

Agenda – Y Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau

Lleoliad: I gael rhagor o wybodaeth cysylltwch a:
Ystafell Bwyllgora 3 – Y Senedd Naomi Stocks
Dyddiad: Dydd Iau, 7 Mehefin 2018 Clerc y Pwyllgor
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Yn ei gyfarfod ar 23 Mai, derbyniodd y Pwyllgor gynnig o dan Reol Sefydlog 17.42(vi) i benderfynu gwahardd y cyhoedd o'r cyfarfod heddiw ar gyfer eitem 1.

Rhag-gyfarfod (i gynnwys diweddariad 5 munud o hyd gan y Gwasanaeth Ymchwil). (08.55 – 09.10)

- 1 Ymchwiliad i feichiogrwydd, mamolaeth a gwaith yng Nghymru – trafod y prif faterion**
(09.10 – 9.45) (Tudalennau 1 – 9)
- 2 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau**
- 3 Ymchwiliad i Fyrddau Gwasanaethau Cyhoeddus: sesiwn dystiolaeth 1**
(09.45 – 10.45) (Tudalennau 10 – 93)
Dr Kelechi Nnoaham, Cadeirydd y Bwrdd Partneriaeth Strategol, Bwrdd Gwasanaethau Cyhoeddus Cwm Taf
Barry Liles, Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Sir Gâr a Phennaeth Coleg Sir Gâr
Huw Isaac, Pennaeth Perfformiad a Datblygu, Cyngor Bro Morgannwg, Bwrdd Gwasanaethau Cyhoeddus Bro Morgannwg
Bethan Jones, Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych
Egwyl (11.05 – 11.20)



4 Ymchwiliad i Fyrddau Gwasanaethau Cyhoeddus: sesiwn dystiolaeth 2

(11.00 – 12.00)

(Tudalennau 94 – 120)

Y Cynghorydd Rosemarie Harris, Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Powys

Andrew Davies, Is-gadeirydd, Bwrdd Gwasanaethau Cyhoeddus Abertawe

Chris Sivers, Cyfarwyddwr Lleuedd, Bwrdd Gwasanaethau Cyhoeddus Abertawe

Kathryn Peters, Rheolwr Polisi Corfforaethol, Cyngor Bwrdeistref Sirol Caerffili, Bwrdd Gwasanaethau Cyhoeddus Caerffili

Y Cynghorydd Huw Thomas, Arweinydd Cyngor Caerdydd, Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Caerdydd

5 Ymchwiliad i Fyrddau Gwasanaethau Cyhoeddus: sesiwn dystiolaeth 3

(12.00 – 12.45)

(Tudalennau 121 – 126)

Dr Sumina Azam, Iechyd Cyhoeddus Cymru

6 Papurau i'w nodi

(Tudalen 127)

6.1 Llythyr gan y Comisiwn Cydraddoldeb a Hawliau Dynol mewn perthynas â beichiogrwydd, mamolaeth a gwaith

(Tudalennau 128 – 164)

6.2 Llythyr gan Ysgrifennydd y Cabinet dros Addysg mewn perthynas â beichiogrwydd, mamolaeth a gwaith

(Tudalennau 165 – 168)

6.3 Llythyr at y Gweinidog Plant, Pobl Hŷn a Gofal Cymdeithasol mewn perthynas â Grant Byw'n Annibynnol Cymru

(Tudalennau 169 – 170)

6.4 Llythyr gan Gomisiynydd Pobl Hŷn at Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau Cyhoeddus mewn perthynas ag ymgynghoriad Llywodraeth Cymru ar y Papur Gwyrdd: Cryfhau Llywodraeth Leol – Cyflawni dros ein Pobl

(Tudalennau 171 – 177)

7 Cynnig o dan Reol Sefydlog 17.42 (vi) i wahardd y cyhoedd o weddill y cyfarfod

8 Ymchwiliad i Fyrddau Gwasanaethau Cyhoeddus: trafod y dystiolaeth a ddaeth i law o dan eitemau 3, 4 a 5
(12.45 – 13.00)

Mae cyfyngiadau ar y ddogfen hon

Eitem 3

Yn rhinwedd paragraff(au) vi o Reol Sefydlog 17.42

Mae cyfyngiadau ar y ddogfen hon

Oddi wrth: CWM Taf

From: CWM Taf

Terms of reference for the Inquiry

1. To gain an understanding of the structure and functions of the Public Services Boards.
2. To explore the effectiveness of PSBs, resourcing and capacity.
3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

Structure and functions of Public Services Board – background

Membership of PSBs is set out in [SPSF 3](#) - Cwm Taf is a Joint Public Service Board covering local authority areas of Rhondda Cynon Taf and Merthyr Tydfil County Borough Councils, which form the Cwm Taf footprint, created in May 2016. During the development of the Well-being Assessment and Plan, the Board put in place work streams and set out its aims, to

1. Improve the quality of life and outcomes for citizens of the Cwm Taf areas of Rhondda Cynon Taf and Merthyr Tydfil.
2. Provide proactive, collective leadership in tackling the most challenging issues facing public services in the planning, commissioning and delivery of services to the citizens of Cwm Taf.
3. Stimulate dialogue, co-ordination and co-operation between local, regional and national public sector organisations to improve and integrate service delivery for the citizen.
4. Remove “blockages” or other obstacles by minimising bureaucracy and the preventative effectiveness of organisational boundaries.
5. Celebrate success in the delivery of services for citizens of Cwm Taf.
6. Consider ‘best value’ and prudence in the expenditure of public service resources and to explore areas where collaborations/ integration would provide greater efficiencies and improved outcomes; and involve citizens in influencing how we deliver public services.
7. To demonstrate its commitment to developing a collaborative public service that puts the people in Cwm Taf at its centre, the PSB agreed a [statement of intent](#) in October 2016 about how its work would benefit the people who live and work in Cwm Taf now and in the future.

Since the implementation of the Well-being of Future Generations Act, the PSBs have been required to deliver a Well-being Assessment and more recently, a Well-being Plan setting out how the PSB will work together to improve the Economic, Social, Environmental and Cultural Well-being of the area. They must do this by working differently, through the 5 Ways of Working and meeting the 7 national Well-being goals. *44 public bodies have also published their own well-being objectives, and are also subject to the same duties in respect of Well-being, Ways of Working and national Well-being Goals.*

Following the sign off and publication of the Well-being Plans, the focus of the PSB is now shifting to delivery these objectives.

The Cwm Taf PSB is currently reconsidering its membership based on the need for focus and contribution at the PSB level and whether some non statutory partners could provide a greater and more valuable contribution at delivery level.

The effectiveness of PSBs, resourcing and capacity.

PSB's focus has shifted to delivery, this is the opportunity to fully test the understanding and commitment of PSB partners, this is both a challenge and opportunity.

It is too early to be clear about the effectiveness of the PSB; the focus on delivery of the Well-being Plan will provide early evidence. There is need for time and space to reflect the experience of the Board to date and how it can maximise its contribution.

Individual Bodies' investment in PSB differs, this can relate to financial and staff resource.

The Welsh Government Support for PSBs, financial and guidance is a helpful contribution. However, given the level of input at the most senior level of partner organisations, the true costs arising from the resource required to deliver the requirements of the Act are difficult to quantify.

The capacity to undertake and support the work of the PSB is underestimated and Cwm Taf recognised that it needed to provide direct support to supplement partners' early contributions. Also, each of the Public Bodies across Wales are also subject to the same WFG duties and will be seeking others partner input into their own Objectives outside the PSB arena.

Issues or barriers that may impact on effective working, and examples of good practice and innovation.

PSB relationships with other Boards is unclear. Example, the Regional Planning Board, is currently unclear and the effect of the lack of clarity is likely to become an issue as the work of the Boards develops.

There is a need to ensure the work and Plans of all relevant Boards is fully aligned so that there is no overlap, duplication and 'over governance'. Example, the Social Services and Well-being Act and the resultant Area Plan priorities, some of which are similar but emerge from a different statutory basis have been identified and will need to be carefully managed.

Is there an opportunity to rationalise collaborative structures?

To what extent does the PSB have a strategic overview of Collaboration and does it need to look at areas and make them work?

Is there a need to consider the trade off between strategic oversight of Well-being Plan and other activities, e.g. ensuring the implementation of Commissioners' requirements?

The work in respect of the Cardiff Capital Region City Deal and the Valley's Task Force is helpful but requires alignment with PSB objectives, this would help ensure resources are best used and also to help ensure that residents and communities are not confused or overloaded by the initiatives that are all aiming to deliver benefits to them.

Cwm Taf is currently awaiting the outcome of the proposal to make changes to the Health Board Boundaries such that the Cwm Taf Health Board would be extended to cover the Bridgend locality which is

likely to prompt discussions about the possibility of further extending the PSB from two to three County Boroughs.

Innovation/Good Practice

The Joint nature of the PSB across the Cwm Taf footprint is enabling partners not based a Local Authority level, e.g. Health and Police, Fire and NRW to make best use of their resources.

The Cwm Taf PSB recently put in place a dedicated Partnership Support Team which is being jointly funded by partners. Where some partners are unable to commit financially, they are committing resource to identified tasks.

This joint funding has also allowed the partnership to put in place a dedicated website. Having established the initial site and agreed the funding, it is now being further developed to ensure the partnership makes best use of this resource <http://www.ourcwmtaf.wales/>

The following pages provide further information relating to established and proposed arrangements for taking forward the work of Carmarthenshire Public Services Board. The response is shaped around the three key issues the committee have identified as your Terms of Reference for the inquiry into PSBs:

1. To gain an understanding of the structure and functions of the Public Services Boards.
2. To explore the effectiveness of PSBs, resourcing and capacity.
3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

1. Structure and functions of Carmarthenshire Public Services Board

- 1.1 Carmarthenshire Public Services Board met for the first time in May 2016 following the publication of the Well-being of Future Generations (Wales) Act (WFG Act). At that meeting Barry Liles, Principal of Coleg Sir Gâr was elected as the Chairman with Cllr. Emlyn Dole, Leader of Carmarthenshire County Council being elected as Vice-Chairman. Following local government elections in 2017 the role of Chairman and Vice-chairman were re-considered at the July 2017 PSB meeting (as required by the WFG Act guidance) and both Barry Liles and Cllr. Emlyn Dole were re-elected to their positions.
- 1.2 Carmarthenshire PSB (and Local Service Board prior to that) have made a conscious decision to elect a representative from an organisation other than the County Council as the Chairman of the Board. We feel that this provides a clear message that all PSB partners have an equal stake in the work and business of the PSB. This has been well received by member organisations.
- 1.3 In addition, although the WFG Act differentiates between Statutory Members, Invited Participants and Other Partners in terms of Board membership, Carmarthenshire PSB have agreed that any decisions made by the Board are only valid when made jointly and unanimously by all members. In the event of a disagreement between members it is the responsibility of the Chairman to mediate an agreement and to ensure that this is presented to the next available meeting of the Board or to a special meeting if required.
- 1.4 The Board meets every other month (6-times per year). The location of meetings varies between PSB member organisation facilities, with those members who have facilities to hold meetings hosting the meeting in turn, without charge to the PSB. This is seen as a contribution in kind by PSB members.
- 1.5 As a result of approving our first Carmarthenshire Well-being Plan at our 2 May 2018 meeting we will now be establishing a series of Delivery Groups to enable and drive progress against our agreed well-being objectives. In addition, we are going to maintain a Safer Communities Delivery Group which will fulfil statutory duties for partnership community safety work between agencies required through the Crime and Disorder Act 1998, which have not been superseded by the WFG Act. The Crime and Disorder Act identifies 'Responsible Authorities' (local authority, health, probation, police, fire) who are required to work together to identify, understand and address community safety issues. This arrangement will be reviewed on an on-going basis to ensure the most appropriate means of fulfilling these statutory duties.
- 1.6 The Carmarthenshire PSB partnership structure and support arrangements are included for reference as Appendix 1.

2. Effectiveness of PSBs, resourcing and capacity

2.1 As required through the WFG the secretariat for the PSB is provided by Carmarthenshire County Council. The Council does not receive any additional financial resources to manage this function. The Council is therefore not in a position to provide dedicated administrative support to the work and function of the PSB but this is included in the work objectives of the following officers:

- Corporate Policy & Partnership Manager
- Community Safety Manager
- Community Safety Assistant.

These officers also fulfil other duties for the Council as part of their day-to-day roles.

2.2 As noted above, the PSB will be establishing a series of Delivery Groups during the next few weeks with PSB members taking responsibility for acting as either the Expert Lead or Vice-Chair of the Group with officers from PSB organisations providing officer time to support the work of the Delivery Group. This work will again be in addition to organisational responsibilities as there are no new or additional resources available to deliver the agenda. However, PSB members can see the benefit in working together with other PSB partners to make progress on areas of collective action and are therefore keen to contribute support in kind. Only time will tell if this support in kind approach will be sufficient to make the desired progress that the PSB is hoping for.

2.3 It is felt that if dedicated resources were provided to manage and facilitate the work and ambitions of the PSBs there could be potential for the PSB to achieve more and at a quicker pace.

2.4 Welsh Government funding to support regional collaboration (on a health board footprint) has proved beneficial with a Regional Co-ordinator appointed working across Carmarthenshire, Ceredigion and Pembrokeshire PSBs. This has enabled a consistent approach across the counties as the Well-being Assessment and Well-being Plan were being developed. This has been welcomed by PSB members who work across more than one PSB area as it has aided consistency in their organisational response.

2.5 Although the Well-being Assessments and Plans for each county were developed using a consistent framework each of the assessments and plans take their own shape and focus. As a result, as we now move towards delivery of the plans, the regional approach may prove less fruitful as the focus shifts to local delivery. We would encourage a revision of this Welsh Government funding to enable individual PSBs to now access funding support to facilitate local delivery.

2.6 The PSB is very much looking forward to getting into the delivery phase of its work as the last 2-years, since the WFG Act was published and PSB established, have been very process driven with the PSB needing to undertake the County Well-being Assessment and preparing its first Well-being Plan. All partners are now keen to make progress on delivering the actions that have been identified as areas where the PSB can add value to local issues through collective action.

3. Evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation

3.1 The main issue that may hold the PSB back is capacity. There is a real sense of willingness and support from PSB members to making progress against the PSB well-being objectives, however, with no dedicated resource to drive the agenda there is a danger that progress may be hindered. All partners can see the potential, as well as the collective and organisational benefit, of the actions that have been agreed but organisational pressures can sometimes restrict the capacity of partners to contribute as fully as they'd like to the work.

3.2 The PSB is entering an important phase in its development as all partners are now very keen to see action and progress. As previously noted, the first 2-years of the PSB have been very process driven with undertaking the well-being assessment and developing the well-being plan. This

work will serve us well going forward but it is now time to take action and make progress against the identified well-being objectives.

- 3.3 As part of the undertaking of the well-being assessment and development of the well-being plan the PSB has developed and improved its methods of engaging with stakeholders and the public. A collective approach between partner organisations has been well received and is something we will look to further develop as part of the work of the Delivery Groups. This collective approach will benefit the PSB members as well as stakeholders and the public as organisations look to develop ways of undertaking meaningful and influential engagement to inform decisions.
- 3.4 The regional approach taken to date in terms of a consistent framework and approach for undertaking the well-being assessment and developing the well-being plan has worked well and has been of benefit to partners working across more than one county boundary. As a result of the working relationships developed it has been agreed that a regional PSB meeting will take place for the first time on the 25 June 2018. This will include the membership of the PSBs in Carmarthenshire, Pembrokeshire, Ceredigion and Powys. There are areas of commonality in each of our well-being plans and there is benefit in identifying areas where we could work together to make progress. In addition, there are numerous regional and national matters that request PSB agenda time which are currently being repeated four times over with some partners having to sit through the same presentation numerous times. PSBs will take stock of the benefit of regional meetings once the first one has been held before agreeing on the way forward thereafter.
- 3.5 The WFG act has driven the Well-being Plan to focus on areas of collective action that the PSB members can make progress on by working together. As part of the development of the Carmarthenshire plan we have identified short (1-3 years), medium (3-7 years) actions and long-term (7-20 years) ambitions to focus on. In the past the remit of community strategies was too broad to enable focused activity on key issues. The new approach taken by the PSB has identified a number of key issues that are relevant to partners and are matters that require a collaborative approach in order to be resolved.
- 3.6 The potential for the PSB arrangements to make a genuine difference to public service delivery is clear for all to see. In principle, there is no question about PSB partners' commitment to the approach. However, the challenge comes in putting that commitment into practice whilst also facing significant organisational pressure. Addressing that tension will be a significant issue for the PSB going forward but it is something that all partners fully recognise and acknowledge.

Appendix 1

Carmarthenshire Public Services Board partnership structure

Carmarthenshire Public Services Board

Delivery Groups

Healthy Habits: Co-ordinated Campaigns	Healthy Habits: Environmental Risk Assessment	Early Intervention: Changing the Model of Delivery	Strong Connections: Innovative Community Assets	Prosperous People and Places: Education & Employment; and Procurement Procedures	Safer Communities
<p>Expert Lead: Ros Jervis, Hywel Dda University Health Board</p> <p>Vice-Chair: Barry Liles, Coleg Sir Gâr</p> <p>Lead Officer: TBC, Hywel Dda University Health Board</p>	<p>Expert Lead: Huwel Manley, Natural Resources Wales</p> <p>Vice-Chair: Tom Yearly, University of Wales Trinity Saint David</p> <p>Lead Officer: Emma Davies, Natural Resources Wales</p>	<p>Expert Lead: Rob Quin, Mid & West Wales Fire & Rescue Service</p> <p>Vice-Chair: TBC</p> <p>Lead Officer: Joanna Jones, Carmarthenshire County Council and Hywel Dda University Health Board</p> <p>Mydrian Harries, Mid & West Wales Fire & Rescue Service</p>	<p>Expert Lead: Marie Mitchell, Carmarthenshire Association of Voluntary Services</p> <p>Vice-Chair: Menna Davies & Lucy Jewel, Department for Work & Pensions</p> <p>Lead Officer: Clare Pilborough, Carmarthenshire Association of Voluntary Services</p>	<p>Expert Lead: Jane Lewis, Carmarthenshire County Council</p> <p>Vice-Chair: Rob Quin, Mid & West Wales Fire & Rescue Service</p> <p>Lead Officer: Jonathan Hancock, Carmarthenshire County Council</p>	<p>Expert Lead: Carmarthenshire County Council</p> <p>Vice-Chair: Dyfed Powys Police</p> <p>Lead Officer: Carmarthenshire County Council</p>

Community of Practice of the Expert Lead, Vice-Chair and Lead Officer for each Delivery Group will be established in order to ensure integration and collaboration between the work of each group.

Vale of Glamorgan Public Services Board Terms of Reference

1. Purpose of the Public Services Board

1.1 The purpose of the Vale of Glamorgan Public Services Board (PSB) is to ensure member bodies work collaboratively to improve the economic, social, environmental and cultural well-being of the Vale of Glamorgan and contribute to the achievement of the seven well-being goals as set out in the Well-being of Future Generations Act (Wales) 2015.

1.2 Partners will work across organisational boundaries to agree actions to achieve better outcomes and improve well-being for citizens in the Vale of Glamorgan. The PSB will act in accordance with the sustainable development principle and in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

1.3 The PSB will adopt the five ways of working to ensure activities are undertaken in accordance with the sustainable development principle and will:

- look to the long-term
- take an integrated approach
- involve people
- collaborate
- focus on early intervention and prevention

1.4 The core statutory functions of the PSB are to:

- prepare an assessment of well-being
- publish an assessment of well-being
- prepare a local well-being plan
- publish a well-being plan
- report annually on progress

1.5 *In order to fulfil its statutory functions the Public Services Board will:*

- support and progress the principles and goals of the Well-being of Future Generations Act (Wales) 2015 in the Board and its member organisations;
- assess the state of economic, social, environmental and cultural well-being in the Vale of Glamorgan providing a robust evidence base to inform decisions on collective priorities for the area;
- set objectives that are designed to maximise the PSB's and member bodies' contributions to the national well-being goals;
- take individually and collectively, reasonable steps to meet these objectives;

- undertake collaborative activities which promote the cultural, economic, social, and environmental well-being of the region;
- provide public service leadership to tackle ‘fundamental and unmet’ challenges from a citizen perspective and ensure an effective whole-system response to the needs of citizens;
- ensure partners are working together to unblock barriers and address the key challenges facing the Vale;
- facilitate new models of delivery through potential pooling of resources, aligning services better across sectors or setting up new arrangements;
- be a learning partnership which develops best practice in transforming citizen centred services and facilitates the sharing of experience across the Welsh public service;
- co-ordinate local, regional and national priorities and develop effective relationships which overcome organisational barriers;
- look beyond the boundary of the Vale of Glamorgan as appropriate to offer and receive support from other PSBs to meet the challenges and opportunities identified in the PSB’s assessment and objectives;

2. Membership

2.1 Details of the membership of the PSB and roles and responsibilities are set out below:

Statutory Membership

2.2 Statutory members are collectively responsible for fulfilling the board’s statutory duties. The statutory membership of the Board will comprise:

- Cardiff and Vale University Health Board (Chair and/or Chief Executive)
- Natural Resources Wales (Chief Executive)
- South Wales Fire and Rescue (Chair and/or Chief Officer)
- Vale of Glamorgan Council (Leader and Managing Director)

2.3 The above will be the Board members. A member of the Board is able to designate an individual from their organisation to represent them on the Board. The person designated should have the authority to make decisions on behalf of the organisation. The Leader of the Vale of Glamorgan Council can only designate another member of the authority’s executive to attend on their behalf.

2.4 The Leader of the Council in their capacity as PSB Chair at the first meeting of the PSB will request confirmation from all statutory partners with regards to who will be the representative on the Board and that they have the appropriate authority to make decisions.

