1	3 (7)	7 (3)		
Comments					
<p>The CEO and the EMT genuinely appreciate the value of scrutiny and challenge. They respond openly and constructively to questions from Members and actively seek feedback to support their decisions. The internal and external auditors provide sound advice and are always willing to explain the judgements that they reach.</p> <p>Quality papers and contributions from officers.</p>					
11	The Board makes best use of its annual accountability meeting with the Minister by discussing its role and contribution to the delivery of the Welsh Government's vision for the social care and early years sector in Wales.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
1	1 (2)	7 (6)	2 (4)		
Comments					
<p>I think members would sometimes appreciate more of a two way discussion with the Minister, particularly around some of the strategic challenges and barriers to progress. However, the format doesn't allow for this.</p> <p>I always feel this is a rather superficial occasion and that if the Minister felt that we hadn't been contributing effectively then it would have already been raised with the Chair at accountability meetings.</p> <p>This has meeting is quite staged and real 'discussion' is limited.</p>					



* Green figure in () are the results from 2019-20

<p>The accountability meeting is probably the most underwhelming meeting of the year. It feels staged, scripted & void of genuine encounter.</p> <p>As Ministers have their own priorities and interests it is not always possible to manage this to best effect but good overall.</p>					
12	<p>The Board has defined its external stakeholders and receives assurances that Social Care Wales has the right level of contact with them in the delivery of our remit.</p>				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	(1)	10 (6)	1 (3)		
Comments					
<p>Social Care Wales has well defined and generally productive relationships with stakeholders. There could perhaps be a stronger focus on relationships with private providers in the sector. The involvement of key stakeholders (e.g. CIW, ADSS) adds value to Committee meetings.</p> <p>As above the scrutiny on this has been limited because of Covid.</p> <p>I am not sure SCW captures all possible stakeholders but it makes a good effort.</p>					



Performance and Risk management

Questions




* Green figure in () are the results from 2019-20

13	The Board continuously considers and reviews the strategic risks and internal controls in place to ensure appropriate levels of assurance.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
1		3 (6)	7 (3)	(1)	
Comments					
<p>The current risk management and internal control arrangements work well. However, the discussions taking place about some sort of assurance framework which takes a more holistic view of risk is timely.</p> <p>But it is concerning that issues such as the recent cyber awareness issue can still slip beneath our radar, we don't know what we don't know.</p>					
14	The Board receives clear and appropriate analysis and assurance on Social Care Wales' performance, including budgets, objectives, targets and scrutinises action taken in relation to under performance.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		6 (5)	5 (4)	(1)	
Comments					
<p>The work which is currently been undertaken to align the performance assessment framework with the new business plan is timely, particularly around providing more meaningful assessment of the delivery of some of the longer term programmes.</p>					


* Green figure in () are the results from 2019-20

15	The Board has a clear understanding of the risk management framework which is regularly reviewed and updated.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		8 (5)	3 (4)	(1)	
Comments					
See previous comment This is being revisited and is constantly evolving.					
16	I am individually subject to an annual performance evaluation with the Chair that measures my contribution and commitment.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		1 (4)	8 (5)	(1)	
Comments					
I hope the new approach to PADR developed for the next year will promote a more comprehensive approach to this.					
17	I use the Board portal to access information that is pertinent to delivering our objectives.				


* Green figure in () are the results from 2019-20

Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
1	1 (1)	6 (6)	3 (2)	(1)	
Comments					
No comments received.					
18	I receive information in sufficient time to allow for proper consideration, with scope for additional briefing if necessary.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	
		8 (6)	3 (3)	(1)	
Comments					
The administrative support arrangements which are in place to support the Board are effective and well managed. More time would often be good when there is a lot to read and consider.					
19	I take responsibility for responding to requests for information and comments from officers and other members outside of Board and Committee meetings				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	1	6	4		



* Green figure in () are the results from 2019-20

	(2)	(6)	(1)	(1)	
Comments					
Not really applicable.					
20	The Board considers equality, Welsh language, our digital approach and engagement, alongside the principles of the Well-being of Future Generations Act, the Social Services and Wellbeing Act and the impact on individuals using care and support and their carers, as well as the workforce, when making key decisions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		6 (8)	5 (1)	(1)	
Comments					
No comments received.					



The Boardroom

21	I recognise my individual and collective role and have the appropriate skills and experience for that role.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		7 (7)	3 (2)	(1)	
Comments					




* Green figure in () are the results from 2019-20

Recently it is clear that more skills in the digital and information security areas are needed.					
22	If I am not sure what is expected of me, I know who to speak to within the organisation to ask further questions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	1	4 (5)	5 (4)	(1)	
Comments					
No comments received.					
23	I have the right tools to carry out the role.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
1	1 (1)	6 (6)	2 (2)	1	
Comments					
see comment above.					
Not quite sure what "tools" are being referred to here - technology?					
I find the portal challenging to navigate and have some issues in engaging in online virtual meetings, due to technology not being robust enough and a slow broadband connection.					



* Green figure in () are the results from 2019-20

24	I behave in line with the values of the organisation and feel able to challenge, and be challenged, if our behaviours are not in line with these values.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		3 (2)	7 (7)	(1)	
Comments					
No comments received.					
25	The Chair's leadership style and tone promotes effective decision making and constructive debate and ensures that the Board works as a team.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	1	2 (2)	6 (6)	(2)	
Comments					
Very much appreciate the Chair's leadership and support.					
26	The Chair and the Chief Executive work well together and their individual roles and responsibilities are clear to the Board.				



