

Agenda – Pwyllgor Diwylliant, y Gymraeg a

Chyfathrebu

Lleoliad:	I gael rhagor o wybodaeth cysylltwch a:
Ystafell Bwyllgora 2 – y Senedd	Steve George
Dyddiad: Dydd Iau, 9 Chwefror 2017	Clerc y Pwyllgor
Amser: 09.00	0300 200 6565
	SeneddDGCh@cynulliad.cymru

Rhag-gyfarfod anffurfiol

(08:45 – 09:00)

1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau

2 Craffu ar waith Cyngor Celfyddydau Cymru

(09:00 – 10:00)

(Tudalennau 1 – 16)

Nick Capaldi, Prif Weithredwr, Cyngor Celfyddydau Cymru

Sian Tomos, Cyfarwyddwr Menter ac Adfywio, Cyngor Celfyddydau Cymru

3 Cyllid ar gyfer addysg cerddoriaeth a mynediad at yr addysg

honno: Sesiwn dystiolaeth 6

(10:00 – 10:45)

(Tudalennau 17 – 27)

Deborah Keyser, Cyfarwyddwr, Tŷ Cerdd

4 Papurau i'w nodi

Llythyr gan y Llywydd at y Cadeirydd: Panel Arbenigol ar Ddiwygio Trefniadau

Etholiadol y Cynulliad

(Tudalennau 28 – 30)



Ateb gan Gyfarwyddwr yr Ymddiriedolaeth Genedlaethol yng Nghymru i'r llythyr gan y Cadeirydd: Cymru Hanesyddol

(Tudalen 31)

Ymchwiliad i Strategaeth y Gymraeg newydd Llywodraeth Cymru: Gohebiaeth gan Gyngor Bwrdeistref Sirol Torfaen

(Tudalennau 32 – 36)

Llythyr at y Cadeirydd gan Gadeirydd y Pwyllgor Materion Cyfansoddiadol a Deddfwriaethol: Llais Cryfach i Gymru

(Tudalennau 37 – 43)

5 Cynnig o dan Reol Sefydlog 17.42 i benderfynu gwahardd y cyhoedd o weddill y cyfarfod

6 Ôl-drafodaeth breifat

(10:45 – 11:00)

7 Ymchwiliad i Strategaeth y Gymraeg newydd Llywodraeth Cymru: Papur ar y materion allweddol

(11:00 – 11:30)

(Tudalennau 44 – 59)

8 Ymchwiliad i gyllid ar gyfer addysg cerddoriaeth a mynediad at yr addysg honno: Cyflwyniad ar y Cynllun Ymgysylltu a'r Grŵp Cyngori

(11:30 – 12:00)

(Tudalennau 60 – 66)

Mae cyfyngiadau ar y ddogfen hon

Submission to the National Assembly for Wales Culture, Welsh Language and Communications Committee **Arts and Business Cymru**

1. Arts & Business Cymru (A&BC) is a well-regarded broker of relationships between arts and business organisations. A&BC has operated as an independent charity in Wales since 2011. Its activities were originally part of a UK membership organisation established in 1988, with a head office in London. The creation of the stand-alone organisation in Wales followed the ending of Arts Council England funding.
2. From 2011, A&BC's activities were funded through the Arts Council of Wales using Welsh Government funding. £50,000 was ring-fenced from within the Government's funding to the Arts Council, with a further £90,000 of Government funding routed through the Arts Council. In addition, the Arts Council has provided further support on a project basis through the Arts Council's Lottery-funded programmes.
3. Over the past three years, A&BC has received £430,000 of funding through the Arts Council.
4. In 2014/15 the Welsh Government agreed a two-year commitment of funding to A&BC provided under a joint arrangement between the Arts Division of the Welsh Government and the Department for Education and Skills (DfES). The Welsh Government told A&BC at that time that public sector funding pressures were requiring Government to reassess funding commitments. The DfES indicated that A&BC's activities were no longer a priority for support. This funding would therefore end at the conclusion of the two-year funding term.
5. The Welsh Government asked the Arts Council to assist A&BC in developing a different business model – one that would enable it to be less dependent on public subsidy.
6. An Arts Council business review completed in March 2015 captured the challenge but also the opportunity:
“[Arts & Business Cymru] has carried out an extensive range of programmes, schemes and initiatives – including new and expanding activity. However, the future funding of the organisation is, as ever, in a vulnerable position, especially looking beyond 2015/16.

The challenge to diversity income is one shared across the arts in Wales. We [the Arts Council] ask that arts organisations find ways to become less reliant on the public purse. Although they face the same stark realities as other organisations, the services that A&B Cymru offer have never been so relevant. Opportunity may come from the harsh realities.”

7. Reductions in Welsh Government funding have required all arts organisations – including the Arts Council – to become more financially resilient. This requirement has been emphasised in Welsh Government Remit Letters.

The current 2015/16 Remit Letter to the Arts Council from the Cabinet Secretary for Economy and Infrastructure contains an explicit statement of the Government’s position:

“The Welsh Government fully supports the need to preserve a stable core of public funding for the arts, even in times of economic austerity... reducing organisations’ dependency on public funding has to be a sensible and pragmatic response to current public funding pressures...

... I would expect to see the Arts Council provide, either itself or through appropriately tendered contracts with expert providers, advice and assistance covering a range of topics. These would include governance, skills analysis, business planning, fundraising, income generation, exploitation of intellectual property, maximising tax reliefs, internal audit, etc. Some of the organisations you fund could do significantly more to grow their commercial revenue. I would like you to challenge those organisations to up their game.”

8. We had already made it clear to A&BC that investment beyond the period of the two-year funding agreement could not be guaranteed.

Back in December 2015 we wrote to the A&BC Chair explaining the position:

“You’ll remember from previous conversations that we’ve both had with Welsh Government colleagues that we weren’t anticipating that the funding settlement announced last week [the Welsh Government annual budget announcement] would contain any specific financial provision for Arts & Business Cymru (A&B). This assumption has now been confirmed. This means that any future funding for A&B’s activities will need to be sought under a different arrangement...

...the business/service-related nature of the activities means that they will have to be competitively procured... we’ll invite interested parties to submit tenders as part of a public procurement process for one or more area of work. We hope, naturally, that A&B will see itself as one of those ‘interested’ parties.”

9. In spite of the loss of Government funding it was, in our view, important to try and help A&BC find a way of continuing some of its activities. On two occasions we provided financial assistance to enable A&BC to explore different ways of working. The first was in summer 2015. We agreed a tender specification with A&BC, and independent consultants Cultivate were appointed following a public procurement process.

10. Cultivate reported in October 2015. The report was informed by a survey of members of A&BC as well as those who were not. The Cultivate report identified many positives:
- “It was generally felt that it would be a significant loss to the arts sector if A&B Cymru did not exist... Overall from the research there was strong support from both the arts and business members for A&B Cymru and the critical role it plays in bridging these two sectors and bringing them together.”