2.5 The Chair of the PSB and nominated local authority officer should be notified of any changes in representation.

Invited Participants and other Partners

2.6 The following as specified statutory invitees will be invited to participate in the Board's activity.

- Welsh Ministers
- Chief Constable of South Wales Police
- The South Wales Police and Crime Commissioner
- Representatives of the National Probation Service and Community Rehabilitation Company
- Glamorgan Voluntary Services

2.7 The PSB will also engage with key partners in the area who have a material interest in the well-being of the area, or who deliver important public services, in the preparation, implementation and delivery of the work of the Board. The suggested list of **other partners** is as follows but the Board can invite these and other organisations to participate and become invited participants on condition that they exercise functions of a public nature. The suggested list of other partners is:

- Community Councils
- Public Health Wales
- Community Health Councils
- National Museum of Wales
- National Library of Wales
- National Park Authorities
- Further or Higher Education Institutions
- Higher Education Funding Council for Wales
- Sports Council for Wales
- Arts Council of Wales

2.8 Invitees are not required to accept the invitation and will not become statutory members of the Board. Bodies or persons which accept invitations from the Board will become **invited participants**. Invited participants having accepted an invitation, will work jointly with the board on anything the board does under its well-being duty, including assessing the state of well-being in its area, setting objectives to maximise its contribution to the achievement of the goals, and taking reasonable steps to meet those objectives. They will be therefore entitled to make representations to the Board about the assessments of local well-being and the local well-being plan and take part in Board meetings and provide other advice and assistance.

2.9 The PSB chair will ask invited participants to join the PSB and for acceptance of the invitation to be confirmed to a nominated officer of the local authority. The Chair will clearly set out the reasons for the invitation and expectations for participation.

2.10 An invited participant may participate in the activity of the PSB from the day which the Board receives acceptance of its invitation.

The Board

2.11 The full Board will therefore comprise appropriate representation from the following organisations (to be updated as appropriate):

- Cardiff and Vale College
- Cardiff and Vale University Health Board
- Community Rehabilitation Company
- Glamorgan Voluntary Services
- National Probation Service
- Natural Resources Wales
- The South Wales Police and Crime Commissioner
- South Wales Fire and Rescue Authority
- South Wales Police
- Town and Community Councils (Community Liaison Committee Representative)
- Vale of Glamorgan Council
- Welsh Ambulance Service Trust - Cardiff and Vale
- Welsh Government

2.12 All Board members will be expected to progress and support the work of the Board and will be regarded by their colleagues as equal partners. Board members will ensure their organisation is appropriately represented at Board meetings as detailed in the statutory guidance. Board members will also take responsibility for ensuring that their organisation meets commitments made to the Board.

2.13 At the first meeting of the PSB one of the statutory members or invited participants will be appointed by the PSB as Chair and this will be reviewed annually.

2.14 Additional partners can be formally invited by the secretariat to participate in the PSB as required if agreed by the Board. This will ensure that as priorities and objectives are developed relevant organisations are invited to either participate in the PSB or its sub-groups.

3. Meetings

3.1 The PSB was formally established on the 1st April 2016. The PSB will meet a minimum of five times a year in the Vale of Glamorgan, subject to revision by members, and within 60 days of each local government election of councillors.

4. Secretariat

4.1 The secretariat function will be provided by Vale of Glamorgan Council. The function includes:

- Arranging regular meetings of the PSB
- Preparing agendas and commissioning papers for meetings
- Inviting participants and managing attendance
- Minute taking
- Working on the Annual Report
- Preparing evidence for Scrutiny

5. Resources

- 5.1** The Board must determine how it will resource the functions it has to undertake and this is the responsibility of all of the members equally. It is for the Board to determine appropriate and proportionate resourcing of the Board's collective functions.
- 5.2** Each statutory member will make a contribution towards the work of the PSB e.g. the undertaking of the well-being assessment, development, publication and implementation of the well-being plan and associated activities.
- 5.3** Each invited participant will be asked to make a voluntary contribution towards the work of the PSB e.g. the undertaking of the well-being assessment, development, publication and implementation of the well-being plan and associated activities.
- 5.4** To support the PSB work programme the Board will need to identify appropriate professionals from partner organisations to lead the programmes and associated workstreams and ensure that the programmes deliver the required outcomes.

6. Decision-making

- 6.1** Any function of the PSB is a function of each member and can only be exercised jointly. Unanimous agreement is needed in order for the PSB to publish assessments of local well-being and local well-being plans.
- 6.2** All the members must be in attendance at a meeting of the PSB for the decisions made during that meeting to be considered valid.
- 6.3** Each organisation which participates in the PSB will be considered equal and each organisation will only have one vote.
- 6.4** In the event of a disagreement between members and/or invited participants or other partners it will be the responsibility of the Chair to mediate an agreement and report back to the next Board meeting or if necessary organise a special meeting of the PSB.

7. Subgroups

- 7.1** PSB subgroups can be established to support the work of the PSB following agreement of members. They must include at least one member of the Board, and can also include any invited participant or other partner. Once established subgroups will draft their own terms of reference guided by the PSB terms of reference and these will be presented to the PSB for approval.
- 7.2** Sub-groups will support the PSB to deliver partnership priorities and will be a combination of programme boards and task and finish groups ensuring that the right organisations and professionals are involved in the delivery of agreed priorities.

7.3 The PSB will provide leadership and governance to support the work of other statutory partnerships/boards including the Cardiff and Vale Children and Adult Safeguarding Boards, Substance Misuse Area Planning Board, Safer Vale (Community Safety Partnership) and will align activities to the regional Integrated Health and Social Care Partnership Board.

7.4 PSB sub-groups will not:

- invite persons to participate in the Board’s activity;
- set, review or revise the Board’s local objectives;
- prepare or publish an assessment of well-being;
- consult on an assessment of well-being or prepare a draft of an assessment for the purposes of consulting;
- prepare or publish a local well-being plan;
- consult on a local well-being plan or prepare a draft of a local well-being plan for the purposes of consulting;
- review or amend a local well-being plan or to publish an amended local well-being plan;
- consult on an amendment to a local well-being plan;
- agree that the Board merges or collaborates with another Public Services Board;

8. Implementing our Responsibilities

8.1 To provide a robust framework for our activities the PSB will:

- Produce a Well-being Plan for the Vale of Glamorgan based on the findings of the well-being assessment as detailed in the Well-being of Future Generations Act statutory guidance.
- Make decisions based on business intelligence and robust engagement to inform the setting of our objectives.
- Maintain and develop strategic links with new and existing partners and stakeholders.
- Identify and progress opportunities for cross-boundary working, where appropriate.
- Create a supportive and challenging environment for partnership working.
- Have due regard to relevant legislation including:
 - The Equality Act 2010 and Human Rights
 - The United Nations Convention on the Rights of the Child (UNCRC)
 - The Children and Families (Wales) Measure 2010
 - Tackling Poverty
 - Welsh Language
 - The Resilience of ecosystems duty (Biodiversity)

8.2 To promote effective engagement and wider participation with the work of the PSB we will:

- Develop a strategic approach to engagement building on existing networks and mechanisms to ensure stakeholders have the opportunity to inform the work of the PSB and are able to see the outcomes achieved.

- Invite relevant stakeholders to attend meetings of the PSB or sub-groups to ensure their knowledge and skills are fully utilised.
- Ensure that partners consider the needs of different communities and engage with residents across the Vale of Glamorgan.
- Work in accordance with the National Principles for Public Engagement in Wales and the National Standards for Children and Young People’s Participation.
- Engage in a purposeful relationship with the people and communities in the Vale of Glamorgan including:
 - Children and young people
 - Welsh speakers
 - People with protected characteristics

8.3 To provide and coordinate resources to ensure the successful delivery of partnership priorities, the PSB will:

- Nominate individuals from within their respective organisations to lead areas of work, as appropriate.
- Communicate the importance of partnership working, emphasising that it is ‘part of the day job’.
- Appropriately reflect the priorities of the Board within organisational strategies and plans.
- Address resource challenges which are impeding partners’ progress in priority areas.

8.4 To ensure a timely and effective performance management and annual review process, the PSB will:

- Ensure the programme of annual review is delivered at appropriate times, to a high standard.
- Consider the Annual Review and agree action where necessary.
- Identify strategic risks that might impact on the programmes and mitigate as appropriate.
- Maintain a structured timetable for monitoring performance and agree actions as appropriate to resolve issues.

9. Audit and Scrutiny

9.1 Regular reports will be prepared for the Vale of Glamorgan Council’s nominated Scrutiny Committee. All members of the Board, invited participants and partners will be expected to attend meetings of the Scrutiny Committee as necessary.

9.3 The PSB will have due regard to the reports and recommendations issued by the Future Generations Commissioner for Wales.

10. Reviewing Terms of Reference

10.1 The Board can review and agree to amend the terms of reference at any time which they deem appropriate.

10.2 Terms of reference must be reviewed at each meeting held after the date of each ordinary local government election.



Evidence for the Equality, Local Government and Communities Committee, National Assembly for Wales 7th June 2018

1. The written evidence provided below is in response to a request for information about the Vale of Glamorgan Public Services Board (PSB), 'Our Vale – Ein Bro'. This evidence has been prepared by officers within the Vale of Glamorgan Council. The Committee are advised that other partners on the Board may have other views or additional information which may be of interest. The evidence has been structured around the following headings:

- The structure and functions of the Public Services Board
- The effectiveness of the PSB – resourcing and capacity
- Barriers to effective working
- Good practice and innovation

The Structure and Functions of the Public Services Board

2. Attached is a copy of the terms of reference for the Vale of Glamorgan Public Services Board (PSB), these were agreed in 2016 and reviewed in 2017. The membership of the PSB is detailed below. Meetings are chaired by Councillor John Thomas, Leader for the Vale of Glamorgan Council, and the Vice Chair is Mark Brace, the Assistant Police and Crime Commissioner for South Wales.

Name	Title	Organisation
Cllr John Thomas (JT)	Leader	Vale of Glamorgan Council
Rob Thomas (RT)	Managing Director	Vale of Glamorgan Council
Huw Jakeway/Vaughan Jenkins (VJ)	Chief Fire Officer/GM – Operations Department (Vale of Glamorgan and Bridgend)	South Wales Fire & Rescue Service
Gareth O’Shea (GOS)	Executive Director of Operations - South Wales	Natural Resources Wales
Abigail Harris (AH)	Executive Director of Strategy and Planning	Cardiff and Vale University Health Board
Fiona Kinghorn (FK)	Deputy Director of Public Health	Cardiff and Vale UHB
Rachel Connor (RC)	Executive Director	Glamorgan Voluntary Services
Stuart Parfitt (SP)	Chief Superintendent	South Wales Police
Cllr Mike Cuddy (MC)	Nominated Town and Community Council Representative	Penarth Town Council
Judith Cole (JC)	Deputy Director Workforce and Social Partnerships (Local Government)	Welsh Government
Emil Evans (EE)	Vice Principal	Cardiff and Vale College
Hannah Williams (HW)	Head of South Wales One	National Probation Service

Mark Brace (MB)	Assistant Commissioner	South Wales Police and Crime Commissioner
Victoria Harris (VH)	Head of South Wales One	Community Rehabilitation Company
Robert Tooby	Assistant Director of Operations	South Wales Ambulance Trust

3. The PSB meets five times a year and there is a forward plan of work.
4. The main focus of activity for the PSB since it was established has been the publication of its Well-being Assessment and Well-being Plan and the extensive work required to develop both.
5. This work has primarily been led by officers within the local authority, but all partners were involved in the development of the assessment and the plan and also participated in the engagement and consultation. This was done through an Editorial Group and a Business Intelligence Group.
6. When the PSB was established it adopted the Local Service Board Delivery Plan and the sub-groups and partnerships which had already been established. This was agreed with the understanding that once the new Well-being Plan was in place there would be a need to review the different sub-group structures to ensure that an appropriate structure was in place to deliver the Well-being Plan.

The Effectiveness of the PSB – Resourcing and Capacity

7. Although the PSB welcomes the annual regional funding which has been made available to PSBs from Welsh Government over the past three years, this is the only funding, and it has primarily been directed towards the assessment and engagement work. The funding of around £25k per year is only a fraction of the costs of undertaking the work necessary for the PSB, and in the main the Council has provided the additional resource. This is over and above what is required in terms of the Secretariat role.
8. The level of support that the Council has provided to date will be difficult to sustain given the financial pressures the Council is under, and the PSB will need to consider how in the future it resurces the delivery of the Well-being Plan and the co-ordination and support needed for the PSB to function and meet the expectations of bodies like Welsh Government, The Future Generations Commissioner and Wales Audit Office as well as the expectations of other stakeholders.
9. This potential disconnect between expectations and the resource and capacity within PSBs will need to be addressed by all partners.
10. The difficulty that a number of the partners operating at a regional and national level have in engaging fully with the work of the PSB is recognised: this is often due to involvement in a number of PSBs and partnerships. This has led to some discussions within the PSB around resources, capacity and the need for collective responsibility and input in to how the Plan is implemented.

11. Discussions around the delivery of the Well-being Plan are ongoing and a small Implementation Group involving the four statutory partners who are each leading on a well-being objective has been very productive. This is ensuring a shared responsibility to the 'making it happen' element of the PSB's work. To date the group has identified potential ways forward and leads for the different actions, has discussed priorities and clustering of actions and has mapped feedback obtained through the consultation and engagement against each action as well as documents, frameworks and best practice which can assist with delivery. In addition, our actions have been mapped against similar actions in neighbouring PSB well-being plans, the Area Plan and other documents. Consideration of what groups will need to support this work is ongoing but with a recognition that where possible existing groups, for example Safer Vale and the Food Vale steering group, will take a lead; new groups will only be established as necessary and with a clear focus.
12. There is a recognition that across the various partners there are considerable resources in terms of expertise, skills and knowledge. One of the key challenges for the PSB is redirecting some of that capacity to the delivery of the Well-being Plan priorities and potentially away from what some may see as core business. There is a need to embed the Well-being Plan as core business for every partner.
13. Although each of the statutory partners is leading on a well-being objective, different partners are leading on different activities e.g. Dr Tom Porter from the Cardiff and Vale Public Health Team is leading on actions around active travel; Nadia De Longhi from NRW is leading on taking forward an action around an environmental project in one of our deprived areas; Paula Ham, the Council's Director for Learning and Skills, will be leading on ACEs (the theme of this year's Headteachers' conference) and finally, the South Wales Fire and Rescue Service will be leading on the challenge of improving how we engage with the public across the PSB.
14. Although some of the earlier discussions around resources have been difficult, this is an issue we as a PSB will need to keep revisiting. We consider it to be positive that we are having these conversations: partners are being honest, and there is a willingness to work through the issues together.

Barriers to effective working

15. Detailed below are some of the barriers to effective working. It is worth pointing out though that our experience to date is that the PSB is working differently and more collaboratively than the former LSB.
16. As mentioned above, one barrier is the lack of dedicated resource and capacity and potentially an expectation to date that the local authority will pick up most of the burden. This is also perpetuated to an extent, with the local authority and 'PSB coordinators' within the local authority being seen by many as the main vehicle for engaging with the PSB.

17. There are also some concerns that discussions around local government reorganisation may make some feel the local well-being plan is redundant before it has a chance to really make a difference.
18. The difference in 'status' between statutory partners and invited participants is clear as statutory partners are very much taking the lead. The PSB will need to undertake more work to ensure that all PSB members are actively involved. The PSB has expressed an interest in working with Academi Wales on the Healthy Behaviours work that has been offered as part of the PSB support from Welsh Government, and we are optimistic that this will help further develop the team approach that is needed to effectively deliver the Well-being Plan for the Vale.
19. In parallel to the work of the PSB, where possible, we have aligned work on the Social Services and Well-being Act; in particular work to deliver the Population Needs Assessment and Area Plan. A joined up approach to engagement to inform the Well-being Plan and Area Plan under the 'Let's Talk' banner was adopted. There have been many positive outcomes as a result of this work; however, due to the both assessments and plans being undertaken during the same timeframes, but with different requirements (such as different geographical areas, scope and approval mechanisms), there was some confusion around how the work fitted together.
20. We have already mentioned the lack of funding for the infrastructure required to support the PSB. Dedicated funding would make a significant difference in enabling the PSB to maximise its potential. This could help fund a dedicated team to co-ordinate the delivery of the plan, stakeholder engagement, the development of the evidence base and performance management arrangements. Putting in place robust foundations to meet these requirements would sustain the work of the PSB in to the future and support the delivery and monitoring of the plan.

Good practice and innovation

21. In terms of good practice and innovation the development of the Well-being Plan involved all partners in the drafting and engagement and was a much more inclusive way of working than had been adopted under the old Local Service Board. Efforts were made to engage with people of all ages and to have an ongoing conversation about what people think about life in the Vale. The PSB is keen to keep this conversation going and to keep listening.
22. We recognised the value of going to groups and attending events organised by others and grasping many different opportunities to engage, e.g. a Communities First Halloween party, a supermarket on a Saturday morning, community council meetings, the Vale 50+ Strategy Forum and pupil voice events.
23. Our engagement and consultation activities became more fun and interesting as confidence and knowledge grew and they were viewed as an integral part of the development of the plan. They also influenced how we conducted conversations in PSB meetings to ensure partners participated in the drafting of the plan.
24. Another important piece of work which helped us test our objectives and develop the plan was a self-assessment tool which we developed with the assistance of

Gwenallt and Whitear consultants. The tool was developed in partnership and enabled partners to reflect on how they would deliver the objectives by answering co-produced questions around leadership, policy, actions, resources and impact. This work will be revisited and further developed as part of our performance management arrangements.

25. We have sought to further embed the different ways of working and thinking we have developed through the process of developing our Well-being Plan. On Tuesday 22nd of May the Well-being Plan was formally launched at the HeARTh Gallery and University Hospital Llandough; this was an inclusive event attended by children from a local nursery and participants from the Hospital's Elderfit class. We are keen to illustrate how the plan is of relevance to people of all ages and our launch event was a part of this. In addition to the launch of the plan, to ensure the accessibility of the Plan and to continue our conversations, the PSB has launched a new website – www.ValePSB.wales and a twitter account @VOGPSB. Both will help the PSB to promote its work and further develop it as an identifiable brand.
26. Another example of our different way of working is that on the evening of 25th June PSB members are coming together for a walk. The catalyst for this has been to show support for Len Richards, the Cardiff and Vale UHB Chief Executive, who is raising money for charity by walking Offa's Dyke that week. We wanted to show our support but also recognised it as an opportunity for board members to spend some time together, outside of a meeting room, enjoy the beauty of the Vale and to further build upon our relationships.
27. We are confident in the Vale that we have the right plan, that it has been developed collaboratively and that it has been informed by a robust well-being assessment. There is a commitment from partners to work together and to make a real difference in the Vale. Our challenge now is to bring the full resource of our organisations in to the work of the PSB and to recognise the potential for change.

- To gain an understanding of the structure and functions of the Public Services Boards.
- To explore the effectiveness of PSBs, resourcing and capacity.
- To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

1. Structure and functions of the Public Services Boards

- 1.1 In April 2016 the [Wellbeing of Future Generations \(Wales\) Act 2015](#) established a statutory board, known as a Public Services Board (PSB), in each local authority area in Wales. Conwy and Denbighshire have used the power within the Act to merge both of their separate PSBs into a single PSB for the Conwy and Denbighshire region.

Membership and meetings

- 1.2 The Conwy and Denbighshire PSB is chaired by the Area Director (Central) of Betsi Cadwaladr University Health Board and the vice chair is the Chief Executive of Conwy County Borough Council.
- 1.3 Membership of the Conwy and Denbighshire PSB comprise of the statutory members and invited participants specified by the Act. The following are the agreed nominated representatives for the Board:

Statutory Members	Nominated Representative
Betsi Cadwaladr University Health Board	Area Director of Central (representing the Chairman)
Betsi Cadwaladr University Health Board	Chief Executive
Conwy County Borough Council	Leader
Conwy County Borough Council	Chief Executive
Denbighshire County Council	Leader
Denbighshire County Council	Chief Executive
Natural Resources Wales	Head of Operations North (representing the Chief Executive)
North Wales Fire and Rescue Service	Chief Fire Officer
Invited Participants	Nominated Representative
Community & Voluntary Support Conwy	Chief Officer
Denbighshire Voluntary Services Council	Chief Executive Officer
National Probation Service	Head of Local Delivery Unit
North Wales Police	Superintendent
Police and Crime Commissioner Office	Chief Executive

Public Health Wales	Public Health Consultant (representing the Executive Director of Public Health)
Wales Community Rehabilitation Company	Head of Local Delivery Unit
Welsh Government	Senior Civil Servant

1.4 Although the Conwy and Denbighshire PSB decided to keep membership to the core members stipulated in the Act during the development of their well-being plan, membership will be reviewed to ensure there is sufficient representation to deliver the priorities.

1.5 The PSB hold quarterly meetings and since November 2017, PSB meetings are now open to the public.

Purpose and Priorities

1.6 The purpose of the board is to improve the economic, social, environmental and cultural well-being of the Board’s area by contributing to the achievement of the national well-being goals as specified within the Act.

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language
- A globally responsible Wales

1.7 The overriding principle of the PSB’s activities is sustainable development. This means the PSB must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. The Board use the five key ways of working to carry out sustainable development:

- Long Term
- Prevention
- Integration
- Collaboration
- Involvement

1.8 The PSB initially had two main tasks -

- To prepare and publish an assessment of the state of economic, social, environmental and cultural well-being of Conwy and Denbighshire, and
- To prepare and publish a Local Well-being Plan for the counties of Conwy and Denbighshire setting out local objectives and the steps it proposes to take to meet them.

1.9 The well-being assessment was published in April 2017 and was informed by data, national and local research and most importantly feedback from residents, visitors and businesses through the County Conversation during the summer and autumn 2016. The assessment is available to view on the Conwy and Denbighshire PSB website (<http://conwyanddenbighshirepsb.org.uk/wellbeing-assessment>).

1.10 The Conwy and Denbighshire Local Well-being Plan was approved in April 2018 and sets out the local objectives we as a Board will take to improve the economic, social, cultural and environmental well-being for the area. This is where the PSB feel they can make the greatest contribution without duplicating good work already taking place within existing partnerships and organisations. The priorities the PSB has opted to take forward are:

- People - Good Mental Well-being for All Ages
- Community – Community Empowerment
- Place - Environmental Resilience

1.11 The PSB have also committed to 4 additional principles which support the priorities -

- To address inequalities and treat everyone equally.
- To support and promote the Welsh Language.
- To support access to appropriate accommodation.
- To avoid duplication.

1.12 Please find the Terms of Reference for the Conwy and Denbighshire PSB and the Conwy and Denbighshire Well-being Plan (summary and technical versions) appended to this document for further information.

2. Effectiveness of PSBs, resourcing and capacity

2.1 In accordance with the Act, the Local Authority partners provide secretariat support for the Board. This support rotates between the two local authorities (Conwy County Borough Council and Denbighshire County Council) on a biannual basis.