* Green figure in () are the results from 2019-20

Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4 (4)	6 (5)	(1)	
Comments					
No comments received.					
27	I actively contribute in Board and Committee meetings and prepare in advance for each meeting.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		(4)	9 (5)	(1)	
Comments					
No comments received.					
28	The Board has open channels of communication with the Executive Management Team and others.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		5 (4)	5 (5)	(1)	




* Green figure in () are the results from 2019-20

Comments					
Very much appreciate the good working relationships between the EMT and the board, committees and others.					
29	The Board is the right size, is not over-reliant on any individual member or members and has the best mix of skills to achieve optimum effectiveness.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
1		7 (6)	2 (3)	(1)	
Comments					
Perhaps a bit big? Inevitably some members contribute more than others.					
There will be some movement in Board membership over the next 12 months which provides abs opportunity to take a considered view about the mix of skills on the Board. There is a need to further increase the diversity of the Broad, particularly in relation to ethnicity.					
A good mix. Can probably never be "optimum" as there is always scope for even better.					
30	The Standing Orders for the Board are appropriate, with clearly defined roles and responsibilities, ensuring that the right issues are being addressed.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		7 (6)	1 (3)	(1)	
Comments					



* Green figure in () are the results from 2019-20

No comments received.					
31	The Board's Committees are properly constituted, perform their delegated roles and report back clearly to the Board.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		5 (5)	5 (4)	(1)	
Comments					
All of the committees are very well chaired and actively contribute the Boards work.					
32	The frequency, timing, duration and format of Board meetings is enough to support a well-run Board.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	2	4 (7)	4 (2)	(1)	
Comments					
Consideration should be given to emerging guidance regarding best practice in relation to online meetings. The length of meetings can compromise the amount of discussion that can be achieved and can result in some information not being exchanged.					
33	The agenda allows sufficient time for the discussion of substantive matters. Board discusses all of its main responsibilities.				



* Green figure in () are the results from 2019-20

Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	2	6 (6)	2 (2)	(1)	
Comments					
Sometimes more time is needed. Perhaps it would be good for members to timetable in a 30 minute post meeting period in case more time is needed. This is easy to do for remote meetings when travel is not a constraint.					
34	The Board balances the need to plan for the future / looking ahead whilst dealing with the current agenda of work.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
	1	7 (6)	2 (3)	(1)	
Comments					
35	Board papers are of sufficient quality, appropriate length, clarity and focus and received in good time to support effective Board discussions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4	5		


* Green figure in () are the results from 2019-20

	(1)	(6)	(1)	(2)	
Comments					
Sometimes the volume of papers is quite substantial. Papers have become more focussed and it is clearer what the Board is asked to do.					
36	The right people (officers and others) attend Board meetings and are appropriately involved in discussions.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		4 (6)	6 (3)	(1)	
Comments					
No comments received.					
37	The quality of minutes and management follow-up etc is good. I am kept informed of material matters between meetings as necessary.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		3 (5)	7 (4)	(1)	
Comments					
This has improved this year because of the regular updates from Sue.					

* Green figure in () are the results from 2019-20

38	I have received proper induction on appointment and on-going training is available to meet development needs or any knowledge and experience needed for the role.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		6 (2)	3 (7)	(1)	
Comments					
No comments received.					
39	I contribute to Seminars, to ensure I keep abreast of policy and practice and to enhance the development of the Board.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response
		5 (3)	3 (6)	(1)	
Comments					
No comments received.					
40	I receive appropriate support / assistance from the Board Secretary and her team outside Board meetings.				
Strongly disagree	Disagree	Agree	Strongly agree	Did not answer	Change from 2019-20 response

* Green figure in () are the results from 2019-20

		3 (4)	7 (5)	(1)	
Comments					
No comments received.					

Improving effectiveness

41	Please provide your top 3 suggestions for improving the Board's effectiveness in the next 12 months.
Comments	
<p>Keep zoom meetings fairly short.</p> <p>A more structure Board development programme with a better mix of business, knowledge, training and personal development inputs. The revised approach to PADR which will, if it works well, give members a specific focus on key areas of the business. A more holistic approach to identifying, evaluating and managing risk (i.e. some form of assurance framework).</p> <p>Meetings: members to allow 30 minutes 'extra time' in their diaries Perspective: keeping our social care and early years perspective at the front of our minds. Relevance of discussions: more often putting ourselves in the shoes of low paid members of the workforce, of service users and of carers/parents.</p> <p>When it is possible, meet stakeholders face to face.</p> <p>More time for discussion within the full board grouping. To have more access to developmental training and tools in order to increase the boards skillset. To be able to build upon our relationships in person at some point in the coming year.</p> <p>1. A workshop on best practice for effective board discussion online 2. Further training in board member financial development 3. Resume the Chair's written emailed updates, when this is possible.</p>	

* Green figure in () are the results from 2019-20

1. Opportunities to connect to the front line 2. More training events / opportunities 3, Ensure face to face meetings as part of a blended approach to meetings when safe to do so.

* Green figure in () are the results from 2019-20