Cultivate was less enthusiastic about some aspects of A&BC’s work, encouraging the organisation to develop new, innovative programmes of work that were distinctive and not duplicated elsewhere.

Cultivate also offered observations about the basis of the membership model:

“The issue for many organisations that adopt the membership model is that they are drawn into delivery mode, generating activity to demonstrate the value of the membership fees. This is often seen in terms of “packages” or different levels of membership with varying benefits. One could argue that if what is being offered is a “one-off” and clearly valued by those accessing it then the cost of should reflect the value irrelevant of whether or not one has paid a membership...”

11. Cultivate concluded:

“The issue for A&B Cymru, if it were to have a more strategic role, is how could it be afforded. If it were to focus on the areas which its members say is most relevant to their needs, i.e. brokerage, introduction, networking and developing a generation of new fundraisers, how could it do this without continuing the financial model that it currently has i.e. a mix of membership, public funding, trusts and foundations, and private sponsorship and donation? The answer has to lie in what it believes is the value of each of its programmes, their return on investment and their impact in achieving their mission, aims and objectives.”

12. In our view, the Cultivate report was fair and reasonable. A&BC did not.

13. Cultivate recommended that the Arts Council should provide one-off funding for a period of transition. This would ‘buy time’ and help A&BC to execute the necessary change. We agreed to provide £30,000 of transitional funding in March 2016 as a ‘stepping stone’ towards a new more sustainable future.

14. In addition, we provided a further grant of £25,000, also in March 2016, in response to A&BC’s request to commission its own consultants. A&BC appointed consultants MetaValue. We understand that this work has been progressing well, although we have been told that the company is likely to incur a higher than expected deficit at the year end. We have not received final information on the outcome of the MetaValue work.

15. As indicated above, the Arts Council launched a public procurement process in 2016 for the development of the first phase of a business transformation programme for the arts organisations it core funds, called “Resilience” (see **Appendix 1** for a description). A&BC did not submit a tender. A&BC did submit a bid to offer project-based consultancy services associated with the “Resilience” programme, but that bid was not successful. We met with A&BC and provided feedback on their bid. A&BC submitted a new bid for a second round of procurement and were successful.
16. A public procurement process is currently underway for the next phase of the “Resilience” programme. We have also issued a Prior Information Notice (PIN) for a wider programme of more innovative business development services. We would hope that these might be of interest to A&BC.
17. Finally, we have heard it suggested that we have withdrawn funding from A&BC. This is not correct. We understand that A&BC is anticipating accruing a deficit of c.£70,000 by the year end, and that there is an expectation that we should cover this. This is not how we work.
18. The Arts Council does not withdraw funding once it has been agreed unless there is clear evidence of fraud, poor performance or a failure to deliver the agreed programme of activity. We currently have one ‘open’ grant to A&BC (for the MetaValue commission). 20% of the grant remains to be paid on receipt of a final report from A&BC.
19. A&BC has known for some time that it must develop a different, more sustainable business model. And it has been aware for over two years that the previous Welsh Government grant funding arrangements would end. We believe that A&BC makes an important contribution to arts and business in Wales. We’ve told A&BC that we’d like to see this continue, but this cannot be at any cost.
20. We set out the need for change, and we told A&BC that through 2016/17 and 2017/18 we would be publishing tender specifications for a range of business development services. In the interests of quality, and value for money, we explained that these would be publicly procured on a competitive basis. Our advice to A&BC has been explicit and consistent. We have done what we said we would.

Arts Council of Wales
6 February 2017

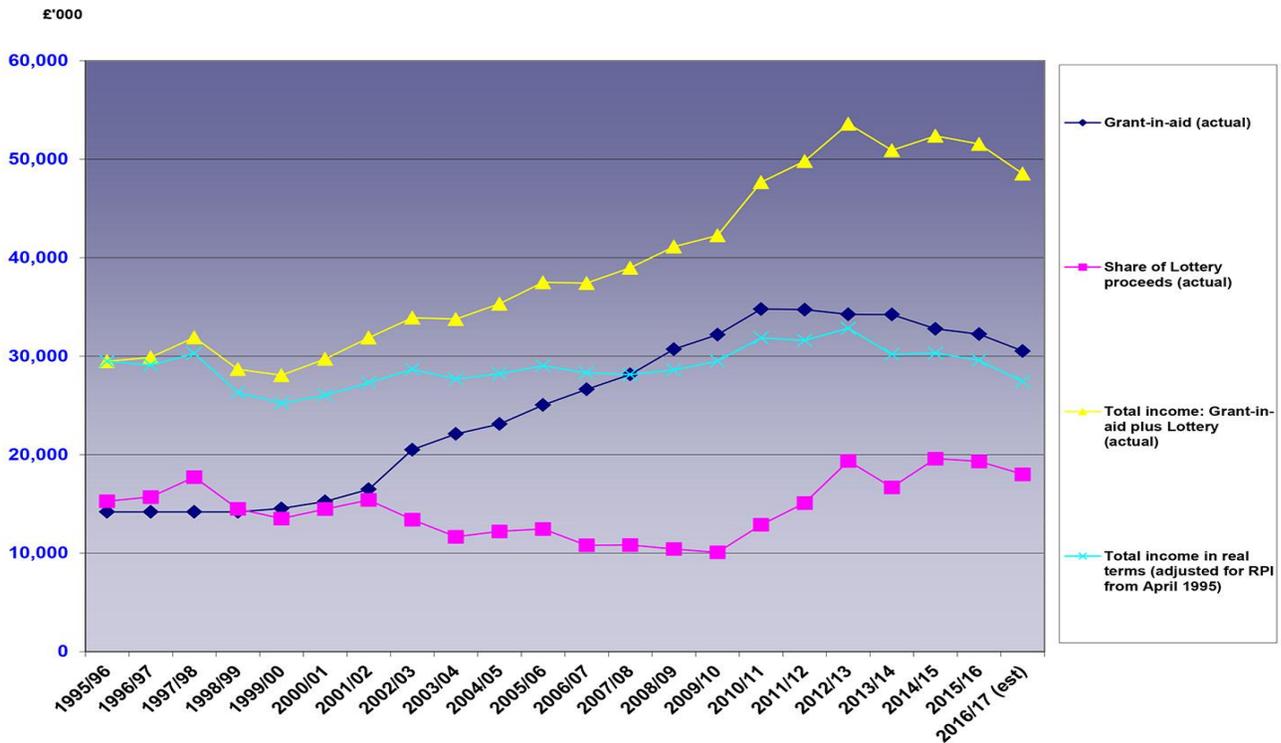
Appendix 1

The funding context

The pressure on public funding continues to affect opportunities for people to enjoy and take part in the arts.