2.2 An officer group has been established for the PSB which provides support for Board activities such as consultation and engagement, editorial input or data collection/analysis. Officers who support the board are undertaking work in addition to their usual job role.

2.3 The Public Services Board does not have any dedicated resource to deliver projects in support of their identified priorities and also considers that the creation of another 'layer' of work would not be effective. As the priorities are developed in more detail, the PSB will assess the allocation of staff capacity and or funding resources either from existing budgets or through grant applications. The board recognises it can most usefully provide leadership, scrutiny and promotion of work in

these areas among existing structures, and seek to consolidate and challenge those structures to meet the agenda that it has set out.

- 2.3 Welsh Government have provided a regional grant (based on local health board footing) to support PSB's to deliver their Well-being Plans. In North Wales this supports 4 PSB's. For 2018/19, in North Wales the grant will be used to -
- Ensure analytical capacity and arrangements to support the maintenance of the local well-being assessments.
 - Commission research around any identified gaps in our intelligence and analysis, including those outlined in feedback from the Future Generations Commissioner and Welsh Government.
 - Commission research into best practice interventions, helping identify potential steps in support of local well-being objectives.
 - Work collaboratively across North Wales on common themes.
 - Ensure that the good regional engagement and involvement work that has informed our assessments and plans can continue.
- 3. Evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.**
- 3.1 There is a real sense of willingness and support from PSB members to make progress against the PSB well-being objectives. All partners can see the potential collective and organisational benefit of the actions that have been agreed but there are organisational pressures and often different planning timetables that can sometimes restrict the capacity and resources of partners to contribute as fully as they'd like to the work.
- 3.2 In addition to organisational pressures, several PSB partners are members of multiple PSB's both regionally (such as North Wales Fire and Rescue Service, Betsi Cadwaladr University Health Board, North Wales Police etc) and nationally (such as Natural Resource Wales and Public Health Wales). As well as compounding the capacity and resource issue in supporting 4 PSB's across North Wales, this involves working to different local priorities.
- 3.3 The partnership landscape is complex within North Wales, as there are several regional strategic partnerships in operation (such as Regional Partnership Board, Safer Communities Board etc). Although this presents more opportunity for collaborative working, conversely there is a danger of duplication and / or too many priorities for partner organisations to focus on and allocate support and resources too.
- 3.4 The Conwy and Denbighshire PSB feel there is a need to better understand existing partnership arrangements locally and in time seek to consolidate and challenge those structures in order for the PSB to influence prioritisation and work going forward locally.

- 3.5 There is a concern there is limited resources and financial support to deliver the programme of work needed to achieve the local well-being priorities for the area.
- 3.6 The Act is about behaviour change (both individually and organisationally) and although the PSB wants to take different actions - there is uncertainty in how the PSB can influence, facilitate and support behaviour change to achieve our objectives, especially in the current economic climate of public sector squeeze.

Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych

Cylch Gorchwyl

1. Gofynion Statudol

- 1.1 Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 ("y Ddeddf"), yn gosod dyletswydd llesar gyrrff cyhoeddus penodedig i ddatblygu'n gynaliadwy. Mae Rhan 4 y Ddeddf yn gofyn am sefydlu Byrddau Gwasanaethau Cyhoeddus (BGC) lle mae cyrrff cyhoeddus yn cydweithio er mwyn cyfrannu at gyflawni'r nodau lles.
- 1.2 Rhaid cael BGC ar gyfer pob ardal Awdurdod Lleol yng Nghymru. Fodd bynnag, mae adran 47 y Ddeddf yn caniatáu i ddau neu fwy BGC uno os credant y byddai hynny'n eu helpu i gyfrannu at gyflawni'r nodau lles. Mae adran 48 y Ddeddf hefyd yn caniatáu i ddau neu fwy BGC gydweithio os credant y byddai hynny'n eu helpu i gyfrannu at gyflawni'r nodau lles.
- 1.3 Defnyddiwyd y pwerau a roddir yn adran 47 y Ddeddf i uno BGC Conwy a BGC Sir Ddinbych yn un BGC ar gyfer ardal Conwy a Sir Ddinbych ("y Bwrdd"). Mae'r Bwrdd wedi gwneud y penderfyniad hwn gan ddeall y perygl nad oes unrhyw ddarpariaeth ar hyn o bryd o fewn y Ddeddf i wahanu'r Bwrdd.

2. Nod

- 2.1 Nod y Bwrdd yw bod yn uchelgeisiol, yn arloesol ac yn frwdfrydig i gydweithio er mwyn dod o hyd i atebion cynaliadwy i'r gwasanaeth.

3. Diben

- 3.1 Gwella lles economaidd, cymdeithasol, amgylcheddol a diwylliannol ardal y Bwrdd trwy gyfrannu at gyflawni'r nodau lles cenedlaethol a nodir yn y Ddeddf, gan gynnwys:
 - Cymru lewyrchus
 - Cymru wydn
 - Cymru iachach
 - Cymru fwy cyfartal
 - Cymru o gymunedau cydlynol
 - Cymru lle mae diwylliant bywiog a'r iaith Gymraeg yn ffynnu
 - Cymru sydd â chyfrifoldeb byd-eang
- 3.2 Bydd y Bwrdd yn cadw at yr Egwyddor Datblygu Cynaliadwy a nodir yn y Ddeddf, sy'n ceisio sicrhau bod anghenion presennol yn cael eu diwallu heb gyfaddawdu gallu cenedlaethau'r dyfodol i ddiwallu eu hanghenion eu hunain. Bydd y Bwrdd yn canolbwyntio ar y pum prif ffordd o weithio:
 - Hirdymor
 - Atal
 - Integreiddio
 - Cydweithio
 - Cyfranogi

3.3 Bydd BGC Conwy a Sir Ddinbych yn gyfrifol am y gofynion statudol canlynol -

- Paratoi, cyhoeddi ac adolygu asesiad o gyflwr lles economaidd, cymdeithasol, diwylliannol ac economaidd yng Nghonwy a Sir Ddinbych erbyn Ebrill 2017.
- Paratoi cynllun lles lleol i Gonwy a Sir Ddinbych, gan osod amcanion lles lleol a'r camau y mae'n cynnig eu cymryd i'w diwallu erbyn Mai 2018.
- Cymryd pob cam rhesymol i ddiwallu'r amcanion lleol o fewn y cynllun lles lleol.
- Cyhoeddi adroddiad blynyddol sy'n nodi cynnydd y Bwrdd o ran diwallu'r amcanion lleol.

4. Egwyddorion

4.1 Bydd y Bwrdd yn gweithio yn unol â'r egwyddorion canlynol:

- **Parch** - bydd yr holl bartneriaid yn parchu ei gilydd.
- **Gonestrwydd** - bydd yr holl bartneriaid yn gwneud penderfyniadau gyda gonestrwydd, fel eu bod yn gyson, yn egwyddorol ac yn onest.
- **Cydatebolrwydd** – mae partneriaid yn atebol i'w gilydd am gyflawni canlyniadau y maent wedi cytuno arnynt ar y cyd ac y mae ganddynt gydberchnogaeth ohonynt.
- **Gwerth** - mae pob partner yn gyfartal ar y Bwrdd a rhaid i bob aelod werthfawrogi'r naill a'r llall a'u cyfraniad.
- **Ymddiried a Bod yn Agored** - er mwyn sicrhau bod pob partner yn cael eu cynnwys ac yn cymryd rhan.

5. Aelodaeth

Aelodau Statudol

5.1 Dyma Aelodau Statudol y Bwrdd:

- Cyngor Bwrdeistref Sirol Conwy
- Cyngor Sir Ddinbych
- Bwrdd Iechyd Prifysgol Betsi Cadwaladr
- Gwasanaeth Tân ac Achub Gogledd Cymru
- Cyfoeth Naturiol Cymru

5.2 Dyma'r cynrychiolwyr a enwebwyd ac y cytunwyd arnynt ar gyfer y sefydliadau sy'n Aelodau Statudol ar y Bwrdd:

Aelodau Statudol	Cynrychiolydd a Enwebwyd
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	Cyfarwyddwr Rhanbarth Canolog (yn cynrychioli'r Cadeirydd)
Bwrdd Iechyd Prifysgol Betsi Cadwaladr	Y Prif Weithredwr
Cyngor Bwrdeistref Sirol Conwy	Yr Arweinydd
Cyngor Bwrdeistref Sirol Conwy	Y Prif Weithredwr
Cyngor Sir Ddinbych	Yr Arweinydd
Cyngor Sir Ddinbych	Y Prif Weithredwr
Cyfoeth Naturiol Cymru	Pennaeth Gweithrediadau'r Gogledd (yn cynrychioli'r Prif Weithredwr)
Gwasanaeth Tân ac Achub Gogledd Cymru	Y Prif Swyddog Tân

5.3 Mae'r Aelodau Statudol yn gyfrifol ar y cyd am gyflawni dyletswyddau statudol y Bwrdd. Golyga hyn bod angen i'r Aelodau Statudol gytuno'n unfrydol mewn perthynas â chyflawni eu dyletswyddau dan y Ddeddf, fel y nodir ym mharagraff 3.3.

Cyfranogwyr a Wahoddwyd

- 5.4 Mae gofyniad statudol ar y Bwrdd i wahodd 'Cyfranogwyr a Wahoddwyd', sy'n cyflawni swyddogaethau o natur gyhoeddus, i gymryd rhan yng ngweithgarwch y Bwrdd.
- 5.5 Gofynnir i Gyfranogwyr a Wahoddwyd ymuno â'r Bwrdd trwy lythyr gan y Cadeirydd yn nodi'r rhesymau dros eu gwahodd a'r disgwyliadau fydd ar y sawl a wahoddir. Caiff pob Cyfranogwr a Wahoddwyd gymryd rhan yng ngweithgarwch y Bwrdd o'r diwrnod hwnnw y bydd y Bwrdd yn derbyn ei hysbysiad ei fod yn derbyn y gwahoddiad.
- 5.6 Nid oes rhaid i Gyfranogwyr a Wahoddwyd dderbyn y gwahoddiad, a thrwy dderbyn y gwahoddiad i gymryd rhan yng ngweithgarwch y BGC, nid ydynt yn dod yn aelodau o'r Bwrdd. Mae gan Gyfranogwyr a Wahoddwyd hawl i gydweithio â'r Bwrdd trwy wneud sylwadau i'r Bwrdd am yr asesiad lles lleol a'r cynllun lles lleol, gan gymryd rhan yng nghyfarfodydd y Bwrdd a darparu cyngor a chymorth arall yn ôl y gofyn.
- 5.7 Dyma'r cynrychiolwyr a enwebwyd ac y cytunwyd arnynt ar gyfer y Cyfranogwyr a Wahoddwyd, sydd wedi derbyn y gwahoddiad i gymryd rhan:

Cyfranogwyr a Wahoddwyd	Cynrychiolydd a Enwebwyd
Cefnogaeth Cymuned a Gwirfoddol Conwy	Y Prif Swyddog
Cyngor Gwasanaethau Gwirfoddol Sir Ddinbych	Y Prif Swyddog Gweithredol
Y Gwasanaeth Prawf Cenedlaethol	Pennaeth yr Uned Gyflawni Leol
Heddlu Gogledd Cymru	Yr Uwcharolygydd
Comisiynydd yr Heddlu a Throsedd	Y Prif Weithredwr
Iechyd Cyhoeddus Cymru	Cyfarwyddwr Cyswllt Iechyd y Cyhoedd (yn cynrychioli Cyfarwyddwr Gweithredol Iechyd y Cyhoedd)
Cwmni Adsefydlu Cymunedau Cymru	Pennaeth yr Uned Gyflawni Leol
Llywodraeth Cymru	Uwch Was Sifil

Partneriaid Eraill

- 5.8 Bydd y Bwrdd yn ymgysylltu â phartneriaid allweddol eraill yng Nghonwy a Sir Ddinbych sy'n cyflawni swyddogaethau o natur gyhoeddus ac sydd:
- â chysylltiad materol â lles Conwy a Sir Ddinbych;
 - yn cyflawni gwasanaethau cyhoeddus pwysig; ac
 - yn rhan o waith paratoi, gweithredu a chyflawni'r Bwrdd.
- 5.9 Cysylltir â'r sefydliadau canlynol i geisio cyngor mewn modd ac i'r graddau y mae'r Bwrdd yn ei ystyried yn briodol. Mae'r partneriaid hyn yn cynnwys, ond nid yn gyfyngedig i:

Partneriaid Eraill
Cynghorau Cymuned
Ymddiriedolaeth GIG Iechyd Cyhoeddus Cymru
Cyngor Iechyd Cymuned Gogledd Cymru
Awdurdod Parc Cenedlaethol Eryri
Cyngor Cyllido Addysg Uwch Cymru

Sefydliadau Addysg Uwch / Addysg Bellach (gan gynnwys Grŵp Llandrillo Menai)
Cyngor Celfyddydau Cymru
Cyngor Chwaraeon Cymru
Llyfrgell Genedlaethol Cymru
Amgueddfa Genedlaethol Cymru
Landlordiaid Cymdeithasol Cofrestredig
Ymddiriedolaeth GIG Gwasanaeth Ambiwlans Cymru

- 5.10 Gall y Bwrdd ystyried pa bartneriaid eraill, os oes yna rai, yr hoffai eu gwahodd i gymryd rhan yn ei waith ac i ba raddau, cyhyd â'u bod yn bodloni'r meini prawf llawn a nodir yng nghymal 5.5. Caiff hyn ei adolygu'n rheolaidd i sicrhau y caiff y blaenoriaethau a nodir gan yr amcanion lles eu cefnogi yn briodol gyda'r adnoddau addas i'w cyflawni.
- 5.11 Gofynnir i Bartneriaid Eraill ymuno â'r Bwrdd trwy lythyr gan y Cadeirydd yn nodi'r rhesymau dros eu gwahodd a'r disgwyliadau fydd ar y sawl a wahoddir. Ar ôl ymuno â'r Bwrdd, bydd sefydliadau partner yn dod yn Gyfranogwyr a Wahodddwyd ac yn cymryd rhan mewn cyfarfodydd yn yr un ffordd â'r Aelodau Statudol.
- 5.12 O'r partneriaid allweddol a restrir yn 5.9 uchod, mae'r Bwrdd wedi dewis un partner i gychwyn i ddod yn Gyfranogwr a Wahodddwyd, sef Iechyd Cyhoeddus Cymru; nodir y cynrychiolydd a enwebwyd ym mharagraff 5.7.

Gwybodaeth

- 5.13 Gall y Bwrdd ofyn i Gyfranogwyr a Wahodddwyd a phartneriaid eraill ddarparu gwybodaeth am unrhyw gamau y maent yn eu cymryd allai gyfrannu at gyflawni'r nodau lles. Ond nid oes rhaid i'r sefydliadau ddarparu gwybodaeth os:
- (a) ydynt yn ystyried y byddai hynny'n anghydnaws â'u dyletswyddau, neu
- (b) y byddai'n cael effaith niweidiol ar gyflawni eu swyddogaethau, neu
- (c) y maent wedi'u gwahardd rhag darparu'r wybodaeth yn ôl y gyfraith.
- 5.14 Os bydd sefydliad yn penderfynu peidio â darparu gwybodaeth y mae'r Bwrdd wedi gofyn amdani, rhaid iddo ddarparu rhesymau am ei benderfyniad i'r Bwrdd yn ysgrifenedig.

Dirprwy Gynrychiolwyr

- 5.15 Gall Aelod Statudol neu Gyfranogwr a Wahodddwyd i'r Bwrdd ddynodi unigolyn o'u sefydliad i'w cynrychioli. Yr unig gyfyngiad yw mai'r unig berson y gall maer a etholwyd yn uniongyrchol neu arweinydd gweithredol Awdurdod Lleol ei ddynodi yw aelod arall o weithrediaeth yr Awdurdod hwnnw.
- 5.16 Dylai'r person a ddynodir fod â'r awdurdod i wneud penderfyniadau ar ran eu sefydliad.

6. Rolau a Chyfrifoldebau Aelodau

- 6.1 Dyma rolau a chyfrifoldebau pob Aelod Statudol a phartneriaid a wahodddwyd ar y Bwrdd:
- Darparu arweinyddiaeth strategol ar gyfer datblygu'r asesiad lles lleol a'r cynllun lles lleol a bod yn gyfrifol am gyflawni'r cynllun yn llwyddiannus ac yn atebol i'r cyhoedd am ei berfformiad;
 - Sicrhau bod pobl sydd â diddordeb mewn gwella lles yr ardal yn cymryd rhan yng ngwaith y Bwrdd;
 - Sicrhau y caiff gwybodaeth ei chyfathrebu'n effeithiol trwy eu sefydliadau eu hunain;

- Sefydlu diwylliant o ddatblygu cynaliadwy o fewn eu sefydliad cyhoeddus perthnasol;
- Sicrhau y caiff perfformiad a risgiau'r Bwrdd eu rheoli'n gadarn;
- Sicrhau y caiff gwaith y Bwrdd ei gyflwyno i'w archwilio'n rheolaidd;
- Sicrhau y caiff y penderfyniadau y cytunir arnynt gan y Bwrdd eu rhoi ar waith (nid yw penderfyniadau'r Bwrdd yn gyfreithiol rwymol, felly cyfrifoldeb pob sefydliad sy'n aelod yw hyn);
- Cyfrannu at ariannu gwaith y Bwrdd os bydd angen a thrwy gytundeb.

7. Cadeirydd ac Is-gadeirydd

7.1 Bydd y Cadeirydd yn cael ei ethol bob dwy flynedd trwy gytundeb aelodau'r Bwrdd. Gall y Cadeirydd fod yn Aelod Statudol neu'n Gyfranogwr a Wahoddwyd. Bydd rôl y Cadeirydd yn cynnwys:

- Rheoli rhaglen y Bwrdd
- Adolygu'r cofnodion drafft
- Cynrychioli'r Bwrdd mewn digwyddiadau allweddol
- Rheoli unrhyw wrthdaro buddiannau
- Adfer unrhyw anghydfod
- Cynnal trefn dda

7.2 Bydd yr Is-gadeirydd yn cael ei ethol bob dwy flynedd trwy gytundeb aelodau'r Bwrdd. Gall yr Is-gadeirydd fod yn Aelod Statudol neu'n Gyfranogwr a Wahoddwyd. Byddai'n arfer da i'r Is-gadeirydd fod o sefydliad partner gwahanol i'r Cadeirydd. Bydd yr Is-gadeirydd yn cymryd rôl y Cadeirydd os nad yw'r Cadeirydd yn gallu cyflawni ei ddyletswyddau.

8. Cyfarfodydd

8.1 Cyfarfodydd arferol y Bwrdd:

- Cynhelir cyfarfodydd o leiaf unwaith y chwarter, ond gellir cyfarfod yn amlach os bydd angen hynny.
- Bydd y Cymorth Gweinyddol yn gosod calendr blynyddol o gyfarfodydd (fely nodir yng nghymal 11).
- Bydd y cyfarfodydd yn cael eu cynnal mewn lleoliad canolog.
- Bydd partneriaid yn darparu ystafelloedd cyfarfod a lluniaeth am ddim.
- Bydd y Bwrdd yn gyfarfod caeedig. Fodd bynnag, bydd cyfarfod agored blynyddol yn cael ei gynnal i hyrwyddo tryloywder.
- Gall Aelodau Statudol a Chyfranogwyr a Wahoddwyd ofyn i gael cynnwys eitemau ar y rhaglen, gyda'r Cadeirydd yn eu cymeradwyo'n derfynol.
- Bydd rhaglenni, cofnodion ac adroddiadau yn cael eu hanfon yn electronig 7 diwrnod cyn y cyfarfod. Bydd pob dogfen yn ddwyieithog onid ydynt yn ddogfennau gweithio.
- Darperir cyfleusterau cyfieithu ym mhob cyfarfod.
- Bydd cofnodion y cyfarfod yn cael eu hanfon yn electronig o fewn 10 diwrnod i'r cyfarfod.
- Mae'n rhaid cyflwyno pob adroddiad yn electronig i'r Ysgrifenyddiaeth 15 diwrnod cyn y cyfarfod.

8.2 Cyfarfodydd gorfodol y Bwrdd:

- Rhaid i'r Bwrdd gynnal 'cyfarfod gorfodol', wedi'i gadeirio gan yr Awdurdod Lleol, ddim hwyrach na 60 diwrnod ar ôl pob etholiad cyffredin o gynghorwyr. Etholiadau cyffredin yw'r rheiny lle mae pob sedd ar gyngor yn wynebu etholiad neu ailetholiad.
- Bydd aelodau'r Bwrdd yn penodi Cadeirydd ac Is-gadeirydd yn y cyfarfod gorfodol ymysg yr Aelodau Statudol a'r Cyfranogwyr a Wahoddwyd.

- Yn y cyfarfod hwn, bydd y Bwrdd hefyd yn:
 - a) Pennu pryd a pha mor aml y bydd yn cyfarfod
 - b) Adolygu a chytuno ar gylch gorchwyl

9. Is-grwpiau

- 9.1 Gall y Bwrdd sefydlu is-grwpiau i'w gefnogi i gyflawni ei swyddogaethau a gall y Bwrdd awdurdodi is-grwpiau i gyflawni nifer gyfyngedig o swyddogaethau'r Bwrdd.
- 9.2 Rhaid i bob un o is-grwpiau'r Bwrdd gynnwys o leiaf un o Aelodau Statudol y Bwrdd, all ddewis cynrychiolydd priodol i fynychu a chyfrannu at waith yr is-grŵp. Gall yr is-grŵp hefyd gynnwys unrhyw Gyfranogwr a Wahoddyd neu bartner arall.
- 9.3 Er na ellir awdurdodi'r is-grwpiau eu hunain i gwblhau a chymeradwyo'r asesiad lles lleol na'r cynllun lles lleol, disgwylir iddynt chwarae rôl bwysig o ran ymchwilio a datblygu'r rhain ar ffurf drafft.
- 9.4 **Ni chaiff** y Bwrdd awdurdodi is-grŵp i -
- (a) wahodd pobl i gymryd rhan yng ngweithgarwch y Bwrdd;
 - (b) gosod, adolygu na diwygio amcanion lleol y Bwrdd;
 - (c) paratoi na chyhoeddi asesiad o les;
 - (d) ymgynghori ar asesiad o les na pharatoi asesiad drafft er dibenion ymgynghori;
 - (e) paratoi na chyhoeddi cynllun lles lleol;
 - (f) ymgynghori ar gynllun lles lleol na pharatoi cynllun lles lleol drafft er dibenion ymgynghori;
 - (g) adolygu na diwygio cynllun lles lleol na chyhoeddi cynllun lles lleol diwygiedig;
 - (h) ymgynghori ar ddiwygiad i gynllun lles lleol;
 - (i) cytuno bod y Bwrdd yn uno neu'n cydweithio â Bwrdd Gwasanaethau Cyhoeddus arall.

10. Ymgysylltu Ehangach

- 10.1 Mae ffocws y Bwrdd ar y dinesydd yn golygu y bydd yn sefydlu perthynas bwrpasol â phobl a chymunedau ledled Conwy a Sir Ddinbych. Mae'n hanfodol i'r Bwrdd ystyried pwysigrwydd cynnwys pobl sydd â diddordeb mewn cyflawni'r nodau lles, a sicrhau bod y bobl hynny'n adlewyrchu amrywiaeth poblogaeth yr ardal y mae'r Bwrdd yn ei gwasanaethu.
- 10.2 Bydd y Bwrdd yn gofalu ei fod yn sicrhau priodoldeb a didueddrwydd prosesau'r Bwrdd a'i fod yn ymwybodol o risgiau unrhyw syniad allai godi bod grŵp penodol yn cael gormod o ran neu ddylanwad ar drafodaethau a gweithgareddau'r Bwrdd.
- 10.3 Bydd y Bwrdd yn cymryd camau ychwanegol y tu allan i gyfarfodydd i sicrhau ei fod yn gwrandao ar lais y cyhoedd, a bod y llais hwnnw'n helpu i lunio'r asesiad o les a'r cynllun lles lleol. Disgwylir i hyn gynnwys ymarferion ymgynghori ac ymgysylltu, fydd yn cynnig cyfleoedd i bobl leisio a thrafod syniadau trwy drefniadau ar-lein ac ymgysylltu â'r gymuned.
- 10.4 Bydd yr holl ymgysylltu'n cydymffurfio â threfniadau Ymgysylltu BGC, fel y'i hamlinellir yn y cynllun cyfathrebu yn atodiad 1.

11. Cymorth Gweinyddol

11.1 Rhaid i'r Awdurdodau Lleol sicrhau bod cymorth gweinyddol ar gael i'r Bwrdd Gwasanaethau Cyhoeddus. Bydd y cymorth hwn yn cylchdroi rhwng y ddau awdurdod lleol ddwywaith y flwyddyn. Bydd Cyngor Bwrdeistref Sirol Conwy yn darparu cymorth gweinyddol am flwyddyn gyntaf y BGC.

11.2 Bydd cymorth gweinyddol yn cynnwys:

- sicrhau bod y Bwrdd Gwasanaethau Cyhoeddus yn cael ei sefydlu ac yn cyfarfod yn rheolaidd;
- paratoi rhaglen a chomisiynu papurau ar gyfer cyfarfodydd;
- gwahodd cyfranogwyr a rheoli presenoldeb;
- cadw cofnodion;
- gweithio ar yr adroddiad blynyddol;
- paratoi tystiolaeth i'w archwilio.

12. Adnoddau

12.1 Mater i'r Bwrdd yw penderfynu sut y bydd yn darparu adnoddau ar gyfer y swyddogaethau y mae'n rhaid iddo eu cyflawni, sy'n gyfrifoldeb i'r holl Aelod Statudol ar y cyd. Mater i'r Bwrdd yw penderfynu ar adnoddau priodol a chymesur ar gyfer cyd swyddogaethau'r Bwrdd. Nid oes unrhyw beth yn rhwystro Cyfranogwyr a Wahoddwyd na phartneriaid eraill rhag cynnig cyngor, cymorth ac adnoddau i'r Bwrdd, er enghraifft, ar ffurf arbenigedd dadansoddol neu broffesiynol. Nid oes rhaid iddynt ddarparu cymorth ariannol, ond gallant wneud hynny os ydynt yn ystyried bod hynny o fewn eu pwerau.

13. Penderfyniadau

13.1 Bydd penderfyniadau'r Bwrdd, o ran y cyfrifoldebau statudol a nodir ym mharagraff 7, yn ddilys pan fyddant wedi'u gwneud ar y cyd ac yn unfrydol gan bob Aelod Statudol a chyda phob Aelod Statudol yn bresennol yn y cyfarfod yn unig.

13.2 Ar gyfer pob penderfyniad arall (nad ydynt yn ymwneud yn benodol â'r dyletswyddau statudol a nodir ym mharagraff 7), bydd y BGC yn gweithio ar sail consensws. Fodd bynnag, os na chyrhaeddir consensws, bydd yr aelodau statudol yn gwneud y penderfyniad trwy bleidlais (un bleidlais i bob sefydliad).

13.3 Fodd bynnag, ni chaiff ac ni fydd Aelodau Statudol yn gweithio ar eu pennau eu hunain. Mae gan gyrrff a sefydliadau eraill yn yr ardal gyfraniad sylweddol i'w wneud. Rhaid rhoi ystyriaeth i bob barn cyn gwneud unrhyw benderfyniad.

14. Cworwm

14.1 Bydd cworwm mewn cyfarfod o'r Bwrdd os yw'r holl Aelodau Statudol neu eu cynrychiolydd/wyr a enwebwyd yn bresennol. Ar gyfer Aelodau Statudol sydd â mwy nag un cynrychiolydd ar y Bwrdd, bydd cworwm mewn cyfarfod o'r Bwrdd os yw o leiaf un cynrychiolydd yn bresennol.

15. Gwrthdaro Buddiannau

15.1 Er diben y Cylch Gorchwyl hwn, diffinnir 'gwrthdaro buddiannau' fel unrhyw un sydd mewn sefyllfa i ddylanwadu'n uniongyrchol neu'n anuniongyrchol ar ganlyniad busnes y Bwrdd. Rhaid iddynt sicrhau nad yw eu buddiannau personol yn cystadlu â'u rôl ar y Bwrdd.

15.2 Mae dyletswydd ar bob cynrychiolwr i roi gwybod am unrhyw wrthdaro buddiannau sy'n berthnasol.

15.3 Bydd y Cadeirydd yn cadarnhau ar ddechrau pob cyfarfod p'un ai oes yna unrhyw wrthdaro buddiannau ai peidio, a beth y dylid ei wneud am hynny.

16. Anghydfod

16.1 Bydd pob Aelod yn gweithio ar sail cydweithrediad ac ewyllys da, ac yn trefnu i drafod unrhyw broblem neu anghydfod fydd yn codi â'r naill a'r llall cyn gynted ag y bo modd, gan geisio datrys unrhyw anghytundeb trwy drafodaethau cynnar. Os na chaiff yr anghydfod ei ddatrys, gellir ei gyfeirio at y Cadeirydd fydd, gan ddefnyddio'r holl sianeli priodol, yn ceisio datrys unrhyw anghytundeb sy'n codi o fewn y Bartneriaeth.

16.2 Bydd y Bwrdd yn gweithredu ar sail consensws neu fwyafrif mewn perthynas ag anghydfodau.

17. Llywodraethu

Perfformiad

17.1 Bydd adroddiadau amlygu rheolaidd a chynnydd o ran blaenoriaethau'r BGC yn cael eu cyflwyno i'r Bwrdd.

17.2 Bydd adroddiad blynyddol yn cael ei gynhyrchu a'i gyhoeddi.

17.3 Rhaid paratoi adroddiad a'i gyhoeddi'n ddim hwyrach na 14 mis ar ôl cyhoeddi cynllun lles lleol y Bwrdd, ac wedyn yn ddim hwyrach na blwyddyn ar ôl cyhoeddi'r adroddiad blaenorol. Rhaid anfon copi o'r adroddiad at y canlynol:

- Gweinidogion Cymru;
- Comisiynydd Cenedlaethau'r Dyfodol i Gymru;
- Archwilydd Cyffredinol Cymru;
- Pwyllgor trosolwg a chraffu perthnasol yr Awdurdod Lleol.

18. Llywodraethu

Archwilio

18.1 Bydd y Bwrdd yn cael ei archwilio gan bwyllgor craffu llywodraeth leol dynodedig yr awdurdodau lleol. Mae Adran 35 y Ddeddf yn nodi bod rhaid i bwyllgorau trosolwg a chraffu fod â'r pŵer i adolygu a chraffu ar benderfyniadau, camau gweithredu a threfniadau llywodraethu'r Bwrdd.

18.2 Bydd y Bwrdd yn parhau i gael ei archwilio trwy drefniadau presennol Pwyllgorau Trosolwg a Chraffu Partneriaeth pob Awdurdod Lleol nes bydd proses y cytunir arni'n cael ei rhoi ar waith o fis Mai 2017 ymlaen.

19. Gadael

19.1 Dylai unrhyw Gyfranogwr a Wahoddwyd nad ydynt yn dymuno parhau'n aelod o'r Bwrdd roi rhybudd ysgrifenedig i'r Cadeirydd. Dylai'r partner ymdrechu i anrhydeddu unrhyw benderfyniadau ac ymrwymadau a wnaed.

20. Adolygu'r Cylch Gorchwyl

- 20.1 Rhaid adolygu'r Cylch Gorchwyl hwn ym mhob Cyfarfod Gorfodol.
- 20.2 Bydd y Cylch Gorchwyl hwn yn cael ei adolygu o leiaf bob dwy flynedd. Gall y Bwrdd adolygu a chytuno i ddiwygio'r Cylch Gorchwyl hwn ar unrhyw adeg.



Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych

Cynllun Lles (2018 – 2023)

Tudalen y pecyn 58



Rhagair

Ar ran partneriaid **Bwrdd Gwasanaethau Cyhoeddus (BGC) Conwy a Sir Ddinbych**, rwy'n falch o gyhoeddi'r Cynllun Lles Lleol hwn ar gyfer ein dwy sir. Mae'n ffrwyth gwaith a ddechreuodd yn Ebrill 2016, ac mae'n cynrychioli ein casgliadau o'r hyn a deimlwn yw'r prif feysydd lle mae angen neu her fwyaf i'n cymunedau, a lle y teimlwn y gall y BGC wneud y cyfraniad mwyaf heb ddyblygu gwaith da sydd eisoes yn cael ei wneud o fewn partneriaethau a sefydliadau presennol.

Mae llawer o waith wedi'i wneud yn barod i gyrraedd y pwynt hwn, ond cychwyn y daith yn unig yw hwn i'r BGC. Mae'r cynllun hwn yn amlinellid o'r hyn yr hoffem ei gyflawni, ond mae mwy o waith i'w wneud i ddatblygu ein rhaglen waith, ac mae croeso i'ch mewnbwn fel rhan o'n sgwrs barhaus gyda'n cymunedau. Os hoffech gael gwybodaeth am ein gwaith, cymryd rhan neu roi adborth i ni, mae ein manylion cyswllt ar dudalen olaf y ddogfen hon.

Mae'r BGC wedi rhoi cyfle cyffrous i wasanaethau cyhoeddus ddod ynghyd i herio problemau difrifol yn ein hardaloedd cymunedol - mae Deddf Llesiant Cenedlaethau'r Dyfodol 2015 wedi ein galluogi i wneud hyn yn fwy effeithiol. Wrth gwrs rhaid i ni fod yn realistig ynglŷn â'r cyfyngiadau ariannol y mae ein sectorau'n eu hwynebu, ond ar yr un pryd dylem ei ystyried fel cyfle i wneud gwahaniaeth gwirioneddol a bod yn agored i weithio mewn gwahanol ffyrdd. Mae bob partner wedi ymrwmo i weithio ar y cyd i ddarparu gwasanaethau cynaliadwy ac effeithiol sy'n atal problemau rhag codi yn y tymor hir. Rydym eisieu cefnogi ein cymunedau i fod yn ffyniannus, yn wydn ac yn iachach. Rydym eisieu cyfrannu at weledigaeth Llywodraeth Cymru o Gymru sy'n fwy cyfartal a chyfrifol yn fyd-eang, lle mae gennym gymunedau cydlynol a diwylliant bywiog.



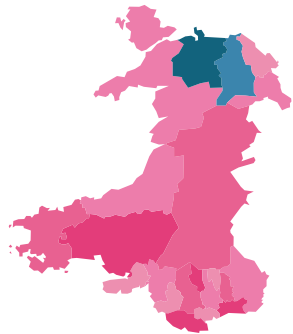
Tudalen y pecyn 59

Mae Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych yn cynnwys nifer o sefydliadau sector cyhoeddus sy'n cynnwys:





Mae a wnelo lles a bod yn iach a hapus ym mhob rhan o'ch bywyd. Iechyd corfforol a meddyliol da ond hefyd perthnasoedd da a chymunedau gwydn.



Mae gan bob sir yng Nghymru Fwrdd Gwasanaethau Cyhoeddus lle mae cyrff cyhoeddus yn gweithio gyda'i gilydd i ganolbwyntio ar les cenedlaethau'r dyfodol.

Tudalen y pecyn 60

Fe'i sefydlwyd o dan **Ddeddf Llesiant Cenedlaethau'r Dyfodol 2015**. Mae saith nod y dylai bob cynllun weithio tuag at sicrhau:

- Cymru lewyrchus
- Cymru wydn
- Cymru iachach
- Cymru fwy cyfartal
- Cymru o gymunedau cydlynol
- Cymru gyda diwylliant bywiog ac iaith Gymraeg ffyniannus
- Cymru sy'n gyfrifol yn fyd-eang



Mae gwasanaethau Conwy a Sir Ddinbych eisioes yn gweithio gyda'i gilydd i gefnogi pobl ar draws ein rhanbarth.

Felly cymerwyd y cyfle hwn i sefydlu un Bwrdd Gwasanaethau Cyhoeddus. Mae hyn yn golygu y gallwn ddefnyddio ein hadnoddau'n well i ddiwallu anghenion nawr ac yn y dyfodol.

Rydym yn helpu gwasanaethau i weithio gyda'i gilydd er mwyn gwella:

- **lles diwylliannol**
- **lles economaidd**
- **lles amgylcheddol**
- **lles cymdeithasol.**

Hwn yw ein **Cynllun Lles** – mae'n cynnwys yr heriau y mae cymunedau'n eu hwynebu y teimlwn y gallwn eu gwella trwy weithio gyda'n gilydd.

Mae'r cynllun yn canolbwyntio ar **3 maes blaenoriaeth:**

1. **Pobl** – Cefnogi Lles Meddwl Da i bobl o bob oedran
2. **Cymuned** – Cefnogi Grymuso'r Gymuned
3. **Lle** – Cefnogi Gwytnwch Amgylcheddol.

Mae gennym bedair egwyddor sy'n cefnogi'r blaenoriaethau hyn:

- Mynd i'r afael ag anghydraddoldebau a thrin pawb yn gyfartal
- Cefnogi a hybu'r Gymraeg
- Cefnogi pobl fel bod llety iach, diogel a phriodol ar gael iddynt
- Osgoi dyblygu gwaith.

Ffeithiau lles am Gonwy a Sir Ddinbych



Ffeithiau Diwylliannol:



Mae **26%** o'r boblogaeth yn siarad Cymraeg

Poblogaeth gyfunol Conwy a Sir Ddinbych ydi

211,300



Tudalen y pecyn 61

Mae pobl ifanc yn gadael yr ardal am wahanol resymau

- addysg
- cyflogaeth
- agweddau cymdeithasol a ffordd o fyw

Ar hyn o bryd

Mae **12%** yn 75+ oed

Mae **27%** o dan 25 oed

Erbyn 2039

Bydd **19%** yn 75+ oed

Bydd **25%** o dan 25 oed

Ffeithiau Cymdeithasol:



Mae **40%** o oedolion yn yfed mwy na'r canllawiau sy'n cael eu hargymell o leiaf unwaith yr wythnos

Mae Conwy a Sir Ddinbych yn y **3ydd** a'r **4ydd** safle uchaf yng Nghymru o ran derbyniadau'n gysylltiedig ag alcohol i ysbyty

Mae **54-58%** o'r boblogaeth yn ordew neu dros bwysau

Mamau ifanc

Cyfraddau beichiogi 2014 ar gyfer merched o dan 18 oed

30 o bob 1,000 yng Nghonwy

31 o bob 1,000 yn Sir Ddinbych (25.4 o bob 1,000 yng Nghymru)



Pwysau geni isel

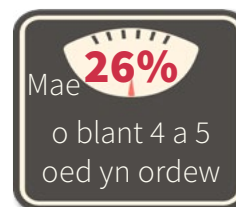
5.5% o bob genedigaeth fyw yng Nghonwy yn 2016

8.3% o bob genedigaeth fyw yn Sir Ddinbych yn 2016

Imiwneiddio

95% yng Nghonwy

96% yn Sir Ddinbych



Mae **26%** o blant 4 a 5 oed yn ordew

Bwydo ar y fron

50% o fabanod yn cael eu bwydo ar y fron (57% yng Nghymru)

37% yn derbyn llaeth o'r fron ar ôl 10 diwrnod

30% ar ôl 6 wythnos

Cafwyd gostyngiad yn nifer y mamau sy'n ysmegu o **14%** i **5%** yn ystod 2016-2017

Plant 0-4 oed sy'n byw mewn tldi

30% yng Nghonwy

31% yn Sir Ddinbych



Marwolaethau babanod

5.1 o bob 1,000 o enedigaethau yng Nghonwy

4.7 o bob 1,000 o enedigaethau yn Sir Ddinbych

Profiad Niweidiol yn ystod Plentynod (PNP)

Yng Nghymru mae **1 o bob 7** oedolyn wedi cael pedwar PNP neu fwy

Ffactorau risg ar ddechrau bywyd:

- oed y fam
- cyswllt gyda sylweddau fel alcohol, cyffuriau neu dybaco
- diet neu faeth gwael
- gofal cyn geni annigonol
- dod i gysylltiad â thrais neu gam-drin
- wynebu tldi neu anfantais sylweddol
- rhianta anghyson
- datblygiad ieithyddol gwael
- ymlyniad neu fondio gwael ag o leiaf un oedolyn.

Mae **35%** o oedolion yn bwyta 5 ffrwyth neu lysieuyn y dydd



Ffeithiau lles am Gonwy a Sir Ddinbych



Ffeithiau amgylcheddol:



Mae ffermwyr yn rheoli dros **75%** o'r tir

Mae coetir yn gorchuddio **13.5%** o'r siroedd



Mae bron i **26,000** o eiddo mewn risg sylweddol o lifogydd



Mae tldi tanwydd yn effeithio ar **7,600** o aelwydydd

Tudalen y pecyn 62



Ffeithiau economaidd:



Mae **11%** yn hunan gyflogedig (o'i gymharu â 9.2% yng Nghymru)

Mae **38%** mewn swyddi sector cyhoeddus

Mae gan **38%** o bobl naill ai NVQ lefel 4, gradd neu gymhwyster uwch

Mae **15 million** o bobl yn ymweld bob blwyddyn. Mae hyn yn dod â dros **£1.2 biliwn** i'r economi lleol

Cyflogau

Mae cyfradd cyflog wythnosol yr ardal hon yn is ar gyfartaledd ar gyfer swyddi llawn amser

- **£469** – Sir Ddinbych
- **£485** – Conwy
- **£498** – Cymru
- **£541** – DU

Mae lefelau incwm aelwydydd yn is na'r cyfartaledd cenedlaethol

Addysg

Lefel 2 cyfnod allweddol 4

53% Conwy

57% Sir Ddinbych (58% yng Nghymru)

Mae **30%** yn gweithio mewn swyddi sy'n ymwneud â thwristiaeth



1. Pobl – Cefnogi lles meddwl da i bobl o bob oedran

Byddwn yn edrych ar ffyrdd y gall partneriaid gydweithio i wneud yn siŵr bod gan bawb les meddwl da.



Sut mae pethau



Nid yw rhai pobl â phroblemau iechyd meddwl yn gofyn am gymorth.

Yn y DU bob blwyddyn:

Bydd gan **25%** o bobl anghenion iechyd meddwl. Y rhai mwyaf cyffredin yw pryder ac iselder.

Yng Nghymru bob blwyddyn

Mae **20%** o wariant y GIG ar wasanaethau iechyd meddwl. Mae nifer fawr o dderbyniadau ysbyty a derbyniadau brys yn gysylltiedig â phroblemau iechyd meddwl.



Iechyd meddwl

Mae **12.1%** o'r boblogaeth yn dweud eu bod yn cael eu trin ar gyfer salwch meddwl, hynny yw:

- **9.8%** yng Nghonwy
- **11.6%** yn Sir Ddinbych.

Hunan-niweidio

Bu i nifer yr asesiadau ar gyfer plant a phobl ifanc **ddyblu** rhwng 2012-13 a 2015-16.

Mae cyfradd derbyn ar gyfer iechyd meddwl ymhlith pobl ifanc o dan 18 oed **30%** yn uwch na gweddill Cymru.



Pobl sy'n byw gyda dementia sydd wedi cofrestru gyda meddygfeydd:

2011 – **1,700** o gleifion
2016 – **2,050** o gleifion.

Os na fydd newid

Byddwn yn methu'r cyfle i gefnogi datblygu oedolion iach.

Bydd gennym ryw 1,000 yn fwy o bobl ag iechyd meddwl gwael erbyn 2035.

Bydd mwy fyth o bobl yn peidio â cheisio help.

Byddwn yn methu cyfleoedd i gamu i mewn yn gynnar ac atal materion rhag gwaethygu.

Bydd lles rhai pobl ifanc yn gwaethygu.

Bydd yna fwy o faterion i wasanaethau ddelio â nhw.

Mewn rhai ardaloedd, ni fydd rhai teuluoedd yn gallu cael cymorth ar yr un lefel.

Bydd plant yn wynebu anghydraddoldebau iechyd.





Byddwn yn edrych ar ffyrdd posibl i:

- gydweithio i gefnogi rhieni fel bod plant yn cael y dechrau gorau mewn bywyd
- cydweithio i gefnogi gofalwyr di-dâl
- helpu pobl ifanc i ddysgu ymddygiadau a sgiliau bywyd sy'n cefnogi iechyd a lles
- annog sefydliadau sy'n bartneriaid i ni i roi hyfforddiant lles meddwl i'w gweithlu
- cefnogi lles, dyhead, gwytnwch a sgiliau bywyd pobl ifanc
- cael mwy o weithgareddau sy'n dwyn cenedlaethau at ei gilydd
- gwneud yn fawr o wasanaethau gwirfoddolwyr
- defnyddio'r amgylchedd i annog lles meddwl
- gwneud yn fawr o ragnodi cymdeithasol – cefnogi pobl yn eu cymunedau i wella lles
- datblygu ffyrdd newydd o weithio i hybu iechyd a lles
- helpu pobl i ddibynnu llai ar wasanaethau iechyd a gofal cymdeithasol.