The Welsh Government has announced a welcome increase in Arts Council funding for next year (+3.5%). This important reversal of funding is an important statement of commitment following an extended period of significant ‘real terms’ reductions

From 2000 there was more than a decade of sustained public and Lottery investment in our cultural life. However, the five years of funding cuts that followed have meant that the growth in Welsh Government funding in the 1990s and 2000s has been eroded. Indeed, combined grant-in-aid and Lottery funding – adjusted for inflation – is actually less than it was 21 years ago.



The squeeze on public funding is being exacerbated by lower than anticipated income from the National Lottery.

Our modelling of National Lottery ticket sales suggests that our income this year could be between 11 and 16% short of what the DCMS anticipated that we might expect to receive. This equates to a potential loss of income of around £2m. This more than cancels out the increased funding that we'll receive from the Welsh Government in 2017/18.

The public has raised £35bn for Good Causes since the start of the National Lottery. As the Arts Council of Wales, we have invested our share in over **11,621** projects in Wales, to a value of **£261m**. Other National Lottery distributing colleagues (Sport Wales, Heritage Lottery Fund and Big Lottery) have similarly impressive results to show.

But declining ticket sales for Camelot's main National Lottery game, the aggressive stance of competitor Lotteries (such as the Postcode and Health Lotteries) and the growth of online betting on Lottery results (Lottoland) are having a very significant negative impact.

National Lottery Good Cause funding is widely regarded as a vital and secure source of funding for culture, sport and civil society, particularly for smaller organisations who in this financial climate can find themselves vulnerable. Continuing reductions will seriously affect the capacity of many hundreds of third sector organisations who provide important services that benefit the public across Wales.

The Arts Council has sought to protect front-line investment into direct arts activity.

In response to funding pressures we've reviewed our business model and reduced our running costs. This has been a sustained campaign which has cut costs by around 17% since 2009/10. In 2015/16, our running costs were 7.3% of our total expenditure. We're currently working through a further series of cost-saving measures. Once complete, we'll have reduced our staff numbers by around 25% over the past five years.

If the arts in Wales are to continue to thrive, they'll need a strong, entrepreneurial leadership.

This means building a sector that is imaginative, innovative and able to capitalise on its public investment. The best organisations do this, but we're determined to bring all of our key organisations up to the standard of the best.

A key part of our strategy has been the recent launch of a new "Resilience" programme for our Arts Portfolio Wales (those significant arts organisations that receive annual arts funding). There are two aspects to the programme – the provision of expert diagnostic advice, and capital investment (if justified) to enable change and capacity building. This programme has the potential to be far-reaching and transformational. It challenges organisations to be better – in the quality of their work, the depth of their engagement and the durability of their financial stability.

Local authorities are also struggling to maintain their support for the arts.

The partnership between the Arts Council of Wales and Local Government provides the foundation of the arts in Wales. Between us, we have the potential to touch the lives of everyone in Wales. Local authorities bring to the table their local knowledge, broad range of responsibilities, and their citizen focused delivery. The Arts Council brings specialist expertise and a national and international perspective on arts practice and development. Together, we provide funding and investment that funds creative activity. It is a powerful combination.

However, funding reductions in local authority funding to the arts continued during 2015/16 – we estimate around a 13% reduction on the previous year. In some cases local authorities are simply reducing, or cutting, activity – others are taking more radical action, typically devolving their arts services and facilities to independent trusts or commercial operators.

Faced with diminishing resources, local government's future cultural purpose is increasingly shifting towards sustaining a strategic context rather than to directly running an arts team or an events programme. This means that authorities are trying to promote their cultural ambitions by providing a framework for collaboration and co-operation in which a range of other partners can help to achieve outcomes collectively.

Even under the current economic austerity, local authorities still control important cultural levers in terms of asset ownership (land and buildings) and statutory planning. Our challenge – at least in the short-term – is to work with local government to enable the creative use of public assets for social purposes in ways that don't drive up already hard-pressed revenue budgets. The Well-being of Future Generations Act, with its requirement to promote culture, is helping us in that task.

Appendix 2

About the Arts Council of Wales

The Arts Council of Wales was established by Royal Charter in March 1994. We're a registered charity whose trustees are the appointed Council Members. We are the country's official funding and development organisation for the arts.

Our principal sponsor is the Welsh Government. We also distribute funding from the National Lottery. We currently receive Welsh Government funding of £30.5m and expect to receive around £16m of National Lottery funding.

We work to make the arts central to the life and well-being of the nation.

Reflecting the priorities of the Welsh Government, we support and promote the important role that the arts play in Wales. We also help to show how the arts are able to make a real contribution to the enactment of the wider Government policy, including economic renewal, participation, the reduction of Child Poverty, Arts and Education and sustainable development.

We work to foster an environment in which the arts are able to flourish – an environment which:

- identifies and nurtures creative talent, wherever it's found in Wales, to its full potential
- encourages active participation
- supports and celebrates imagination, innovation and ambition
- nurtures creativity through the medium of Welsh and English
- enables artists to develop a professional career in Wales, and organisations to exploit new markets for their work
- inspires young people to develop their creative potential
- embraces equality and diversity
- finds new places and ways for people to participate in the arts
- develops the creative traditions of Wales and reinterprets them with contemporary relevance
- is international in outlook
- recognises the fundamental importance of sustainability

We provide a range of professional services:

- **we support and develop high quality arts activity** – we invest public funding, provided by the taxpayer, creating opportunities for people to enjoy and take part in the arts
- **we distribute Lottery funds** – through applications to our Lottery funding programmes we're able to invest in projects that develop new arts activity, supporting individuals, communities and organisations. Each year we receive around 1,500 applications
- **we provide expert advice about the arts** – through our Council, staff and National Advisers we have the largest concentration of specialist arts expertise in Wales
- **we share information** – we're the national centre of a network of information and intelligence about the arts in Wales. We also have strong international links in the UK and beyond
- **we raise the profile of the arts in Wales** – we're the national voice for the arts in Wales, making sure that people are aware of the quality, value and importance of the country's artists and arts organisations
- **we generate more money for the arts economy** – we manage initiatives such as "Collectorplan" (our scheme to encourage people to buy art); we secure European funding to grow the arts in Wales; and we host international events, opening up new markets for Welsh artists. We're also a partner with the Welsh Government delivering "Creative Learning through the arts", transforming creative education in Wales' schools
- **we influence planners and decision-makers** – the arts take place in many different settings. They can have a real impact on the quality of people's lives, and the places in which they live and work. The arts are frequently at the heart of initiatives for economic and social regeneration. Our job is to ensure that the contribution that the arts make to our ever-day lives is recognised, valued and celebrated
- **we develop international opportunities in the arts** – we develop partnerships with cultural organisations such as the British Council, we promote internationally the contemporary culture of Wales, and we encourage international exchange and collaboration between artists and arts organisations
- **we promote small-scale performances in local communities** – our "Night Out" scheme encourages local communities to promote high quality arts activity in their own area
- **we help a wider diversity of people to enjoy the arts** – for example "Hynt", our popular ticket access scheme, is enabling more disabled to attend performances in our key venues

Arts & Business Cymru – the Evidence *Illustrating the value of A&B Cymru to Wales*

Background & Context

Arts & Business (A&B) Cymru is a unique and much valued resource for the arts in Wales. Each year, the charity is responsible for bringing over £1 million of private sector support* directly to the arts across the country.