Tudalen y pecyn 64

Sut mae hyn yn cefnogi
**Deddf Llesiant
Cenedlaethau'r Dyfodol
(Cymru) 2015**

→ Cymru iachach

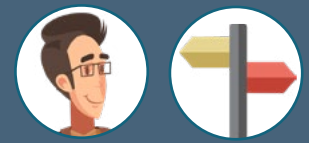
→ Cymru fwy cyfartal

→ Cymru o gymunedau cydlynol



2. Cymuned – Cefnogi grymuso'r gymuned

Byddwn yn edrych ar ffyrdd i bartneriaid gydweithio i wneud yn siŵr bod gennym gymunedau cryf, sy'n ffynnu.



Sut mae pethau

Dywedodd pobl wrthym eu bod yn gwerthfawrogi eu cymunedau. Maent yn gwerthfawrogi:

- cyfranogiad y gymuned
- gwasanaethau sy'n hybu lles ac annibyniaeth.



Maent eisiau cyngor a chymorth i helpu grwpiau i weithredu'n annibynnol a llwyddiannus.

Tudalen y pecyn 65

Mae **27%** o boblogaeth Conwy a Sir Ddinbych yn teimlo eu bod yn gallu dylanwadu ar benderfyniadau sy'n effeithio ar eu hardal leol (**21%** yng Nghymru).

Rhai rhwng 15-29 oed

Mae **3,500** yn gadael bob blwyddyn



Mae **3,000** yn symud i mewn.

Gofal di-dâl

£ Mae cynnydd mewn gofal di-dâl drwy'r DU. Mae gofal di-dâl yn werth **£132 biliwn y flwyddyn**.

Mae hynna'n agos at wariant ar ieched yn y DU, sef £134.1 biliwn y flwyddyn.

Disgwyliad oes

Mae **25%** o'n poblogaeth dros 65 (**20%** yng Nghymru).

Pensiynwyr

Mae **17%** o dai'n cael eu defnyddio gan un pensiynwr.

Mae **40.9%** o bensiynwyr heb gar. Mae hyn yn golygu bod risg o gael eu hynysu.

Mae **17%** o dai'n cael eu defnyddio gan un pensiynwr yn y rhanbarth hwn. Mae nifer yn wynebu tloedi tanwydd.

Gwaith

Mae **50%** o fusnesau'n dweud nad yw dysgwyr sy'n gadael ysgol yn barod ar gyfer gwaith.

Pe byddai gennym swydd i bawb o oed gweithio, byddai angen **13,500** o swyddi ychwanegol yn y rhanbarth.

Tai

Mae angen **400** o gartrefi newydd arnom bob blwyddyn.

Adeiladwyd 314 yn 2016.



Os na fydd newid

Erbyn 2039:

- bydd **19%** o'r gymuned yn 75+
- bydd **24%** o dan 25
- bydd aelwydydd un pensiynwr yn cynyddu **3,600**.

Yn sgil newidiadau ariannol a thoriadau:

- bydd gwasanaethau cyhoeddus yn cael mwy o drafferth
- bydd llyfrgelloedd, canolfannau cymunedol, a chyfleusterau yn dibynnu mwy ar gefnogaeth gymunedol.

Bydd gan wasanaethau fwy o lawer i'w wneud. Wrth i bobl fyw yn hirach, bydd yna fwy o:

- broblemau ieched oherwydd dewisiadau bywyd afiach
- clefydau fel Diabetes Math 2 a phroblemau â'r cymalau
- pobl y mae angen cymorth arnynt i aros yn eu cartrefi eu hunain
- unigrwydd ac arwahanrwydd.

Bydd gennym lai o bobl ifanc yn byw yma. Erbyn 2039:

- Bydd **16.3%** rhwng 0-15 oed
- Bydd **13.5%** rhwng 16-29 oed.

Bydd hyn yn effeithio ar ein cymunedau.

Bydd gennym lai o bobl o oed gweithio i gefnogi anghenion pobl hŷn.

Bydd cyflogwyr yn wynebu heriau, Mae hyn yn cynnwys y sector lechyd a Gofal Cymdeithasol sydd angen staff newydd yn lle'r gweithle sy'n heneiddio.

Bydd mwy o alw am dai.



Byddwn yn edrych ar ffyrdd posibl i:

- gael cymunedau sy'n gallu diwallu anghenion pobl o bob oedran
- helpu pobl hŷn i wneud beth sy'n bwysig iddyn nhw
- helpu gwasanaethau a chymunedau i gydweithio'n well
- dod o hyd i ffyrdd fforddiadwy i gefnogi pobl i aros yn eu cartrefi eu hunain
- helpu pobl i addasu eu cartrefi i ddiwallu eu hanghenion
- annog pobl i gynllunio a siapio'u cymunedau
- helpu pobl i deithio i'w gwaith, i addysg ac i wasanaethau
- sicrhau bod rhwydweithiau ffonau symudol a band eang cyflym iawn ar gael i bawb
- rhoi cymorth i'r bobl hynny y mae angen hyfforddiant arnynt i ddefnyddio gwasanaethau digidol
- rhoi cyngor gwell ar yrfaoedd i bobl ifanc, a'u mentora'n well
- cynnig y cyfle i bobl ifanc ddatblygu sgiliau trwy wirfoddoli a chael profiad gwaith
- darparu cartrefi ychwanegol ledled Conwy a Sir Ddinbych
- cysylltu pobl â llety y maent yn gallu ei fforddio
- cefnogi pobl i baratoi ar gyfer adeg ddiweddarach yn eu hoes.

Tudalen y pecyn 66



Sut mae hyn yn cefnogi
**Deddf Llesiant
Cenedlaethau'r Dyfodol
(Cymru) 2015**

- Cymru lewyrchus
- Cymru wydn
- Cymru iachach
- Cymru fwy cyfartal
- Cymru o gymunedau cydlynol

3. Lle – Cefnogi gwytnwch amgylcheddol



Byddwn yn edrych ar ffyrdd y gall partneriaid gydweithio i ddatblygu gwytnwch amgylcheddol yn ein cymunedau. Mae hyn yn cynnwys paratoi ar gyfer, ac addasu i newidiadau lleol yn yr hinsawdd yn y dyfodol, fel llifogydd, a lleihau ein hól troed carbon ac ecolegol.

Sut mae pethau

Mae **25,773** o dai mewn parthau llifogydd lle mae risg uchel:



- Mae **23%** o dai yng Nghonwy
- Mae **28%** o dai yn Sir Ddinbych.



Mae **75%** o'n tir yn dir amaethyddol.

Mae bioamrywiaeth yn dioddef ac yn dirywio, yn cynnwys:



- **57%** o blanhigion,
- **60%** o loynnod byw
- **40%** o rywogaethau adar.

Economi

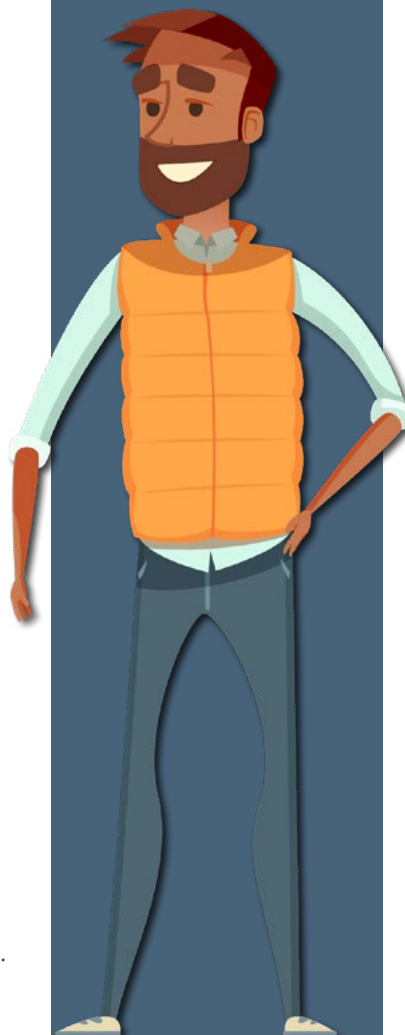
Mae amaethyddiaeth yn cyfrannu tuag at ein heconomi gwledig ac yn cyflogi:

- **20%** o bobl yng nghefn gwlad Conwy a
- **15%** o bobl yng nghefn gwlad Sir Ddinbych.

Yn 2015 bu i **15 miliwn** o bobl ymweld â Chonwy a Sir Ddinbych gan ychwanegu **£1.28 biliwn** at yr economi lleol.

Targed y DU

Gostyngiad o **80%** mewn nwyon tŷ gwydr erbyn 2050.



Os na fydd newid

Ni fydd gan ein cymunedau y gwytnwch i ddelio ag effeithiau tywydd eithafol yn sgil newid hinsawdd. Er enghraifft: bydd risg llifogydd yn parhau neu'n cynyddu wrth i ddigwyddiadau tywydd eithafol ddigwydd yn amlach.

Bydd y dirywiad hirdymor mewn bioamrywiaeth yn parhau.

Bydd cynefinoedd yn dioddef, a bydd hynny'n effeithio ar ecosystemau.

Ni fydd sectorau defnydd tir yn gallu ymdopi â bygythiadau newydd, fel plâu ac afiechydon newydd yn lledaenu.

Byddwn yn methu â chyrraedd targedu byd-eang i leihau allyriadau nwyon tŷ gwydr.

Byddwn yn parhau i drosglwyddo amgylchedd naturiol i genedlaethau'r dyfodol sydd mewn gwaeth cyflwr na'r un a etifeddwyd gennym ni.



Byddwn yn edrych ar ffyrdd posibl i:

- wella ein ffordd o reoli risgiau llifogydd a digwyddiadau tywydd eithafol eraill
- helpu cymunedau i ddeall gwerth yr amgylchedd naturiol a sut y gallant ychwanegu ato'n bositif
- bod yn arweinwyr ym maes cynaliadwyedd a chefnogi cymunedau i ddatblygu cynlluniau ynni adnewyddadwy
- cael amgylchedd naturiol sy'n llewyrchus a gwydn, a lle mae bywyd gwyllt yn ffynnu
- gweithio gyda chymunedau ar eu cynlluniau bro a'u helpu i ystyried seilwaith gwyrdd
- prynu adnoddau sy'n gynaliadwy ac sydd wedi'u cynhyrchu'n lleol
- esbonio pa mor bwysig ydyw ein bod yn mynd i'r afael â materion amgylcheddol, fel ailgylchu, effeithlonrwydd ynni ac allyriadau carbon
- gwella effeithlonrwydd ynni ein hadeiladau
- cynhyrchu llai o wastraff.



Sut mae hyn yn cefnogi
**Deddf Llesiant
Cenedlaethau'r Dyfodol
(Cymru) 2015**

→ Cymru wydn

→ Cymru iachach

→ Cymru fwy cyfartal

→ Cymru o gymunedau cydlynol

→ Cymru sy'n gyfrifol yn fyd-eang

Symud ymlaen

Y cam nesaf yw penderfynu pa gamau i'w cymryd i gyflawni ein blaenoriaethau.



Grwpiau ffocws

Byddwn yn sefydlu grwpiau ffocws ar gyfer y blaenoriaethau. Bydd eu profiad a'u gwybodaeth yn ein helpu i ddatblygu cynllun gweithredu.

Bydd y grwpiau hyn hefyd yn helpu i sicrhau bod pobl mewn cymunedau'n gallu cymryd rhan mewn penderfyniadau a chael llais.

Gwirio ei fod yn gweithio

Byddwn yn datblygu fframwaith perfformiad. Bydd ganddo ddangosyddion i ddangos i ni pa mor dda yr ydym yn gwneud neu os bydd angen newid rhywbeth.

Craffu

Craffir ar y gwaith yr ydym yn ei wneud gan Bwyllgor Craffu a Throsolwg ym mhob Awdurdod Lleol:

- yn Sir Ddinbych gan y Pwyllgor Craffu Partneriaeth
- yng Nghonwy gan y Pwyllgor Craffu Cyllid ac Adnoddau.

Adrodd

Bydd y partneriaid sy'n gysylltiedig â'r cynllun hwn yn cyflwyno adroddiad rheolaidd i'r Bwrdd. Yna byddwn yn paratoi adroddiad blynyddol.

Ymuno â'r sgwrs

Mae nifer o bobl drwy Gonwy a Sir Ddinbych eisoes wedi cymryd rhan yn yr Asesiad Lles. Mae hyn wedi ein helpu i ddatblygu'r cynllun hwn.

Rydym am i bobl gael llais. Bydd nifer o ffyrdd i gymryd rhan yn cynnwys ymgynghoriadau, digwyddiadau a gweithgareddau eraill.

Hefyd bydd gennym wefan lle gallwch:

- ddarllen y Cynllun Lles
- darllen yr Asesiad Lles
- gweld cofnodion cyfarfodydd y bwrdd
- darllen newyddlenni
- gweld gwybodaeth am ein partneriaid.

Gallwch chi hefyd fynychu cyfarfod.

Cynhelir pob cyfarfod BGC yn gyhoeddus – i gael rhestr o ddyddiadau a lleoliadau ewch i:

conwyanddenbighshirelsb.org.uk/agendasandminutes



Diolch am ddarllen hwn

Y cam nesaf yw penderfynu pa gamau i'w cymryd i gyflawni ein blaenoriaethau.



Gallwch chi barhau i chwarae rhan a rhannu'ch barn trwy wefan BGC:

conwyanddenbighshirepsb.org.uk

Neu



Swyddog Datblygu Bwrdd Gwasanaethau Cyhoeddus
Cyngor Bwrdesietrf Sirol Conwy
Bodlondeb
Conwy
LL32 8DU

01492 574059

Gall pobl sydd â nam ar eu clyw neu eu lleferydd ddeialu **18001** o flaen y rhif sydd ei angen arnynt.



Rydym yn gallu darparu'r ddogfen hon mewn print bras, fersiwn sain neu braille.

Mae'r ddogfen hon ar gael hefyd yn Saesneg.

Tudalen y pecyn 70



Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych:



Cynllun Llesiant 2018 - 2023

Tudalen y pecyn 71



Dogfen Dechnegol

Crynodeb o'r ddogfen ar gael hefyd

Mae'n fraint gennyf ar ran partneriaid Bwrdd Gwasanaethau Cyhoeddus (BGC) Conwy a Sir Ddinbych i gyflwyno'r Cynllun Lles ar gyfer ein dwy sir. Dyma ganlyniad y gwaith a ddechreuodd ym mis Ebrill 2016, ac mae'n cynrychioli ein casgliadau ar y pynciau rydym ni'n eu hystyried yn rhai allweddol ac sy'n cyflwyno'r anghenion a'r heriau mwyaf i'n cymunedau. Dyma lle rydym ni'n teimlo y gall y BGC gyfrannu fwyaf heb ailadrodd gwaith da sydd eisoes yn cael ei wneud gan bartneriaethau a sefydliadau sy'n bodoli'n barod.

Yn y ddogfen dechnegol hon rydym wedi amlinellu rhai o'r uchafbwyntiau o'n hasesiad Llesiant Lleol (sydd i'w weld ar-lein [yma](#)) a'r trafodaethau yr ydym wedi'u cael â'n cymunedau a rhanddeiliaid wrth ddatblygu'r Cynllun Llesiant Lleol. Yna rydym wedi amlinellu'r blaenoriaethau y bydd y BGC yn canolbwyntio arnynt i helpu i fynd i'r afael â materion yr ydym wedi'u hadnabod. Mae'r ddogfen dechnegol wedi'i chefnogi gyda chrynodeb o'r cynllun.

Mae llawer o waith wedi'i wneud yn barod i gyrraedd y pwynt yma, ond mae llawer mwy i'w wneud gyda'r BGC. Mae'r Cynllun Llesiant Lleol yn amlinelliad o'r hyn yr hoffem ei gyflawni, ond mae angen gwneud mwy i ddatblygu ein rhaglen waith a byddwn yn croesawu eich cyfraniad i'r rhan hwn o'n trafodaethau parhaus â'n cymunedau. Os hoffech dderbyn y wybodaeth ddiweddaraf am ein gwaith, i fod yn rhan o'r broses neu i roi adborth i ni yna defnyddiwch y manylion cyswllt ar dudalen olaf y ddogfen hon.

Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 wedi rhoi cyfle cyffrous i wasanaethau cyhoeddus i ddod ynghyd i herio problemau difrifol yn ein cymunedau. Wrth gwrs mae'n rhaid i ni fod yn realistig am y cyfyngiadau ariannol y mae ein sectorau yn eu hwynebu, ond ar yr un pryd dylem ei weld fel cyfle i ddylanwadu newid go iawn ac i fod yn agored i weithio mewn ffyrdd gwahanol. Mae'r holl bartneriaid yn hapus i ymrwymo eu hunain i gydweithio er mwyn darparu gwasanaethau cynaliadwy ac effeithiol sy'n osgoi problemau yn y tymor hir. Rydym eisiau cefnogi ein cymunedau i fod yn fwy iach, cadarn a llewyrchus. Rydym eisiau cyfrannu at weledigaeth Llywodraeth Cymru i gael Cymru fwy cyfartal a chyfrifol am y byd, lle mae gennym gymunedau cydlynol a diwylliant bywiog.



Bethan Jones, Cadeirydd Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych

Ynglŷn â Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych

Yn Ebrill 2016, sefydlodd Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 fwrdd statudol, a elwir yn Fwrdd Gwasanaethau Cyhoeddus, ymhob ardal awdurdod lleol yng Nghymru. Mae Conwy a Sir Ddinbych wedi defnyddio grym o fewn y Ddeddf i uno eu Byrddau Gwasanaethau Cyhoeddus yn un Bwrdd ar gyfer rhanbarth Conwy a Sir Ddinbych.

Mae'r Bwrdd yn gasgliad o gyrff cyhoeddus sy'n cydweithio i wella lles eu siroedd. Mae hyn yn golygu fel grŵp bod yn rhaid i Fwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych wella lles economaidd, cymdeithasol, amgylcheddol a diwylliannol ardaloedd Conwy a Sir Ddinbych drwy weithio i gyflawni'r [7 nod Lles](#).

Mae Aelodaeth yn cynnwys uwch gynrychiolwyr o'r sefydliadau y rhestrir isod. Fodd bynnag bydd aelodaeth yn cael ei adolygu yn rheolaidd i sicrhau bod cynrychiolaeth ddigonol i gyflawni'r blaenoriaethau.

Mae gennym [wefan](#) pwrpasol hefyd lle gall y cyhoedd gael mynediad i'r Asesiad a Chynllun Llesiant Lleol, yn ogystal â chofnodion cyfarfodydd, papurau cyfarfodydd bwrdd, newyddlenni ac i ganfod mwy o wybodaeth am ein partneriaid.

- ❖ [Bwrdd Iechyd Prifysgol Betsi Cadwaladr](#)
- ❖ [Cefnogaeth Gymunedol a Gwirfoddol Conwy](#)
- ❖ [Cyngor Bwrdeistref Sirol Conwy](#)
- ❖ [Cyngor Sir Ddinbych](#)
- ❖ [Gyngor Gwasanaethau Gwirfoddol Sir Ddinbych](#)
- ❖ [Gwasanaeth Prawf Cenedlaethol](#)
- ❖ [Cyfoeth Naturiol Cymru](#)
- ❖ [Gwasanaeth Tân ac Achub Gogledd Cymru](#)
- ❖ [Heddlu Gogledd Cymru](#)
- ❖ [Swyddfa Commisiynydd Heddlu a Throsedd Gogledd Cymru](#)
- ❖ [Iechyd Cyhoeddus Cymru](#)
- ❖ [Llywodraeth Cymru](#)



Sut mae'r Cynllun Llesiant wedi'i ddatblygu?

Mae cam cyntaf yn natblygiad y Cynllun Llesiant yn cynnwys aelodau o Fwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych yn cydweithio ar ddatblygu'r Aseiad Llesiant ar gyfer yr ardal, sydd i'w weld ar-lein [yma](#). Rydym wedi defnyddio'r dull ar y cyd hwn er mwyn sicrhau fod yr aseiad yn cael ei ddatblygu yn defnyddio arbenigedd, gwybodaeth a mewnwleidiad gan yr holl sefydliadau.

Nod yr aseiad yw nodi cryfderau a nodweddion cadarnhaol am bobl, cymunedau a lleoedd Conwy a Sir Ddinbych, yn ogystal â disgrifio'r heriau a'r cyfleoedd sy'n eu hwynebu nawr ac yn y dyfodol. Mae'r aseiad wedi defnyddio data, ymchwil lleol a chenedlaethol ac yn fwy pwysig adborth gan breswylwyr, ymwelwyr a busnesau drwy **'Sgwrs y Sir'** yn ystod haf a hydref 2016. Casglwyd y wybodaeth ar ran sefydliadau'r sector gyhoeddus ar draws Conwy a Sir Ddinbych.

Tudalen y pecyn 74

Yn ystod haf 2016 siaradwyd â chynifer o bobl â phosibl i ganfod eu barn am beth sy'n gweithio'n dda yng Nghonwy a Sir Ddinbych ac ar beth y mae angen i ni ganolbwyntio nawr ac ar gyfer cenedlaethau'r dyfodol. Gofynnwyd i bobl siarad am eu profiadau a'u cymunedau er mwyn i ni ddeall ychydig mwy am bryderon a chryfderau lleol. Trafodwyd â chroestoriad eang o'r gymuned, gan gynnwys:

- Amryw o grwpiau a fforymau cymunedol yn ymdrin ag amrywiaeth o ddiddordebau cymunedol mewn cymysgedd o leoliadau trefol a gwledig
- Preswylwyr
- Plant ag anableddau
- Rhwydweithiau busnes
- Grwpiau ffydd
- Cyngorau Tref a Chymuned
- Pobl ifanc (trwy gyngorau ysgol ieuenctid)
- Rhwydwaith Cydraddoldeb Hiliol Gogledd Cymru
- Sefydliadau partner sector cyhoeddus eraill

Yn ogystal ag ymrwmo â'r grwpiau uchod, rydym wedi defnyddio amryw o ddulliau cyfathrebu gan gynnwys -

- Hyrwyddo'r Trafodaeth Sirol trwy aelodau staff a thrwy sianeli mewnol partneriaid a staff fel Bwletin Conwy, newyddlen Llais y Sir gan Sir Ddinbych, e-fwletinau Busnes a rhestrau postio.



- Defnyddiwyd cyfryngau cymdeithasol a datganiadau i'r wasg i hyrwyddo Sgwrs y Sir ac i ddiweddarau pobl am y sylwadau yr ydym yn ei dderbyn ac i alluogi pobl i lenwi holiaduron ar-lein.

Fe wnaethom fonitro Sgwrs y Sir er mwyn sicrhau ein bod wedi derbyn adborth o bob ystod oedran, pob ardal ddaearyddol o'r sir a phob maes pwnc (gweler atodiad A). Er ein bod yn hyderus ein bod wedi estyn allan at drawstoriad eang o'r gymuned, o ran daearyddiaeth a nodweddion a ddiogelir, rydym yn teimlo y gallwn wneud mwy wrth i Sgwrs y Sir ddatblygu dros y blynyddoedd nesaf i wella pa mor drylwyr y byddwn yn ymgynghori â rhai grwpiau o bobl, sydd o bosib wedi cael eu tangynrychioli.

Ar ddechrau 2017 cychwynnwyd trafod darganfyddiadau'r asesiad lles mewn mwy o fanylder, a nodi'r achosion strategol lle gallwn ar y cyd wneud gwahaniaeth. O'r dadansoddiad, daeth y bwrdd i fyny â rhestr hir o achosion strategol. Cynhaliwyd cyfres o weithdai yn haf 2017 gyda nifer o randdeiliaid er mwyn archwilio materion yn fwy manwl. Mae'r gweithdai hyn wedi ein helpu i flaenoriaethu meysydd o'r angen mwyaf ynghyd â themâu Cymdeithasol, Diwylliannol, Amgylcheddol ac Economaidd, ac i ddatblygu atebion posib. O ganlyniad i'r gwaith, ysgrifennwyd cynllun llesiant drafft.

Ymgynghorwyd ar y cynllun drafft rhwng Hydref 2017 ac Ionawr 2018. Cynhaliwyd gweithdy arall ym mis Ionawr 2018 lle bûm yn dadansoddi'r adborth. Gwnaed hynny wrth ystyried y synergeddau rhwng blaenoriaethau, yr effaith y byddai BGC yn ei gael, goblygiadau hir dymor a lle mae gwaith yn ei le yn barod ar gyfer y flaenoriaeth (i osgoi dyblygu). Hyn yn golygu ailddiffinio'r cynllun yn 3 blaenoriaeth sydd yn gysylltiedig â **Phobl, Cymunedau a Lle**. Mae'r 3 blaenoriaethau yn cynnwys y 6 blaenoriaethau a ddrafftwyd yn flaenorol gan y cytunwyd bod yr achosion yn cydgysylltu ac ni ellir edrych arnynt ar wahân.

Datblygu Cynaliadwy <<http://thewaleswewant.co.uk/ways-working>> yw'r brif egwyddor o weithgareddau BGC Conwy a Sir Ddinbych. Mae hyn yn golygu gweithredu mewn ffordd sy'n ceisio sicrhau fod anghenion presennol yn cael eu diwallu heb gyfaddawdu gallu cenedlaethau'r dyfodol i ddiwallu eu hanghenion eu hunain. Rydym hefyd wedi ymrwymo i ddefnyddio'r 5 dull o weithio (cydweithio, atal, integreiddio, hir dymor ac ymrwymiad) i gyflawni blaenoriaethau Llesiant.

Rydym hefyd wedi ymrwymo i 4 egwyddor ychwanegol sy'n cefnogi'r blaenoriaethau. Sef:

- ❖ I fynd i'r afael ag anghydraddoldebau ac i drin pawb yn gyfartal
- ❖ I gynllunio a hyrwyddo Iaith Gymraeg
- ❖ I gefnogi mynediad i lety priodol
- ❖ Osgoi dyblygu

Mae blaenoriaethau'r Bwrdd Gwasanaethau Cyhoeddus wedi canolbwyntio ar agweddau ar y cyd gan wneud gwahaniaeth a chael effaith mwy ar dymor. Nid ydym yn dymuno dyblygu gwaith. Mae ein blaenoriaethau yn seiliedig ar ddadansoddiad o fyrddau partneriaeth eraill sydd yn gweithio'n barod i wella rhanbarth Gogledd Cymru. Mae'r byrddau partneriaeth yn cynnwys ffocws ar addysg, diogelwch cymunedol, twf economaidd a llesiant. Amlinelliad o dirwedd partneriaeth Gogledd Cymru wedi'i gynnwys yn atodiad B.

Pobl – Lles meddyliol da ar gyfer pob oedran

Bydd y flaenoriaeth yn canolbwyntio ar y ffyrdd y gallwn gydweithio i sicrhau fod pobl o bob oedran yn mwynhau lles meddyliol da. Mae hynny'n bwysig fel bod holl genedlaethau'r dyfodol -

- gyda gwell cyfle o wireddu eu potensial unigol;
- gyda'r gallu i ymdopi â phwysau arferol sydd i'w cael mewn bywyd;
- yn gallu gweithio'n gynhyrchiol;
- yn gwneud pethau sy'n gwell eu llesiant;
- yn gallu gwneud cyfraniad cadarnhaol i'w cymuned;
- gyda'r gwybodaeth a'r dulliau sydd eu hangen arnynt i fod yn annibynnol cyn hired â phosib yn eu blynyddoedd hŷn, ac
- yn ymwybodol o ddewisiadau eu hunain ac i gymryd cyfrifoldeb personol am iechyd a lles ei hunain

Beth mae ein Hasesiad Llesiant a Llais y Sir yn ei ddweud wrthym?

Tudalen y pecyn 77
• Amcangyfrifir y bydd 1 o bob 4 person yn y DU yn profi problem iechyd meddwl bob blwyddyn.

• Y problemau iechyd meddwl mwyaf cyffredin yn y DU yw gorbryder ac iselder.

• Mae oddeutu 9.8% o boblogaeth Bwrdeistref Sirol Conwy a 11.6% o boblogaeth Sir Ddinbych yn adrodd eu bod yn cael eu trin ar gyfer salwch meddwl – y cyfartaledd i Gymru yw oddeutu 12.1%.

• Mae cyfran fawr o'r ymweliadau i'r Adrannau Argyfwng a derbyniadau cyffredinol i ysbytai yn gysylltiedig â phroblemau iechyd meddwl.

• Mae cyfraddau hunanladdiad yng Nghonwy a Sir Ddinbych yn uwch o'i gymharu â rhannau eraill o Gymru.

• Mae nifer yr asesiadau o hunan-niweidio ar gyfer plant a phobl ifanc yng Ngogledd Cymru wedi dyblu a mwy rhwng 2012/13 a 2015/16.

- I bobl ifanc o dan 18 oed mae'r gyfradd o unigolion â phroblemau iechyd meddwl yng Ngogledd Cymru yn 30% yn uwch na Chymru.
- Mae gormod o bwyslais yn cael ei roi ar gyflawni targedau yn hytrach na meithrin hyder ac uchelgais yn ein pobl ifanc.
- Mae angen buddsoddi mwy o adnoddau mewn addysg sy'n dysgu sgiliau byw a chymdeithasol (h.y. lles meddyliol ac emosiynol, ymwybyddiaeth ariannol a maeth).
- Mae iechyd meddwl cadarn yn rhan bwysig o ddatblygiad pobl ifanc ac yn addasiad cadarnhaol er mwyn galluogi pobl i ymdopi, ffynnu a phrofi iechyd a chanlyniadau cymdeithasol da.
- Mae angen cefnogi entrepreneuriaeth yn well ac annog cyfrifoldeb cymdeithasol.
- Cododd cyfanswm pobl gyda dementia wedi cofrestru gyda meddygfeydd yng Nghonwy a Sir Ddinbych o 1,700 claf yn 2011 i 2,050 claf yn 2016.



Pam fod lles meddyliol yn flaenoriaeth i ni...

- Bydd nifer y bobl ag iechyd meddwl gwael yn codi oddeutu 1,000 erbyn 2035.
- Byddwn yn colli cyfleoedd i gamu mewn yn gynnar ac i osgoi achosion rhag gwaethygu.
- Bydd mwy o achosion i deuluoedd a gwasanaethau i ddelio â nhw.
- Bydd lles ein pobl ifanc yn gwaethygu.

Camau Nesaf – Byddwn yn archwilio ffyrdd o...

Tymor Byr (1 - 5 mlynedd)

Tymor Canolig (1 - 15 mlynedd)

Hirdymor (1 - 20 mlynedd)

Tudalen y pecyn 78

- Parhau i ganolbwyntio ar gefnogaeth i ofalwyr di-dâl
- Cydlynu cymorth i rieni i roi i'w plant ar gyfer y dechrau gorau mewn bywyd
- Annog sefydliadau BGC i gyflwyno hyfforddiant iechyd meddyliol i'w gweithlu (fel cyfeillion dementia a Chymorth Cyntaf iechyd meddyliol)
- Archwilio gweithgareddau rhyng-genedlaethau
- Hwb i wasanaethau gwirfoddol gan ddefnyddio pobl gyda'r galluedd priodol

- Helpu pobl ifanc i ddatblygu ymddygiadau a sgiliau bywyd ymarferol sy'n cyfrannu at iechyd a lles da
- Gwneud y mwyaf o'r amgylchedd ac annog iechyd meddyliol cadarnhaol
- Gwneud y mwyaf o gyfleoedd ar gyfer penodi cymdeithasol

- Datblygu modelau newydd i hyrwyddo iechyd a lles fel bod pobl o bob oedran yn dibynnu llai ar iechyd a gofal cymdeithasol.

Os byddwn yn canolbwyntio ar y flaenoriaeth hon rwan, yn y dyfodol gallwn.....

- Gael mwy o bobl yn profi iechyd meddyliol da a llai o bobl yn dioddef o bryder ac iselder.
- Llai o hunan niweidio a chyfraddau is o hunanladdiad.
- Llai o stigma am iechyd meddyliol.

Synergedd gyda'n blaenoriaethau llesiant eraill.....

- ✓ **Ymrymuso'r Gymuned** – cydweithio i sicrhau bod gennym gymunedau cryf sy'n ffynnu ar draws Conwy a Sir Ddinbych.
- ✓ **Gwydnwch Amgylcheddol** – cydweithio i sicrhau fod ein cymunedau wedi cael eu paratoi ar gyfer newidiadau yn yr hinsawdd lleol yn y dyfodol fel llifogydd ac effeithiau carbon.

Bydd y flaenoriaeth yn edrych ar ffyrdd y gallwn gydweithio i ymrymuso cymunedau. Mae hyn yn arbennig o bwysig mewn hinsawdd lle mae lleihad mewn cyllid gyda gwytnwch cymunedau yn chwarae rôl bwysicach. Byddwn yn cefnogi cymunedau trwy weithio gyda nhw i ddatblygu'r sgiliau, strwythurau a gwybodaeth sydd ei angen i ddatblygu eu cymuned i gwrdd â'u hanghenion lleol.

Beth mae ein Hasesiad Llesiant a Llais y Sir yn ei ddweud wrthym?

- Mae 25% o'r boblogaeth dros 65 oed, mae hynny'n llawer uwch na chyfartaledd Cymru o 20% a chyfartaledd y DU o 18%.
- Mae 27% o'n poblogaeth yn 25 oed neu iau, erbyn 2039 mae disgwyl y bydd llai o bobl ifanc yn byw yma (ar 25%) - gan gynyddu'r bwlch strwythur oedran sydd gennym ar gyfer oedrannau o tua 18 i 40.
- 3,500 o bobl rhwng 15-29 oed yn gadael yr ardal bob blwyddyn, gyda dim ond 3,000 yn symud i mewn ac mae hynny'n dangos y duedd tuag at grwpiau oedran hyn o fewn ein poblogaeth – pobl ifanc yn gadael am gyflogaeth, dysgu, ffordd o fyw neu resymau tai.
- Un o bob chwech aelwyd yn cael ei meddiannu gan bensiynwr sengl.
- 40.9% o gartrefi pensiynwyr preifat ddim yn berchen ar gar, hynny'n peri risg o arwahanrwydd, methu mynychu apwyntiadau, siopa neu weithgareddau hamdden.
- Disgwyliad oes yn cynyddu, yn ogystal â % yr henoed yn ein cymunedau.
- Mae codiad mewn gofal di-dâl ar draws y Deyrnas Unedig. Gofal di-dâl yn werth £132 biliwn y flwyddyn.
- O'i gymharu ag ardaloedd eraill o'r DU, mae gan Gonwy a Sir Ddinbych gyfraddau isel o drosedd ac ymddygiad gwrthgymdeithasol, er yn achos Sir Ddinbych mae ardaloedd gyda chyfraddau uwch o fewn rhannau o'r Rhyl.
- Mae Trais Domestig yn parhau i fod yn her allweddol i ddiogelwch personol yn ogystal â chael effaith ar gymunedau ac yn achos bwysig yng nghydestun agenda Profiadau Niweidiol Yn Ystod Plentyndod (PNP).
- Dim ond 27% o boblogaeth Conwy a Sir Ddinbych sy'n teimlo eu bod yn gallu dylanwadu ar benderfyniadau sy'n effeithio ar eu hardal leol – er mae hynny'n uwch na'r cyfartaledd ar gyfer Cymru o 21%.
- Cymunedau yn gweld gwerth asedau ffisegol lleol er mwyn dod â phobl ynghyd ac i feithrin hunaniaeth gymunedol.
- Mae parodrwydd o fewn cymunedau i archwilio trefniadau perchnogaeth / rheoli eraill. Mae preswylwyr yn teimlo yr hoffent weld mwy o asedau yn cael eu rhedeg gan y gymuned ar draws y sir, gyda gwell mynediad a chyfleusterau i'w gwneud yn lleoliadau amlbwrpas a hunangynhaliol.
- Pobl yn gwerthfawrogi ymgysylltu â'r gymuned, gwirfoddoli a gwasanaethau lleol yn hyrwyddo lles ac annibyniaeth.
- Angen mwy o gyfleoedd ar gyfer gweithgareddau rhyng-genedlaethau mewn cymunedau lleol fel bod pobl yn gallu cadw cysylltiad â chadw'n ffit – gweld gwirfoddoli fel ffordd o wneud hyn.
- Pobl ifanc yn teimlo'n rhwystredig gan fod gwirfoddoli heb ei gydlynu.
- Rydym angen dros 400 o gartrefi bob blwyddyn - 314 wedi'u hadeiladu yn 2016.



Pam fod ymrymuso'r gymuned yn flaenoriaeth i ni...

- Partneriaid Bwrdd Gwasanaeth Cyhoeddus Unigol wedi gwneud llawer iawn ar y pwnc cydnerthu cymunedol. Mae canlyniad hyn wedi bod, er hynny, yn gymysg o ran llwyddiant, ac rydym yn adnabod drwy gydweithio y gallwn gymryd dull mwy strategol i ymrymuso'r gymuned ac i wneud defnydd gwell o adnoddau ar y cyd.

Camau Nesaf – Byddwn yn archwilio ffyrdd o...

Tymor Byr (1 - 5 mlynedd)

- Cefnogi pobl i gynllunio a siapio eu cymunedau
- Targedu yr unigolion hynny sydd wedi eu diystyru yn ddigidol fel bod ganddynt y sgiliau a'r gallu i ddefnyddio gwasanaethau digidol
- Mentora a rhoi cyngor gyrfaoedd effeithiol i bobl ifanc
- Cynnig y cyfle i bobl ifanc ddatblygu eu sgiliau bywyd a gwaith trwy gyfleoedd gwirfoddoli a phrofiad gwaith defnyddiol

Tymor Canolig (1 - 15 mlynedd)

- Galluogi pobl i deithio i waith, addysg a gwasanaethau
- Gwneud band eang cyflym iawn a rhwydweithiau ffonau symudol ar gael i bawb
- Cefnogi pobl ifanc a hen i gael mynediad i lety priodol y gallent ei fforddio
- Cefnogi pobl i baratoi ar gyfer eu blynyddoedd hwyrach mewn bywyd

Hirdymor (1 - 20 mlynedd)

- Darparu rhagor o gartrefi ar draws Conwy a Sir Ddinbych

Os y byddwn yn canolbwyntio ar y flaenoriaeth hon rŵan, yn y dyfodol gallwn gael.....

- Grwpiau cymuned ac asedau sy'n ffynnu ac yn cwrdd ag anghenion lleol.
- Gwasanaethau sy'n gweithio gyda'i gilydd yn well.
- Gwasanaeth yn darparu gwell gwerth am arian.
- Pobl yn cymryd rhan ac yn dweud eu barn wrth wella gwasanaethau.

Synergedd gyda blaenoriaethau llesiant eraill -

- ✓ **Lles Meddyliol Da** - cydweithio i sicrhau fod pobl o bob oedran yn mwynhau lles meddyliol da
- ✓ **Gwydnwch Amgylcheddol** – cydweithio i sicrhau fod ein cymunedau wedi cael eu paratoi ar gyfer newidiadau yn yr hinsawdd lleol yn y dyfodol fel llifogydd ac effeithiau carbon.

Bydd y flaenoriaeth yn edrych ar ffyrdd y gall partneriaid gydweithio i ddatblygu gwydnwch amgylcheddol yn ein cymunedau. Mae'r flaenoriaeth yn ystyried sawl agwedd o wydnwch amgylcheddol gan gynnwys yr angen i baratoi ac addasu yn well, ar lefel lleol, i effeithiau newid hinsawdd h.y. llifogydd, a sut y gallwn gydweithio i fynd i'r afael ag achosion eraill o flaenoriaeth o bryder amgylcheddol fel lleihau ein ôl troed carbon ac ecolegol.

Beth mae ein Hasesiad Llesiant a Llais y Sir yn ei ddweud wrthym?

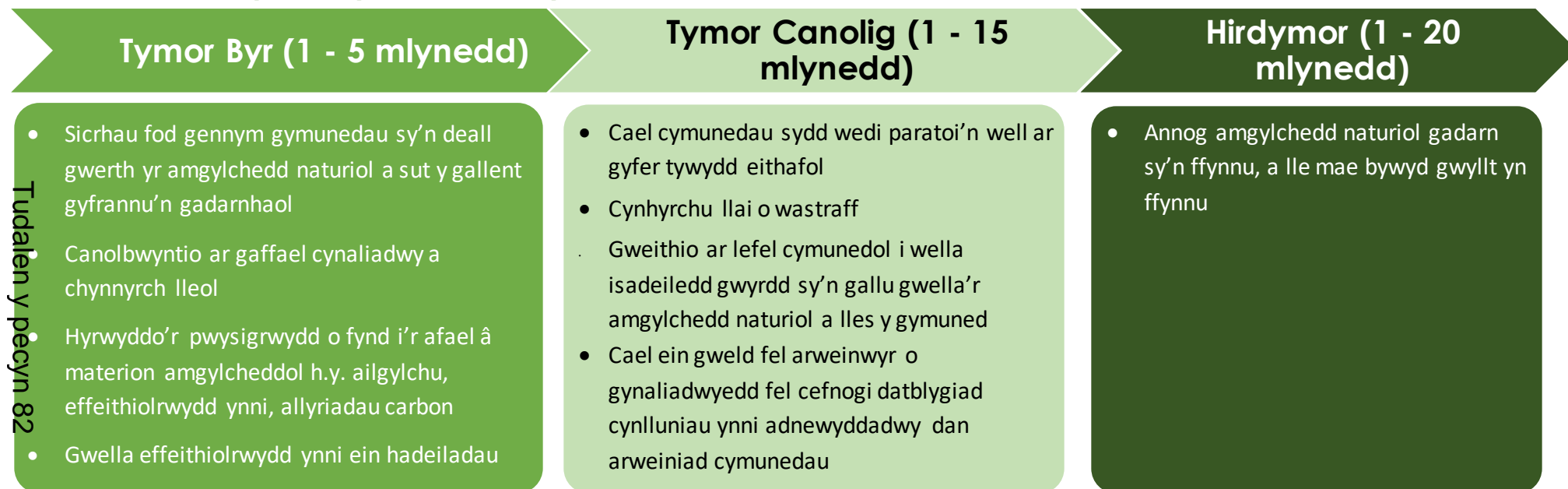
- Mae'r bygythiad o lifogydd a rheoli dŵr yn fater amgylcheddol allweddol yng Nghonwy a Sir Ddinbych.
- Mae oddeutu 12,500 o eiddo mewn risg sylweddol o lifogydd a 21,000 mewn risg isel neu ganolig.
- Mae 75% o'n tir yn amaethyddol sydd yn bennaf yn cael ei reoli gan ffermwyr.
- Yn bennaf y tu allan i'r safleoedd dynodedig, mae coetiroedd yn gorchuddio 13.5% o Sir Conwy a Sir Ddinbych - yn debyg i gyfartaledd Cymru.
- Mae'r ddwy sir yn dibynnu'n sylweddol ar yr amgylchedd naturiol mewn sawl agwedd. Er enghraifft, mae amaethyddiaeth a thwristiaeth yn yrwyr economaidd sylweddol sy'n dibynnu ar, ac yn gallu cael effaith sylweddol ar yr amgylchedd naturiol - 15 miliwn o bobl wedi ymweld â Chonwy a Sir Ddinbych gan ychwanegu £1.28 biliwn i'r economi leol.
- Mae hyn yn cyfrif ar gyfer 20% o'r unigolion o oedran gwaith yng Nghonwy wledig a dros 15% yn ardaloedd gwledig Sir Ddinbych.
- Mae bioamrywiaeth yn dioddef ac yn dirywio gan gynnwys -
 - 57% o blanhigion
 - 60% o loynnod byw
 - 40% rhywogaethau adar
- Angen gwneud mwy i annog pobl iau i chwarae eu rhan gyda'r amgylchedd ac y dylid cefnogi cymunedau i helpu i ddiogelu'r amgylchedd.
- Pobl yn bryderus na ddylid gor-ddatblygu (yn enwedig o ran adeiladu tai) a'n bod yn cydbwysu cadwraeth natur a datblygu gan ddiogelu'r hyn sy'n brin ac yn unigryw.
- Allyriadau Carbon yn codi – mae gan y DU darged i leihau allyriadau nwy tŷ gwydr o 80% erbyn 2050.
- Tlodi tanwydd yn effeithio 7,600 o gartrefi yn y rhanbarth.
- Rydym angen newid y ffordd yr ydym yn edrych ar yr amgylchedd naturiol mewn ffyrdd traddodiadol (mewn seilo) a deall ei bwysigrwydd sylfaenol mewn cyflawni buddion ehangach mewn cymdeithas h.y. helpu i leihau'r effeithiau o newid hinsawdd, gwella iechyd.