A&B Cymru's established network and expertise in business / arts partnerships make it the only body capable of achieving these results. Without its work, the private sector investment that currently underpins much arts activity in Wales would quite simply be lost.

Funding History & Current Position

Over a period of 8 years, A&B Cymru dramatically reduced its reliance on public funding from 83% to 27%.

When the funding relationships with Welsh Government and Arts Council of Wales began in 2008, the combined support totalled £370,500. This post-devolution investment was drawn from the departments for the Economy & Transport, Education & Skills and Culture, reflecting our activity in providing tailored training in arts fundraising, providing professional development opportunities and enhancing links between the arts and businesses in Wales. It followed a cut in funding by Arts Council England to A&B UK which made the prior informal agreement to support the operations in Wales, Scotland and Northern Ireland no longer justifiable.

In November 2011, following a quarter of a century as part of the UK body, A&B Cymru became an independent Welsh charity. Arts Council of England had then withdrawn 100% of its funding of A&B's work in England which led to the English operation merging into Business in the Community (BiTC). This option was considered for Wales, Scotland and Northern Ireland but dismissed as being detrimental to the arts communities served by each. This belief proved correct as BiTC no longer delivers any services to the arts in England.

As the Welsh Government faced a tightening of budgets, its funding to A&B Cymru was significantly reduced each year, down to £140K delivered in 2014/15 and 2015/16 via the Arts Council of Wales (ACW). A&B Cymru rose to this challenge, addressing the shortfall by substantially increasing its private sector income through business membership, sponsorship and support from Trusts & Foundations. This successful reduction of reliance on public funding achieved one of A&B Cymru's core messages to the arts of the need to attain financial stability through diversification.

The shift from 83% to 27% public funding coincided with a national economic downturn and was only achieved by sustained effort and internal financial stringency.

In April 2016, ACW withdrew A&B Cymru's core funding in its entirety. In-depth work (including an external business review) was then undertaken to assess the charity's ability to operate without public funding. Further rationalisation of the already lean running costs of A&B Cymru, combined with the consistent search for fresh private sector income, has led to the conclusion that, while the charity cannot be sustained solely through the private sector, its operation can flourish with an annual public sector investment of just £70K. This matter has been raised repeatedly with ACW since October 2016 but with no coherent response or request for further evidence.

***Private sector support for the arts levered by A&B Cymru broken down annually as:**

£560K through cash investment; £505K in business expertise provided through the Professional Development Programmes.

Sustainability – The Case For Public Support

In 2017-18, A&B Cymru projects a private sector income of £335,000, drawn from Trusts & Foundations, Individuals, Membership subscriptions and earned income.

This clearly illustrates the charity's vastly reduced reliance on the public sector. For every £1 of core funding requested, a further £5.80 would be levered from the private sector to A&B Cymru. This would, in turn, safeguard over £1 million annual investment from the private sector into the arts across Wales. **Therefore, £70K of public sector funding becomes the catalyst for levering £1.4 million in private sector investment.**

Private sector investment in A&B Cymru is wholly dependent on the delivery of its unique programmes. Key to their success is the significant amount of staff time devoted to them. Without core funding in 2017/18, at least two staff posts would be lost, putting the following programmes at risk:

CultureStep: £80K of Trust funding received annually, of which £60K is invested directly into business / arts partnerships. This in turn levers a further £300K, invested by business in arts projects that benefit socially disadvantaged groups and address priorities such as health, tackling poverty and the environment.

North Wales Delivery: Providing an effective service to the 20 business and 42 arts members in North Wales depends on a local presence. Without a post in North Wales, these members would resign. This would represent a major loss of income to A&B Cymru and the arts across the region.

Professional Development Programmes (PDP): Each year, PDP brings over £505K of free of charge business skills to the arts through board placements, mentoring and skills transfer. The individuals involved have had a transformative impact on the sustainability and survival of arts organisations across Wales. Over two thirds of A&B Cymru's business members pay their fees in order to access PDP. Closure would therefore result in a major downturn in business income.

Creative Internships Programme: In 3 years, this programme has resulted in 13 recent graduates becoming full-time professional arts fundraisers. This A&B Cymru created programme is acknowledged as an example of best practice across the UK. It is 60% funded by the private sector.

This paper is designed to briefly summarise the scope and impact of A&B Cymru's work and to explain the need for continued investment from the public sector. The charity, with its unique expertise and network, creative and cost effective approach, committed and skilled team and high quality governance, is currently at risk.

Over many years we have proved, not only the worth of our work, but also a great ability to sustain it, despite repeated reductions in public funding. While there seems to be a view that A&B Cymru could and should be funded by the private sector alone, it would be impossible to continue on that basis. The fact is that only with a relatively small amount (£70K) of public funding can we maintain a sufficient level of staffing to deliver the programmes described above. Without it, these programmes, and the resulting private sector income, would be lost to A&B Cymru and to the arts across Wales.

For every £1 of public money, A&B Cymru would lever £5.80 private sector investment to sustain its operation. In turn, this would lever over £1 million directly into the arts in Wales, **representing a total return on investment of £20:£1.**

This funding mix achieves precisely what the Arts Council of Wales is asking of its clients and yet there seems to be an assumption that A&B Cymru is no longer worthy of support. We call for this matter to be given serious consideration and the decision reversed before it's too late.

The Impact of Arts & Business Cymru

Arts & Business (A&B) Cymru plays a unique role in realising many of the Welsh Government and Arts Council of Wales' stated aims.

Following a quarter of a century as part of a UK body, A&B Cymru became an independent Welsh charity in November 2011.

The small expert team works solely for the benefit of Wales – its creative sector, business economy and communities across the country.

In the past 5 years A&B Cymru has:

- Increased the income and skills of 273 arts organisations
- Assisted 129 businesses to meet bottom line objectives by engaging effectively with the arts
- Levered over £1.5 million from business directly to the arts across Wales
- Brokered and supported 120 mutually beneficial business / arts partnerships
- Delivered projects in every local authority area of Wales
- Supported 83 projects which directly engaged over 25,000 disadvantaged young people with the arts
- Supported 22 projects which directly engaged 7,497 vulnerable or isolated older people with the arts
- Supported 37 arts projects which have had a positive impact on the health and well-being of 14,172 individuals
- Delivered events to showcase the work of 91 Welsh arts organisations to a wide and influential audience
- Provided training for 648 arts managers in fundraising and relevant business skills
- Provided 174 arts managers with free of charge specialist business expertise
- Strengthened the governance of 286 arts organisations through tailored board development
- Enabled 209 business managers to develop skills and widen horizons by working with arts organisations
- Trained 13 recent graduates to be full time professional arts fundraisers

February 2017

Mae cyfyngiadau ar y ddogfen hon

DATGANIAD YSGRIFENEDIG

Teitl: Panel Arbenigol ar Ddiwygio Trefniadau Etholiadol y Cynulliad

Dyddiad: 1 Chwefror 2017

Gan: Elin Jones AC, y Llywydd, fel Cadeirydd Comisiwn y Cynulliad

Wedi i'r Cynulliad gydsynio i Fesur Cymru, cafodd *Deddf Cymru 2017* ei phasio gan y Senedd a chafodd Gydsyniad Brenhinol ar 31 Ionawr 2017. Bydd o'r diwedd yn rhoi'r pwerau deddfwriaethol i'r Cynulliad benderfynu ar y ffordd orau o gynrychioli pobl Cymru a dwyn Llywodraeth Cymru i gyfrif.

Trwy ddatganoli pwerau i'r Cynulliad a symud i fodel cadw pwerau, rhoddir sail gyfansoddiadol newydd i'r Cynulliad, â chyfrifoldebau newydd pwysig. O'r diwedd, mae gan y Cynulliad reolaeth dros ei faterion ei hun i helpu i wneud y sefydliad hwn yn ddeddfwrfa gryfach, fwy hygyrch, cynhwysol a blaengar sy'n cyflawni'n effeithiol ar gyfer pobl Cymru.

Fel Comisiwn, rydym yn cytuno'n llwyr â'n rhagflaenwyr, a ddaeth i'r casgliad unfrydol yn eu hadroddiad ym mis Ionawr 2015 *Dyfodol y Cynulliad: sicrhau capasiti i gyflawni ar gyfer Cymru*: "Gyda dim ond 60 o Aelodau, mae diffyg pŵer yn y Cynulliad Cenedlaethol ond mae gormod o bwysau yn cael ei roi arno".

Ar 14 Tachwedd 2016, cyhoeddais benderfyniad Comisiwn y Cynulliad i fwrw ymlaen â gwaith i fynd i'r afael â chapasiti'r Cynulliad, gan weithredu ar ran y sefydliad, gyda chefnogaeth drawsbleidiol, ac yn bwysicaf oll, er budd pobl Cymru.

Er mwyn sicrhau bod y gwaith yn cael ei lywio gan gyngor cadarn, annibynnol sy'n wleidyddol ddiduedd, rwyf yn cyhoeddi heddiw fy mod wedi penodi Panel Arbenigol ar Ddiwygio Trefniadau Etholiadol y Cynulliad, i'w gadeirio gan yr Athro Laura McAllister CBE, Athro Polisi Cyhoeddus a Llywodraethiant Cymru yng Nghanolfan Llywodraethiant Cymru.



Bydd y Panel yn cyflwyno adroddiad erbyn hydref 2017. Bydd ei waith yn ein helpu i benderfynu pa mor fawr ddylai ein deddfwrfa genedlaethol fod i ddiwallu anghenion pobl Cymru orau, sut y dylai Aelodau'r ddeddfwrfa honno gael eu hethol, ac a ddylid gostwng yr oed pleidleisio.

Yn ychwanegol at y Cadeirydd, yr Athro McAllister, aelodau eraill y Panel fydd:

- Yr Athro Rosie Campbell – Athro Gwleidyddiaeth, Birkbeck, Prifysgol Llundain a'r Athro Sarah Childs – Athro Gwleidyddiaeth a Rhywedd, Prifysgol Bryste (aelodaeth ar y cyd)
- Rob Clements – cyn-Gyfarwyddwr Darparu Gwasanaethau yn Nhŷ'r Cyffredin
- Yr Athro David Farrell – Pennaeth yr Ysgol Gwleidyddiaeth a Chysylltiadau Rhyngwladol, Coleg Prifysgol Dulyn
- Y Dr Alan Renwick – Dirprwy Gyfarwyddwr Uned y Cyfansoddiad, Coleg Prifysgol Llundain
- Syr Evan Paul Silk KCB – cyn-Gadeirydd y Comisiwn ar Ddatganoli yng Nghymru

Rwy'n falch iawn o allu cyhoeddi Panel mor gymwys â gwybodaeth mor arbenigol. Rhyngddynt, mae ganddynt arbenigedd helaeth ym meysydd systemau etholiadol, gwaith a chapasiti Seneddau, sefyllfa gyfansoddiadol y Cynulliad Cenedlaethol, a materion ehangach yn ymwneud â llywodraethu, gan gynnwys cydraddoldeb, amrywiaeth ac ymgysylltu. Bydd eu gwaith yn hanfodol i ymdrechion y Comisiwn i ddiwygio Cynulliad Cenedlaethol Cymru a llywio dyfodol democratiaeth yng Nghymru.

Er hynny, nid oes modd gwahanu materion cyfansoddiadol sylfaenol o'r fath yn llwyr oddi wrth wirioneddau gwleidyddol democratiaeth gynrychiadol yng Nghymru. Felly, yn ogystal â gweithio'n agos gyda'r Prif Weinidog a Llywodraeth Cymru, rwyf wedi gwahodd y pleidiau gwleidyddol sydd â chynrychiolaeth yn y Cynulliad ar hyn o bryd i enwebu cynrychiolwyr ar gyfer Grŵp Cyfeirio Gwleidyddol, y byddaf i yn ei gadeirio. Cyngori fydd rôl y Grŵp Cyfeirio; bydd yn ystyried ac ymateb i ganfyddiadau'r Panel wrth iddynt ddod i'r amlwg, ac yn



cynorthwyo'r Panel i sicrhau bod ei waith yn cynhyrchu argymhellion ymarferol ar gyfer diwygio y gall Comisiwn y Cynulliad fwrw ymlaen â hwy ac y gellir cynnal ymgynghoriad cyhoeddus yn eu cylch.

Dyma gylch gorchwyl y Panel:

- Adolygu'r dystiolaeth a'r ymchwil bresennol sy'n ymwneud â maint a threfniadau etholiadol y Cynulliad Cenedlaethol, a'u hategu os oes angen;
- Gan ddefnyddio'r sylfaen dystiolaeth honno, ac er mwyn llywio'r gwaith o baratoi unrhyw ddeddfwriaeth angenrheidiol, gwneud argymhellion i Gomisiwn y Cynulliad ynglŷn â sawl Aelod ddylai fod gan y Cynulliad Cenedlaethol, y system etholiadol y dylid ei defnyddio i ethol ei Aelodau, a'r oed pleidleisio isaf ar gyfer etholiadau'r Cynulliad Cenedlaethol;
- Dylai'r Panel Arbenigol gyflwyno adroddiad erbyn hydref 2017 fel y gellid gwneud unrhyw newidiadau deddfwriaethol mewn pryd ar gyfer etholiad y Cynulliad Cenedlaethol yn 2021, ar yr amod bod y gefnogaeth wleidyddol angenrheidiol yn bodoli.