Pam fod cadernid amgylcheddol yn flaenoriaeth i ni...

- Mae cael amgylchedd naturiol iach a chadarn yn hanfodol i gyflawni buddion amgylcheddol, economaidd, diwylliannol a iechyd mwyaf ar gyfer cymunedau Conwy a Sir Ddinbych.

Camau Nesaf – Byddwn yn archwilio ffyrdd o...



Os byddwn yn canolbwyntio ar y flaenoriaeth hon rwan, yn y dyfodol gallwn...

- Cymunedau sy'n deall a gwerthfawrogi pwysigrwydd yr amgylchedd naturiol a'r gwasanaethau hanfodol y mae'n ei ddarparu i gymdeithas.
- Amgylchedd naturiol sy'n cael ei reoli mewn ffordd cynaliadwy a tra bod bywyd gwyllt a natur yn blodeuo.
- Amgylchedd naturiol sy'n darparu'r buddion mwyaf i'n preswylwyr ar draws y sbectrwm cymdeithasol, amgylcheddol, economaidd a diwylliannol.

Synergedd gyda blaenoriaethau llesiant eraill -

- ✓ **Lles Meddyliol Da** - cydweithio i sicrhau fod pobl o bob oedran yn mwynhau lles meddyliol da.
- ✓ **Ymrymuso'r Gymuned** – cydweithio i sicrhau bod gennym gymunedau cryf sy'n ffynnu ar draws Conwy a Sir Ddinbych.

Sut y byddwn yn cynllunio i ddatblygu'r camau gweithredu hyn

Y cam nesaf o ddatblygiad y Cynllun Llesiant yw sefydlu grwpiau cyfeirio ar gyfer pob un o'r blaenoriaethau i'n cefnogi i ddatblygu cynllun gweithredu ar gyfer y Cynllun Llesiant. Rydym wedi bod mewn trafodaethau rheolaidd gyda Swyddfa Comisiynydd Lles Cenedlaethau'r Dyfodol ac wedi derbyn adborth adeiladol ar y cynnydd sydd wedi'i wneud hyd yma. Rydym hefyd wedi adolygu y sylwadau lleol a dderbyniwyd, yr Adroddiad Cenedlaethol a gyhoeddwyd yn ddiweddar gan y Comisiynydd 'Gweithredu Heddiw ar gyfer Gwell Yfory' a gohebiaeth wedi'i dderbyn gan Gomisiynwyr eraill.

Rydym wedi ymrwymo i lawer iawn o agweddau yn barod er mwyn deall sylwadau dinasyddion a chymunedau, ond rydym yn cydnabod ein bod angen sefydlu trafodaeth barhaus ac i wneud mwy o waith i ddeall hyd yn oed yn well y 'profiad o fyw' yn ein cymunedau. Mae cam nesaf y Cynllun Llesiant angen edrych ar, a defnyddio data ansoddol o leoliadau er mwyn gwella dealltwriaeth y Bwrdd o'r ardaloedd cymunedol. Dim ond trwy edrych ar y ddarpariaeth gwasanaeth o safbwyntiau gwahanol y gallwn wir ystyried y cyfleoedd ar gyfer lles a'r heriau yr ydym angen rhoi sylw iddynt. Byddwn yn gweithio gyda grwpiau cyfeiriad i ddatblygu cynlluniau gweithredu mwy manwl sy'n gallu ystyried camau gweithredu yn y cyfnod byr, canolig a hir sydd eu hangen i gyflawni'r dyfodol yr ydym yn dyheu amdano. Bydd y cynllun gweithredu yn defnyddio'r 5 ffordd o weithio o fewn y Ddeddf Lles Cenedlaethau'r Dyfodol (Cymru) 2017 yn cynnwys - **hirdymor; ataliad; integreiddio; cydweithio** ac **ymglymiad**. Mae'n bwysig bod y camau gweithredu sy'n cael eu datblygu yn herio busnes fel arfer, yn archwilio tensiynau polisi, yn ymchwilio arfer da ac yn datblygu dulliau newydd.

Rydym hefyd angen deall y data a thueddiadau'r dyfodol yn well ar gyfer y blaenoriaethau llesiant a nodwyd. Bydd hyn yn ein helpu i ddeall y sefyllfa bresennol a graddfa a natur yr ymateb sydd ei angen. Byddwn yn defnyddio'r adroddiad tueddiadau'r dyfodol a gyhoeddwyd yn ddiweddar i ystyried y tueddiadau disgwylidig yn y rhanbarth.

Bydd amcanion Llesiant Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych yn cyfrannu at lwyddiant targedau Llesiant cenedlaethol am eu bod wedi cael eu datblygu a'u blaenoriaethu trwy archwilio gwybodaeth leol mewn perthynas â phob targed Llesiant cenedlaethol, ac yn chwilio am safbwyntiau lleol ar flaenoriaethau ar gyfer cyflawni Llesiant cymunedol yn unol â'r targedau cenedlaethol. Mae hyn yn rhoi hyder i ni ein bod yn defnyddio ein hadnoddau ar gyflawni canlyniadau a fydd o'r budd mwyaf i'n cymunedau. Gweler atodiad C sy'n darparu manylion pellach ar sut yr ydym yn credu y bydd ein Blaenoriaethau Llesiant yn cyfrannu at ofynion y Ddeddf.

Mae'r egwyddorion datblygu cynaliadwy yn ganolog i'r gwaith a wnaed i adnabod ein blaenoriaethau, ac yn ganolog i'r cam cynllunio wrth i ni gytuno ar ba gamau gweithredu i'w cymryd wrth gefnogi pob blaenoriaeth. Wrth ddatblygu ein blaenoriaethau, canolbwyntiwyd ar yr hirdymor trwy edrych ar dueddiadau data ar gyfer y gorffennol, presennol a'r dyfodol (a ragwelir) a hefyd trwy drafod dyheadau hirdymor ymgynghoreion ar gyfer pob targed. Mae edrych ar dueddiadau'r dyfodol - ac ystyried risgiau a chyfleoedd cysylltiedig – wedi ein galluogi i gyfeirio at yr egwyddor **atal**. Mae **ymrwymiad** yn egwyddor yriannol allweddol. Rydym wedi buddsoddi llawer o amser yn cynnal trafodaethau gyda'n cymunedau yn ogystal â gweithdai â ffocws iddynt gyda phobl broffesiynol. Rydym wedi ymdrechu i gael y rhain i gynrychioli ein hardaloedd cymunedol (adlewyrchu oedran, rhyw, statws cymdeithasol, galwedigaethau ac ati), a hefyd wedi comisiynu gwaith ymgynghori ar y cyd yn rhanbarthol (**cydweithio**) gyda grwpiau anodd eu cyrraedd.

Bydd yr egwyddorion hyn yn ganolog i'r broses o gynllunio ein camau gweithredu i gefnogi ein amcanion Llesiant. Mae angen **cydweithio** wrth gyflawni amcanion a ni ddylai partner o'r Bwrdd Gwasanaethau Cyhoeddus wneud hynny'n unigol. Byddwn yn ffurfio grwpiau cyfeirio ar gyfer pob amcan. Bydd y grwpiau hyn yn cynnwys rhanddeiliaid allweddol sydd yn fwyaf tebygol o fod yn bobl broffesiynol ond hefyd yn cynnwys cynrychiolaeth gan ddefnyddwyr gwasanaeth.

Nid yw'n bosibl eto i fod yn benodol am pryd y bydd yr amcanion hyn yn cael eu cyflawni ond bydd cynllunio manwl yn cael ei wneud yn ystod 2018 / 2019. Dylid nodi serch hynny na fydd yr amcanion hyn o natur tymor byr felly bydd y gwaith o'u cyflawni yn cael ei wneud dros y tymor canolig/hir.

Cyflawni'r cynllun a monitro cynnydd

Bydd y gwaith o gyflawni'r Cynllun yn cael ei fonitro gan y BGC trwy adroddiadau amlygu a chynnydd rheolaidd am flaenoriaethau Llesiant BGC wedi eu cyflwyno i'r Bwrdd. Bydd fframwaith rheoli perfformiad yn cael ei ddatblygu i gyflawni Blaenoriaethau Llesiant.

Byddwn yn dylunio dangosyddion sydd yn addas i'r Cynllun Llesiant ac yn berthnasol i'n hardal leol gan ddefnyddio Dangosyddion Llesiant Cenedlaethol a osodwyd trwy'r Ddeddf fel man cychwyn. Gyda'i gilydd byddant yn ein helpu i werthuso a diffinio ein cynllun a'n dulliau gweithio.

Archwilio

Wrth ddrafftio'r Cynllun Llesiant mae BGC Conwy a Sir Ddinbych yn parhau i gael ei archwilio gan y pwyllgor Craffu a Throsolwg ym mhob Awdurdod Leol – yn Sir Ddinbych mae hynny'n cael ei wneud gan y Pwyllgor Craffu Partneriaeth ac yng Nghonwy gan y Pwyllgor Craffu Cyllid ac Adnoddau. Mae'r pwyllgorau craffu dynodedig i gyd yn gyfrifol am gymryd golwg cyffredinol o effeithiolrwydd BGC Conwy a Sir Ddinbych trwy adolygu neu graffu'r penderfyniadau a wneir neu'r camau gweithredu y bydd y Bwrdd yn eu cymryd; a thrwy adolygu neu graffu trefniadau llywodraethu'r Bwrdd.

To ddwynnag gall y trefniadau craffu hyn newid yn ystod oes y Cynllun Llesiant gan fod trafodaethau yn cael eu cynnal yng lŷn ag os mai dyma'r defniant mwyaf priodol ar gyfer y bwrdd.

Adroddiad Blynyddol

Fel rhan o'n trefniadau monitro byddwn yn llunio Adroddiad Blynyddol yn manylu'r cynnydd a wnaed gan y BGC i gyflwyno a chyflawni bob un o'u blaenoriaethau Llesiant.

Trafodaeth Barhaus

Yn ystod datblygu'r asesiad Llesiant, mae ymrwymo trwy Lais y Sir yn ffordd bwysig o hel safbwyntiau gan y cymunedau lleol ar lesiant. Rydym eisieu parhau i ymrwymo mewn perthynas pwrpasol gyda phobl a chymunedau ar draws Conwy a Sir Ddinbych yn ogystal â gweithluoedd ein holl sefydliadau. Mae'n hanfodol ein bod yn ystyried pwysigrwydd cynnwys pobl sydd â diddordeb mewn cyflawni'r nodau lles, a sicrhau bod y bobl hynny'n adlewyrchu amrywiaeth poblogaeth yr ardal y mae'r Bwrdd yn ei gwasanaethu.

Byddwn yn cymryd camau ychwanegol y tu allan i gyfarfodydd i sicrhau ein bod yn gwrando ar lais y cyhoedd a'r llais proffesiynol i'n helpu i lunio'r cynllun llesiant wrth symud ymlaen. Bydd hynny'n cynnwys ymarferion ymgynghori ac ymgysylltu a fydd yn cynnig cyfleoedd i bobl leisio a thrafod syniadau trwy drefniadau digidol ac ymrwymiad cyhoeddus /proffesiynol. Bydd llunio grwpiau cyfeirio ar gyfer pob blaenoriaeth yn sicrhau ymrwymiad arwyddocaol gyda'r pobl cywir. Bydd y grwpiau hefyd yn ystyried safbwyntiau arbenigwyr yn y meysydd priodol yn ogystal â dysgu o ferion da eraill i ysbrydoli gwaith y BGC.

Rydym wedi datblygu cynllun cyfathrebu i sicrhau fod pobl, sefydliadau a phartneriaethau allweddol yn cael gwybod am ddatblygiadau'r BGC.

Mae gan BGC Conwy a Sir Ddinbych [wefan](#) arbennig, lle gall y cyhoedd gael mynediad i'r Asesiad a Chynllun Llesiant, yn ogystal â chofnodion cyfarfodydd, papurau cyfarfodydd bwrdd, newyddlenni ac i ganfod mwy o wybodaeth am ein partneriaid. Mae ein holl gyfarfodydd ffurfiol wedi eu cynnal yn gyhoeddus ac yn agored i unrhyw un eu harsylwi. I gael rhestr o'r dyddiadau a lleoliadau, ewch i wefan BGC.

Yn ogystal mae gan bob sefydliad partner BGC fecanwaith ei hun ar gyfer ymrwymo gan gynnwys ymrwymiad ddigidol trwy gyfryngau cymdeithasol. Mae BGC wedi ymrwymo i rannu negeseuon allweddol rhwng sefydliadau'r BGC ar ymrwymiad mewnol yn ogystal â hyrwyddo gweithgareddau BGC.

Cysylltu â Ni

Am fwy o wybodaeth ar ein Cynllun Llesiant neu ar Fwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych yn gyffredinol cysylltwch â ni ar -



Swyddog Datblygu Bwrdd Gwasanaethau Lleol
Cyngor Bwrdeistref Sirol Conwy
Bodlondeb
Conwy
LL32 8DU



countyconversation@conwy.gov.uk



01492 574059

Gall cwsmeriaid Gwasanaeth BT Relay sydd â nam ar y clyw neu ar y lleferydd gysylltu ag unrhyw wasanaeth y Cyngor trwy ddeialu **18001** cyn y rhif y maent ei angen.



Mae'r ddogfen hon ar gael yn Saesneg hefyd.

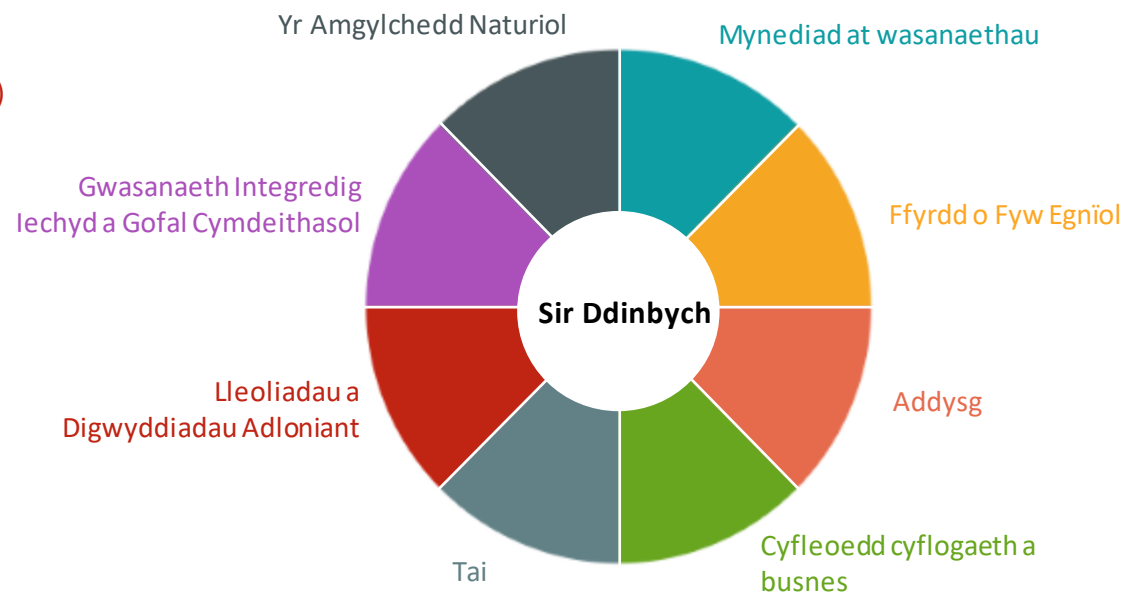
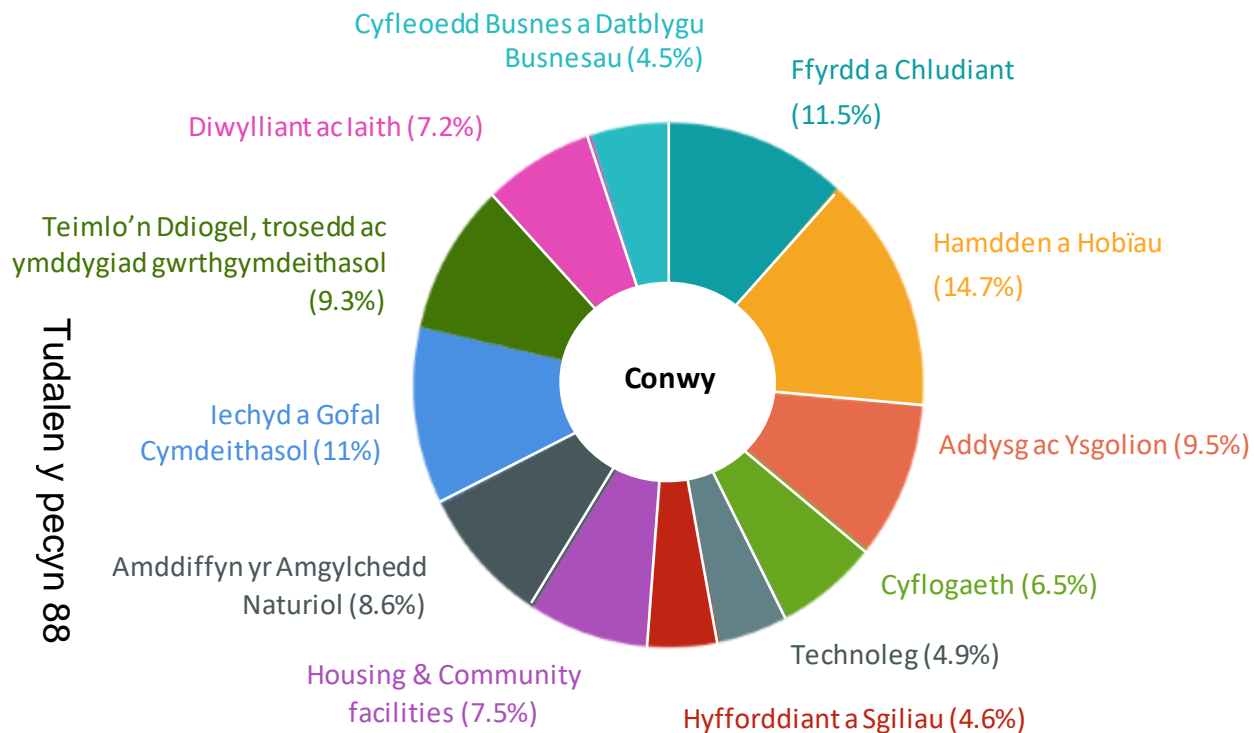
Rydym yn hapus i ddarparu'r ddogfen hon mewn print bras, sain a braille.

Rydym yn croesawu gohebiaeth yn y Gymraeg. Byddwn yn ymateb i unrhyw ohebiaeth yn y Gymraeg ac ni fydd yn arwain at oedi.