Ymddiriedolaeth
Genedlaethol
National Trust

27 January 2017

Bethan Jenkins AM
National Assembly for Wales
Culture, Welsh Language and Communications Committee
Cardiff Bay
Cardiff CF99 1NA

Dear Ms Jenkins

Historic Wales

Thank you for your letter of 4th January and sincere apologies for the delay in responding.

I confirm that I would be honoured to attend a meeting of the Committee with the Cabinet Secretary to answer members' questions about the report and its recommendations.

Yours sincerely

Justin Albert
Director for Wales

Swyddfa De Ddwyrain Cymru Casnewydd /
South Wales Office Newport
Bwthyn y Garddwyr /Gardener's Cottage
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Llywydd / President:
EFB Tywysog Cymru / HRH The Prince of Wales
Cadeirydd Cymru / Wales Chairman:
Linda Tomos
Cyfarwyddwr Cymru / Director for Wales:
Justin Albert

Swyddfa gofrestredig / Registered office:
National Trust, Wilton, Wiltshire SN2 2NA
Rhif elusen gofrestredig / Registered charity number 205846

Eitem 4.3

Cynllias Cenedlaethol Cymru / National Assembly for Wales
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu / The Culture, Welsh Language
and Communications Committee
Ymchwiliad Strategaeth Iaith Gymraeg / Welsh Language Strategy Inquiry
CWLC(5) WLS30
Ymateb gan Cyngor Bwrdeistref Sirol Torfaen / Evidence from Torfaen
County Borough Council

A million Welsh speakers by 2050;

Changing the current status of the language will take a radical approach and Torfaen Council welcomes the Welsh Government recognition that this can only be done over a generation.

The target is challenging, and means doubling the number of Welsh speakers over the life of the strategy, and for this to be achieved will require significant, additional and ongoing resourcing and investment. Torfaen is a committed and willing partner to increasing the use of the Welsh language and hosts a Welsh Language medium Secondary School and has invested in additional Welsh Language education provision for our children through the recent building of a new state of the art primary school at Ysgol Panteg, this will support the overall direction in meeting the target.

The strategy must recognise the importance of the areas where the percentage of Welsh language speakers is low and the particular challenges faced by organisations in these areas. In recognition of this statement, Welsh Government must also recognise that we operate within the current climate of continuing financial constraints on Local Authorities; providing and promoting services in Welsh where demand is presently low will require appropriate additional resourcing whilst continuing to provide front line services in the here and now.

Policies, strategies and initiatives of the Welsh Government should reflect the vision, and ensure consistency and also importantly generate and sustain 'buy in' from the public across Wales – perhaps most importantly in those areas where Welsh is spoken by a significant minority of people and where parents are not choosing Welsh medium education for their children currently.

People learn Welsh for many reasons and at different stages within their lives, with the establishment of the National Centre for Learning Welsh, targets should be set, in conjunction with providing regional Centres with funding to deliver the courses at affordable rates. While parents can choose Welsh medium education for their children, it remains the case that most

parents make this choice within (and typically at the beginning of) the primary phase. As a nation, we need to invest in immersion facilities that enable any child to begin their Welsh medium education at any point during their statutory education. This will be expensive to develop and sustain and will require significant support and resourcing from Welsh Government.

Torfaen County Borough Council will contribute through ensuring compliance of the Welsh Language Standards and fulfilling its obligations under other statutory legislation. With this in mind, it is important that the work of the Welsh Government, in relation to Welsh language is aligned with the Welsh language Commissioner, and vice versa, recognising that Local Authorities throughout Wales can assist in achieving this ambitious target and a partnership of encouragement rather than enforcement would be a good base to start.

Culture and leadership;

The requirement for the Council within the Welsh Language (Wales) Measure to produce a 5 year local strategy on maintaining/increasing the number of Welsh speakers has been undertaken but there is no guidance to offer reliable mechanisms for measuring growth/decline from Welsh Government. The Council in response to this requirement has grown capacity in Welsh language medium education and alongside informing parents that there is a choice, we expect to meet the existing/future demand but this demand will be determined by parents. Promotion of the Welsh language will also be a measure and will support the requirements of the Welsh Language Standards.

The Council would want to draw Welsh Government's attention to the potential for existing policy conflict. There is a real danger that in reducing child places, which Torfaen has undertaken in consultation with its residents and in compliance to existing Welsh Government policy that there may not be enough places in schools to meet a different policy driver. Welsh Government should review its criteria around 21st Century Schools and the requirements on Local Authorities to manage surplus placements in order that these do not conflict with the aspiration to meet the 2050 target.

Categorisation / Language continuum;

The areas within the "A living language: a language for living" strategy put people into categories, which were far too ambiguous. This strategy focuses

on the individual, with emphasis on how to support Welsh speakers and the importance of all organisations working together.

Councils are one of the major public service employers with any given area of Wales. Councils and in the future health boards, the Police, Fire and Rescue Services and other public bodies will become subject to the Welsh Language Standards. As a consequence, advertised jobs will need to be identified as requiring varying job essential or otherwise Welsh language use and this will help promote the use of the language. Job opportunities will inevitably drive people to those areas where jobs exist and this will likely impact on our ability to retain those who use Welsh language following Welsh language medium education to remain in Torfaen.

In part, we want to avoid the language being seen as being elite, and every learner and native speaker should be encouraged to use the language regardless of ability, and these positives should be encouraged. By creating the opportunities to use the language, we will create the confidence in our speakers. This however will take time over generations to achieve. It is vital that investment is made to address the reasons, which is mainly due to the social opportunities, and recognise the excellent work that the Mentrau Iaith, the Urdd and Mudiad Meithrin do in creating these opportunities, albeit with very little resources.

This must be a multi-agency approach and through the policies of the Welsh Government, each sector should be accountable for ensuring that services are available and that the use of the Welsh language is encouraged. Welsh Government should incentivise / provide training with support for a range of professional qualifications through the medium of Welsh if this is to change.

Apprenticeships are on the increase and within the Welsh Government's apprenticeship policy, each employer should offer support that Welsh skills are recognised or learnt, however this should be by choice rather than a mandatory requirement.

Community engagement;

The Welsh Government must ensure that the language belongs to us all, not only Welsh speakers. By strengthening the role of non-Welsh speakers in promoting and use of the language, will ensure that the language is seen

and heard within communities, but also mindful that you cannot force people to learn Welsh.

By having a national awareness Campaign for Councils and other organisations to implement, highlighting the benefits of bilingual education, identity and Welsh as a brand in commerce, this would also have the desired effect of people wanting to use their language.

Torfaen Council agree that the quickest and most sustainable way to increase the number of Welsh speakers is through our Education system. Clarity, guidance and a steer is needed by Welsh Government, allowing LA's to promote Welsh medium education/bilingual education.

With pressure from WG to reduce surplus places within our schools, it is difficult to be showing disparity, and creating surplus places within our Welsh Medium schools to satisfy the "build and they will come" ethos

Working together and building on what is already being done is key. Whilst recognising the fine balance in some parts of Wales, as here in Torfaen, where a "heavy handed" approach will tip the balance between accepting the language as part of our culture and Welsh as a barrier to growth.

Welsh is a Community language and children should be educated as near as possible to their homes. By locating Welsh medium schools outside those communities, children do not play with their friends through the medium of Welsh, and therefore Welsh Communities aren't nurtured. We create individuals not Communities

Integration.

With information technology a significant part of our daily lives, the WG should include within the strategy a more focused objective that will ensure the development of packages, here in Wales, being available bilingually.

As an Authority, we support our partners, with Welsh language translation, guidance and advice. The strategy should ensure that this support is given to small businesses who would otherwise struggle to offer their services in Welsh, either directly by WG or through local Councils.

A national publicity campaign around the use of the Welsh language should be developed to convey the clear message that all public services are there in

Welsh to be used. The rights of Welsh speakers remain uncertain, especially through this period of challenges, appeals, and tribunals of the Welsh Language Standards by Public Bodies.

Having a positive campaign that reflects the strategy, would empower Welsh speakers to use their language in everyday life.

The Welsh Government is seen as best practice when it comes to language planning. This strategy has the potential to influence much further afield than the content of the strategy itself and the WG immediate partners.

To realise the Million Welsh speakers by 2050, there must be resources and investment given to the language, both on a local and national level. Recognising that the heartlands of the language need protecting, whereas the growth areas of Wales need nurturing.

Bethan Jenkins AC
Cadeirydd
Pwyllgor Diwylliant, y Gymraeg a Chyfathrebu

17 Ionawr 2017

Annwyl Bethan,

Llais cryfach i Gymru: ymgysylltu â San Steffan a sefydliadau datganoledig

Rydym wedi dechrau ymchwiliad i gysylltiadau rhyngsefydliadol rhwng Cymru a'r Deyrnas Unedig. Mae copi o'r llythyr ymgynghori ynghlwm.

Oherwydd bod gwaith rhynglywodraethol effeithiol yn berthnasol i bob pwyllgor, hoffem glywed unrhyw farn sydd gan eich pwyllgor ar unrhyw faes yn ein cylch gorchwyl.

Rydym hefyd yn ymwybodol bod nifer o bwyllgorau wedi sefydlu perthynas waith â phwyllgorau ledled y Deyrnas Unedig sy'n rhannu'r un diddordebau â nhw, a byddem yn croesawu unrhyw sylwadau pellach sydd gennych o ran sut y gallwn wella gwaith rhyngseneddol.

Byddwn yn rhannu ein canfyddiadau â holl bwyllgorau'r Cynulliad pan fyddwn wedi gorffen ein gwaith.

Yn gywir

Huw Irranca-Davies

Huw Irranca-Davies AC

Cadeirydd

Croesewir gohebiaeth yn Gymraeg neu yn Saesneg.

We welcome correspondence in Welsh or English.



Rhagfyr 2016

Annwyl Gyfaill

Llais cryfach i Gymru: ymgysylltu â San Steffan a'r sefydliadau datganoledig

Mae'r Pwyllgor Materion Cyfansoddiadol a Deddfwriaethol wedi cytuno i gynnal ymchwiliad i waith rhyng-sefydliadol. Mae'r Pwyllgor yn bwriadu adeiladu ar y gwaith a wnaed eisoes gan ddeddfwrfeydd eraill ar y mater hwn, gan gynnwys Pwyllgor Gweinyddiaeth Gyhoeddus a Materion Cyfansoddiadol Tŷ'r Cyffredinol; Pwyllgor Cyfansoddiad Tŷ'r Arglwyddi a Phwyllgor Datganoli (Pwerau Pellach) Senedd yr Alban.

Mae'r Pwyllgor wedi pennu'r amcanion canlynol ar gyfer yr ymchwiliad:

Amcanion yr ymchwiliad:

Llunio egwyddorion arfer gorau ar gyfer dulliau o weithio rhwng sefydliadau ar gyfer deddfwriaeth gyfansoddiadol.

Ystyried gwaith deddfwrfeydd eraill o ran eu dulliau o weithio rhwng sefydliadau ac adeiladau arno pan fo'n ymwneud â meysydd polisi ehangach.

Ceisio, sefydlu a hyrwyddo cyfleoedd ar gyfer dulliau o weithio rhwng seneddau, gan gynnwys hyrwyddo'r broses o ymgysylltu â dinasyddion.



Mae'r Pwyllgor wedi rhannu'r gwaith yn ddwy ffrwd. Byddwn yn dechrau gweithio ar yr elfen gyntaf ym mis Ionawr, gyda'r nod o orffen gwaith ar y ddwy ffrwd erbyn haf 2017.

Cylch gorchwyl

Er mwyn ein helpu gyda'n gwaith, byddem yn croesawu eich barn ar unrhyw un neu bob un o'r pwyntiau canlynol:

Ffrwd I: Cysylltiadau rhyng-sefydliadol [Materion cyfansoddiadol]

Adolygu sut y mae cysylltiadau rhyng-sefydliadol wedi dylanwadu ar ddatblygiad datganoli yng Nghymru ers 1998.

Bydd hyn yn ystyried y canlynol:

-
- Sut y mae dulliau rhyng-lywodraethol wedi effeithio ar ddatblygiad y setliad datganoli.
 - Sut y mae cysylltiadau rhyng-lywodraethol wedi datblygu ac esblygu, yr hyn a oedd yn llwyddiannus, a sut y mae'r cysylltiadau hyn wedi effeithio ar y setliad datganoli.
 - Sut y mae cysylltiadau rhyng-seneddol wedi esblygu, cyflwr presennol y cysylltiadau hyn, a sut y gellid eu datblygu ymhellach o ran y gwaith o ddatblygu deddfwriaeth gyfansoddiadol a chraffu arni.

Ffrwd II: Cysylltiadau rhyng-sefydliadol [Materion polisi]

Drwy adeiladu ar y gwaith a wnaed eisoes ar draws y DU er mwyn archwilio ymhellach o fewn y cyd-destun Cymreig:

-
- Natur y cysylltiadau rhwng Llywodraeth Cymru a Llywodraeth y DU, sut y mae'r cysylltiadau hyn yn gweithredu a sut y gellir eu gwella.
-



-
- Gwella cyfleoedd i lywodraethau a seneddau ddysgu am bolisiâu ar y cyd.
 - Arfer gorau o ran cysylltiadau rhyng-sefydliadol ar draws y DU y gellid ei ddefnyddio yn y cyd-destun Cymreig.
 - Natur y cysylltiad rhwng deddfwrfa Cymru a deddfwrfa'r DU a chanfod cyfleoedd a chanfod cyfleoedd i seneddau weithio'n fwy effeithiol â'i gilydd.
-

Cynnwys unrhyw faterion eraill sy'n ymwneud â chysylltiadau rhyng-sefydliadol, gan gynnwys y goblygiadau perthnasol sy'n deillio o'r ffaith bod y DU yn gadael yr UE.

Gwahoddiad i gyfrannu

Mae'r Atodiad yn cynnwys gwybodaeth gyffredinol am weithdrefnau'r ymgynghoriad, a dylid ystyried y rhain yn ofalus cyn cyflwyno tystiolaeth i'r Pwyllgor. Dylech gyflwyno'ch sylwadau erbyn **dydd Gwener 17 Chwefror 2017**. Mae'n bosibl na fydd modd ystyried unrhyw ymateb a ddaw i law ar ôl y dyddiad hwn.

Os bydd gennych unrhyw ymholiadau, cysylltwch â Gareth Williams, Clerc y Pwyllgor ar 0300 200 6362 / SeneddMCD@cynulliad.cymru

Yn gywir

Muw Iwanca-Davies

Cadeirydd

Croesewir gohebiaeth yn Gymraeg neu Saesneg.

We welcome correspondence in Welsh or English.



Atodiad

Cyflwyno tystiolaeth ysgrifenedig i'r Pwyllgor

Datgelu gwybodaeth

1. Mae polisi'r Cynulliad ynghylch datgelu gwybodaeth ar gael yma; gofalwch eich bod yn ystyried y manylion hyn yn ofalus cyn cyflwyno gwybodaeth i'r Pwyllgor. Fel arall, mae croeso i chi gysylltu â'r Clerc i ofyn am gopi caled o'r polisi hwn.

Cyflwyno tystiolaeth

2. Os ydych am gyflwyno tystiolaeth, anfonwch gopi electronig ohoni i:

SeneddMCD@cynulliad.cymru

Fel arall, gallwch ei hanfon at:

Pwyllgor Materion Cyfansoddiadol a Deddfwriaethol

Cynulliad Cenedlaethol Cymru

Bae Caerdydd

CF99 1NA.

3. Dylai sylwadau gyrraedd erbyn **17 Chwefror 2017**. Mae'n bosibl na fydd modd ystyried unrhyw ymateb a ddaw i law ar ôl y dyddiad hwn.

4. Wrth baratoi eich sylwadau, cadwch y canlynol mewn cof:

- dylai eich ymateb gyfeirio at y cylch gorchwyl;
- bydd y Cynulliad Cenedlaethol fel rheol yn sicrhau bod ymatebion i ymgynghoriad cyhoeddus ar gael i'r cyhoedd, ac efallai y cânt eu gweld a'u trafod gan Aelodau'r Cynulliad yng nghyfarfodydd y Pwyllgor. Os nad ydych am i'ch ymateb na'ch enw gael eu cyhoeddi, mae'n bwysig eich bod yn nodi hynny'n glir wrth gyflwyno'r dystiolaeth; a
- nodwch pa un ai fel unigolyn ai ar ran sefydliad yr ydych yn ymateb.



Canllawiau ar gyfer tystion sy'n darparu tystiolaeth ysgrifenedig i bwyllgorau

5. Mae'r Cynulliad wedi ymrwymo i ddarparu gwybodaeth hygyrch i'r gynulleidfa ehangaf bosibl. Diben y canllaw byr hwn yw cynorthwyo tystion sy'n cyflwyno tystiolaeth ysgrifenedig i bwyllgorau. Bydd hyn yn galluogi'r Cynulliad i ddarparu gwybodaeth a gyflwynwyd gan eraill mewn modd hygyrch.

- Defnyddiwch Gymraeg a Saesneg clir gan osgoi jargon diangen.
- Defnyddiwch ffont sydd o leiaf maint 12.
- Defnyddiwch ffont glir sans-serif, fel Lucida Sans.
- Peidiwch ag ysgrifennu dros luniau, graffeg neu ddyfrnodau.
- Lliwiau a chyferbyniad – dylai'r ysgrifen gyferbynnu gymaint â phosibl â'r cefndir: ysgrifen dywyll ar gefndir golau, ac ysgrifen olau ar gefndir tywyll.
- Peidiwch â defnyddio priflythrennau bloc, a cheisiwch osgoi defnyddio print trwm, print italig a thanlinellu.
- Os ydych yn cyfeirio at ddogfen sydd wedi'i chyhoeddi, rhowch hyperlinc at y ddogfen honno, yn hytrach na'r ddogfen ei hun.

6. Lle bo modd, dylid darparu gwybodaeth gan ddefnyddio Microsoft Word er mwyn sicrhau hygyrchedd. Pan fyddwch chi'n cyflwyno sgan neu ddogfen PDF, yn enwedig llythyrau wedi'u llofnodi neu dablau o wybodaeth, dylech gyflwyno'r ddogfen Word wreiddiol hefyd.

Cyffredinol

7. Mae'r Pwyllgor yn croesawu tystiolaeth gan y rhai sydd â diddordeb yn y pwnc hwn. Os ydych yn ymateb ar ran sefydliad, dylech roi disgrifiad byr o rôl eich sefydliad.

8. Mae'r Pwyllgor yn croesawu cyfraniadau yn y naill iaith neu'r llall neu'r ddwy iaith swyddogol, sef Cymraeg a Saesneg. Ni chaiff cyfraniadau a gyflwynir yn un o'r ieithoedd yn unig eu cyfieithu, ac yn yr iaith honno yn unig y cânt eu cyhoeddi.



9. Bydd y Pwyllgor yn ystyried yr ymatebion i'r ymgynghoriad ysgrifenedig.

10. Er gwybodaeth, mae'r Pwyllgor wedi gwahodd amrywiaeth eang o sefydliadau i roi sylwadau; mae rhestr o'r rhain ar gael ar gais. Mae copi o'r llythyr hwn hefyd wedi'i roi ar wefan y Cynulliad Cenedlaethol ynghyd â gwahoddiad agored i gyflwyno sylwadau. Fodd bynnag, byddai'r Pwyllgor yn ddiolchgar pe gallech anfon copi o'r llythyr ymgynghori a'r Atodiad at unrhyw unigolyn neu sefydliad y credwch yr hoffai gyfrannu at yr ymchwiliad.



Eitem 7

Mae cyfyngiadau ar y ddogfen hon

Eitem 8

Mae cyfyngiadau ar y ddogfen hon