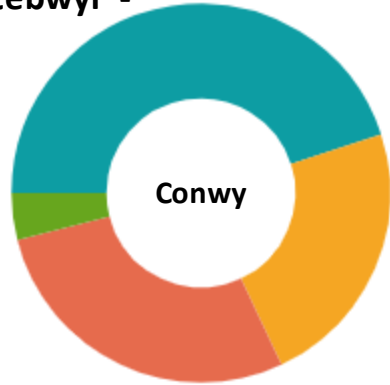
Cysylltwch â'r Swyddog Datblygu Bwrdd Gwasanaethau Cyhoeddus am ragor o wybodaeth

Atodiad A – Monitro ar gyfer Llais y Sir (Haf 2016)

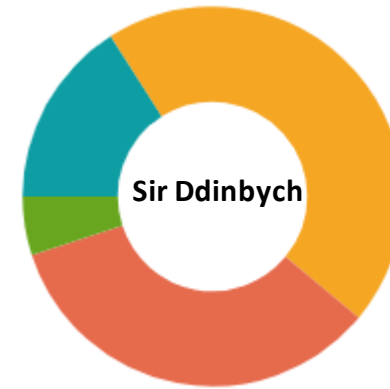
Y pynciau oedd pobl eisiau siarad amdanynt -



Ystod oedran yr ymatebwyr -



■ O dan 34 (45%)
 ■ 35 – 54 (23%)
 ■ 55 – 75 (28%)
 ■ 75 + (4%)

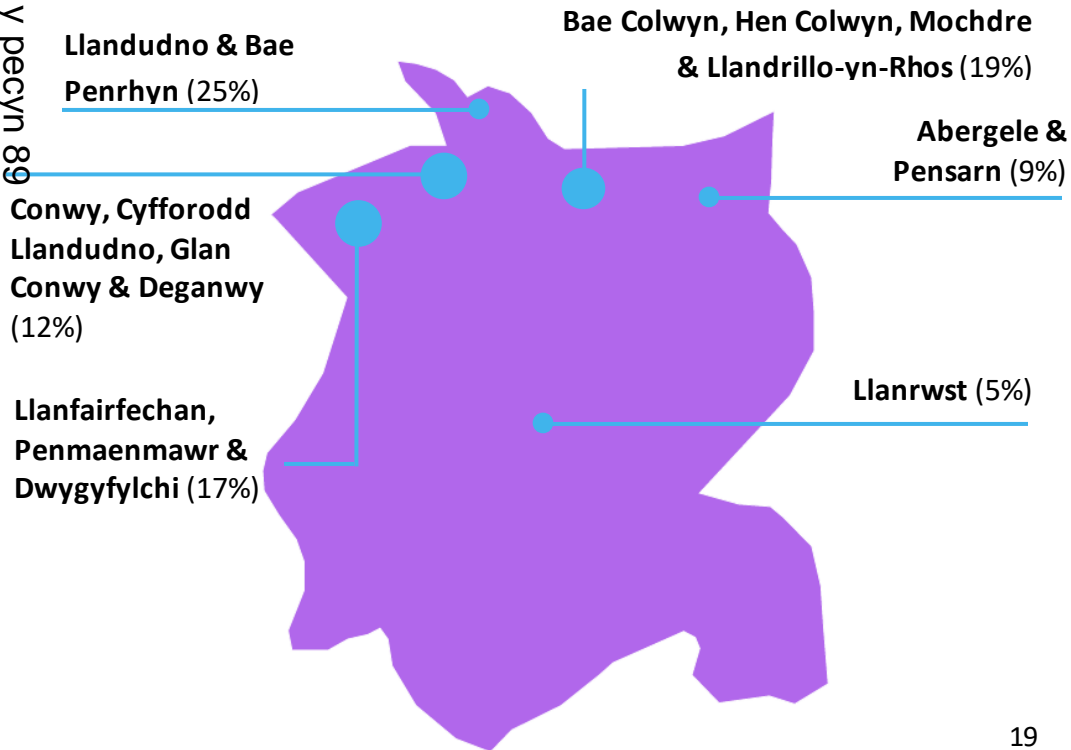


■ O dan 34 (16%)
 ■ 35 – 54 (45%)
 ■ 55 – 75 (34%)
 ■ 75 + (5%)

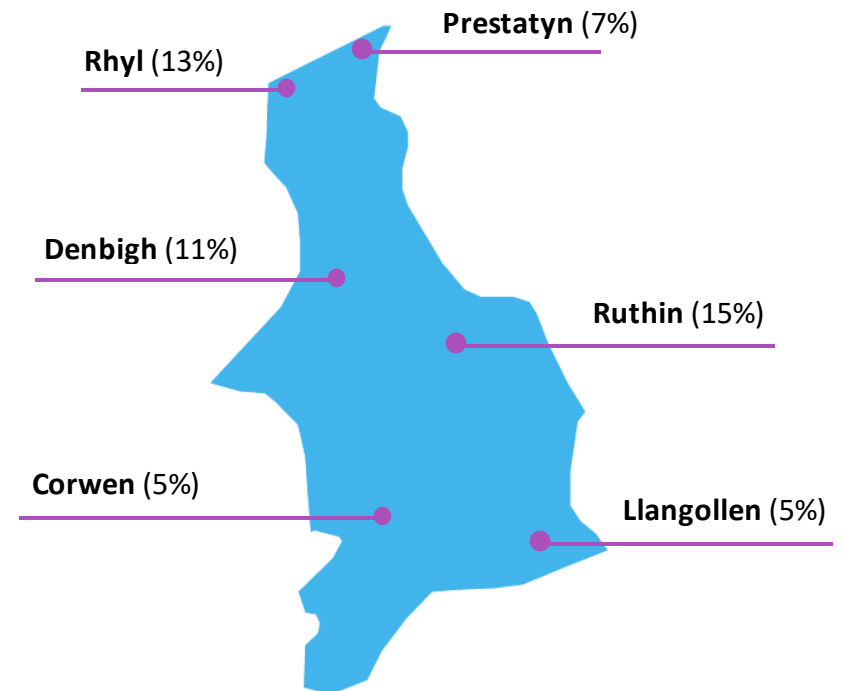
Ardaloedd Cymunedol yr ymatebwyr (ardaloedd mwyaf cyffredin) -

Ardalen y pecyn 89

Conwy



Sir Ddinbych



Atodiad B – Sut mae ein Blaenoriaethau Llesiant yn cyfrannu at ofynion y Ddeddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015

Blaenoriaeth Llesiant	Lle mae'n cyfrannu i'r 7 Nodau Lles?	Lle mae'n cysylltu i'r pynciau a nodwyd yn yr Aseiad Llesiant?	Sut y mae'r Flaenoriaeth Llesiant yn cyfrannu i'r 5 ffordd o weithio?	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tugaleu y phecyn 90</p> <p>Pobl: Hybu lles meddyliol da ar gyfer pob oed</p>	Cymru iachach	<p>Pwnc 1 - Rhoi'r 'dechrau gorau' i bob plentyn</p> <p>Pwnc 3 - Heneiddio'n Dda</p> <p>Pwnc 5 - Byw mewn unigedd a mynediad at wasanaethau</p>	Atal	Gwella ymyrraeth gynnar ac atal yn rhoi cyfle gwell i wasanaethau i ddarparu gofal cynharach ac o ansawdd uwch i'r rheiny sydd ei angen.
	Cymru fwy cyfartal	<p>Pwnc 6 - Gwirfoddoli</p> <p>Pwnc 9 - Pobl yn gwneud dewisiadau iach ar gyfer eu ffordd o fyw</p>	Hirdymor	Lles meddyliol gwell yn golygu manteision arwyddocaol ar gyfer iechyd ac ansawdd bywyd ar gyfer unigolion a chymunedau a gallai arwain at ostyngiad yn y galw a'r defnydd o wasanaethau cynnal yn yr hirdymor.
	Cymru o gymunedau cydlynol	<p>Pwnc 10 – Mynd i'r afael â Gordewdra</p> <p>Pwnc 11 - Cefnogi rhai gydag iechyd meddwl gwael</p> <p>Pwnc 12 – Pwysau cynyddol ar iechyd a gofal cymdeithasol</p> <p>Pwnc 16 - Cyflawniadau mewn ysgolion a datblygiad cymdeithasol ehangach / sgiliau cyflogaeth / sgiliau byw</p>	Integredig	Mae iechyd meddwl gwael wedi cael ei adrodd fel problem cynyddol mewn nifer o feysydd o waith sector cyhoeddus (fel cyflwyniadau digartrefedd, achosion o gam-drin domestig, achosion o gamddefnyddio sylweddau (gan gynnwys alcohol) adroddiadau o ymddygiad gwrthgymdeithasol, delio â sgiliau rhianta gwael, risg gynyddol o achosion tân a chefnogi pobl i waith).
				Cydweithio
			Cysylltiedig	Bydd yn hanfodol i ymrwymo, cymryd rhan, addysgu a gweithio gydag asiantaethau ac unigolion eraill i wella lles meddyliol – gan gynnwys pobl ifanc, pobl hŷn, rhieni a theuluoedd.

Cysylltiadau â Blaenoriaethau Corfforaethol partneriaid



Oes unrhyw waith eisoes yn cael ei gwneud ar y flaenoriaeth yn rhywle arall (gan gynnwys gwaith partneriaeth/cydweithio)?

Mae gwaith yn barhaus ar y cynnig hwn gyda Chydweithio â Gwasanaeth Gwella Lles a Gofal Cymdeithasol Gogledd Cymru trwy'r Bwrdd Partneriaeth Rhanbarthol. Mae strategaeth Iechyd Meddwl rhanbarthol hefyd.

Blaenoriaeth Llesiant	Lle mae'n cyfrannu i'r 7 Nodau Llesiant?	Lle mae'n cysylltu i'r pynciau a nodwyd yn yr Aseiad Llesiant?	Sut y mae'r Flaenoriaeth Llesiant yn cyfrannu i'r 5 ffordd o weithio?	
Cymuned: Cefnogi Ymrymuso'r Gymuned Tudalen y pecyn 91	Cymru lewyrchus	Pwnc 2 - Lleihau nifer y bobl ifanc sy'n mudo allan a gweld pobl ifanc fel asedau	Atal	Bydd yn cefnogi cymunedau i fod yn fwy cadarn a gyda'r gallu i ddatblygu eu hardal leol fel bo'r angen, ac ar yr un pryd yn atal eithrio cymdeithasol a darnio cymunedol.
	Cymru wydn	Pwnc 5 - Byw mewn unigedd a mynediad at wasanaethau	Hirdymor	Ymateb i'r newid parhaus mewn cymunedau.
	Cymru iachach	Pwnc 6 - Gwirfoddoli Pwnc 17 – Gwella sgiliau ar gyfer cyflogaeth	Integredig	Canolbwyntio ar gymunedau yn cyflwyno cysylltiadau rhwng iechyd, cymdeithas, diwylliant a lles economaidd ac amgylcheddol.
	Cymru fwy cyfartal	Pwnc 27 - Darparu tai, gan gynnwys tai fforddiadwy Pwnc 32 - Twf technoleg newydd	Cydweithio	Angen dull o gydweithio gan holl bartneriaid BGC.
	Cymru o gymunedau cydlynol	Pwnc 33 - Cydraddoldeb ac amrywiaeth / cydlyniant cymunedol Pwnc 35 – Diwylliant sy'n ffynnu	Cysylltiedig	Mae'n hanfodol i gynnwys, ymrwymo a gweithio gyda phobl a chymunedau wrth ddatblygu ardaloedd lleol.

Cysylltiadau â Blaenoriaethau Corfforaethol partneriaid



Bwrdd Iechyd Prifysgol Betsi Cadwaladr
University Health Board







Iechyd Cyhoeddus Cymru
Public Health Wales



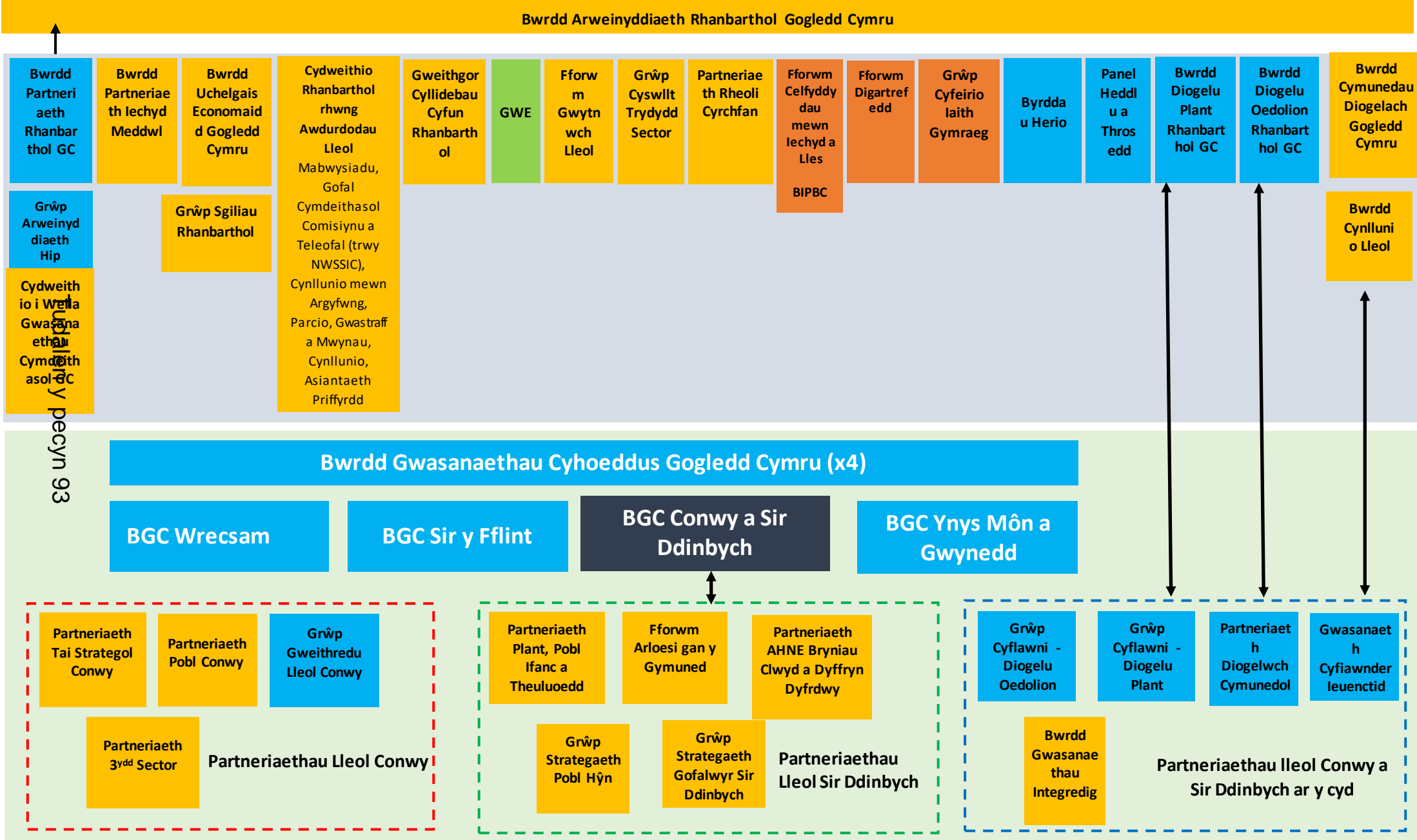
Oes unrhyw waith eisoes yn cael ei gwneud ar y flaenoriaeth yn rhywle arall (gan gynnwys gwaith partneriaeth/cydweithio)?

Gwaith yn cael ei wneud trwy ddatblygu 'Cynlluniau Lleoedd' o fewn y ddwy awdurdod lleol – mae'r dogfennau cynllunio wedi'u paratoi a'u harwain gan gymunedau fel bod preswylwyr yn cael mwy o lais ar ddatblygiadau o fewn eu hardaloedd lleol. Mae Cynlluniau Lleoedd Lleol angen cydymffurfio â Chynllun Datblygu Lleol (CDLI) y Cyngor sydd yn rheoli cynllunio ledled y sir. Rhaid iddynt gyfrannu at anghenion cymunedol a chaniatáu i wneud prosiectau o "berchnogaeth" lleol ac sydd o fudd.

Blaenoriaeth Llesiant	Lle mae'n cyfrannu i'r 7 Nodau Llesiant?	Lle mae'n cysylltu i'r pynciau a nodwyd yn yr Aseiad Llesiant?	Sut y mae'r Flaenoriaeth Llesiant yn cyfrannu i'r 5 ffordd o weithio?	
<p>Lle: Cryfhau'r Amgylchedd</p> <p>Tudalen y pecyn 92</p>	Cymru wydn	<p>Pwnc 22 - Diogelu'r amgylchedd naturiol a bioamrywiaeth a chreu gwydnwch</p> <p>Pwnc 24 - Newid hinsawdd a lleihau allyriadau carbon</p> <p>Pwnc 25 – Diogelwch rhag llifogydd</p>	Atal	Cymunedau neu ardaloedd gyda gwell cefnogaeth i ddelio â newid hinsawdd yn y dyfodol.
	Cymru iachach		Hirdymor	Penderfyniadau a chymau gweithredu wedi eu cymryd rŵan yn cael effaith hirdymor ar yr amgylchedd a'r gymdeithas.
	Cymru fwy cyfartal		Integredig	Mae'r agenda amgylcheddol y hanfodol ar draws yr amcanion lles a nodwyd gan nifer o bartneriaid BGC.
	Cymru o gymunedau cydlynol		Cydweithio	Bydd angen i'r holl bartneriaid gydweithio yng nghyd-ddylunio'r pecynnau gwybodaeth ac ymrwymiad ac yn y tymor hir i ddatblygu unrhyw brosiectau yn y dalgylch lleol.
	Cymru sydd â chyfrifoldeb bydeang		Cysylltiedig	Mae'n hanfodol i gynnwys ac ymrwymo pobl a chymunedau wrth lunio'r cynlluniau cymunedol ac i addysgu cymunedau a'u hunigolion ar newid hinsawdd a beth y mae hynny'n ei olygu ar gyfer eu cymuned.
Cysylltiadau â Blaenoriaethau Corfforaethol partneriaid				
				
Oes unrhyw waith eisoes yn cael ei gwneud ar y flaenoriaeth yn rhywle arall (gan gynnwys gwaith partneriaeth/cydweithio)?				
Dim.				

Atodiad C – Tirwedd Partneriaeth (diagram gweithiol o bartneriaethau strategol)

ALLWEDD: Partneriaeth Statudol Partneriaeth Ffurfiol Aml-Asiantaeth Partneriaethau Anffurfiol Awdurdod Lleol: Cefnogaeth gan LIC Rhanbarthol Is-ranbarthol → Adrodd / Cyfathrebu



Eitem 4

ELGC(5)-17-18 Papur 5/ Paper 5

Oddi wrth: Powys

From: Powys

Written Submission to the Equality, Local Government and Communities Committee

Because of the rurality of Powys and its sparse population poverty and deprivation tends to be hidden from official statistics, making some of the issues associated with poverty even harder to remedy. Living in a rural area tends to cost more (+10-20%) and accessing goods and services is often harder with less choice and alternatives. Although Powys has a high rate of employment this is not matched with levels of income which tend to be lower than the Welsh average.

Owning a private vehicle is almost a requirement of working as public transport is limited both in schedules and locations. The large distances involved in Powys also make it difficult to access service, such as health care. Almost one in five people have to travel more than 15 minutes (by car) to the GP's surgery, with much longer journeys needed to access hospital services, there being no district hospitals in Powys. Most homes in Powys do not have access to the gas network and rely on more expensive alternatives to heat their homes, which are often also inefficient.

The Powys Public Service Board

The Powys PSB was established in April 2016 and has been working on developing a well-being assessment and plan. The plan, towards 2040, was published on 2nd May and sets out a partnership vision of what Powys will look like in 2040. The PSB feels that by setting this long term agenda it can tackle the issues which take a more concerted joint approach to solve.

However the PSB's focus has been on preparing the ground for effective joint planning and working, making sure that the actions we take are the ones that will deliver the most benefit to our communities and businesses. Therefore, I have included more information of initiatives the council, and partners, are taking around poverty.

The Well-being Assessment

The assessment considered various aspects of well-being in Powys. The production of the assessment took around 18 months and involved a range of stakeholders and partners. The final assessment detailed 31 aspects of well-being in Powys, assets and deficits.

The findings of the assessment regarding poverty were as follows:

Analysis by stakeholders found that the three areas that impact most negatively on the national well-being goals are

- people's ability to travel around the county,
- suitable accommodation options for older people / living independently and
- poverty and deprivation.

Poverty and Deprivation:

Some areas of Powys are very deprived, due to many people in part time employment (46% of women work part-time) or on very low pay. In 2016, average weekly pay in Powys was £366 (Wales: £407, UK: £439). This was a fall of £15 per week in Powys since 2015, whilst Wales rose by £19 and UK by £14. The unemployment rate is 1% (1.3% male, 0.8% female) and Powys has a low number of workless households (15.3%, Wales: 19.4%)

Fuel poverty is high due to lack of access to cheaper fuels such as gas. Home ownership rates are in decline among the younger generation and people are remaining in the rental sector.

Travel times to GP surgeries and other public services is extremely poor, Ystradgynlais, in particular is in the worst 10% of areas in Wales.

Towards 2040, the Powys Well-being Plan

The PSB recognised that it needed to think longer term when developing its plan than just the immediate 5 years the plan would be in place. In April 2017 the PSB held a ‘conversation’ where, using the evidence from the assessment and other information they developed their vision for Powys in 2040. Much of this vision was underpinned the need to retain our young people providing them with skills and decent jobs in modern businesses which were in turn attracted to the county by the potential of an excellent work/life balance offered by the attractive and accessible countryside. The 4 objectives which make up the high level vision in the plan are:

- People in Powys will experience a stable and thriving economy
- People in Powys will enjoy a sustainable and productive environment
- People in Powys will be healthy, social motivated and responsible
- People in Powys will be connected by strong communities and a vibrant culture

Under each local objective there is more detail around what success will look like.

The economy objective explains how Powys will change to become - a prosperous county with a well-educated and skilled local workforce where opportunities exist for all and everyone can reach their full potential, reducing poverty and deprivation. The county’s own talent, together with innovators and entrepreneurs who are attracted to the county, invest in Powys and contribute to its success.

One of the outcomes under this objective is:

- A strong and stable economy will improve wages, reducing poverty and disadvantage and improving people’s overall health and well-being

The social objective anticipates a Powys that is - welcoming, outward looking county where residents enjoy a sense of well-being, belonging and a good quality of life, where there is fairness and equality of opportunity for all and people can achieve what they want.

Some of the outcomes under this objective are:

- People will have more choice and will be able to access the type of homes they want. Advances in technology will ensure good access to housing that is affordable to live in
- Schools will offer pupils, of all abilities, a more flexible teaching approach ensuring everyone has the best possible school experience, achieves their potential and can move forward with their lives
- The college courses offered will be tailored to meet employment gaps so Powys businesses can employ home-grown talent when needed

The community and culture objective has outcomes supporting more local access to services, which are provided by local organisations.

- Community hubs will exist across the county offering residents a mix of services all under one roof, reducing the need for people to travel to several places
- Social enterprises, small and medium sized enterprises (SMEs) and charities will play a vital role in delivering services locally, supporting the local economy

The steps that have been developed to deliver this vision in the short term cut across the objectives providing a joined up approach: improved digital infrastructure will help people to access the services they need more easily for example.

Work being undertaken by Powys County Council

The council's Vision 2025, corporate improvement plan, has a strong emphasis on improving the economic well-being of the residents of Powys. Many of our activities support this and the PSB's vision of a more economically stable county.

The Vision 2025, corporate improvement plan includes the following initiatives:

The Economy:

- Ensure there is a greater choice of affordable housing and extra care provision so people have a choice of where to live and stay in their communities
- Develop 250 new affordable homes across the county and support our housing association partners to develop a similar number of new affordable homes
- By 2019/20 we will develop an inward investment strategy and action plan to attract new and relocating business
- Help address barriers to employment to support people into work and better paid opportunities

Health and Care:

- Supporting Unpaid Carers - Ensuring the well-being of unpaid carers before, during and after caring through information, advice and assistance, supporting education, skill and training opportunities for employment, respite and community support
- Tackling Adverse Childhood Experiences - Working with families we will make the maximum positive impact within the first 1000 days of a child's life, focusing on preventing adverse childhood experiences. We will do this through developing a joint plan to implement good practice guidance
- Mental Health - Across all tiers, from health promotion through to specialist services focus on further improving integrated working arrangements and on well-being, early help and support for people of all ages
- Supported Housing - Develop suitable accommodation for young people, people with a disability and older people that enables them to access basic services, build good relationships with neighbours and others, and maintain their independence

Learning and Skills:

- We will continue to raise the attainment of all pupils, including vulnerable pupils, with a specific focus on pupils eligible for free school meals
- We will support schools to roll out the new education curriculum by 2022 which aims to equip young people for life and make them more adaptable to change
- We will provide key childcare and play requirements, moving towards delivering 30 hours of free early education and care for working parents by 2021

- We will improve routes to employability by:
 - Strengthening work based learning across the county, providing opportunities that encompass a diversity of formal, non-formal and informal arrangements including apprenticeships, work placements and informal learning on the job for all age groups by 2025
 - Creating additional apprenticeships, including higher and degree-level apprenticeships by 2025
 - Ensuring that there is easy access to high quality careers advice and guidance, and clear information about the local jobs market
 - Promoting the development of enterprise and work readiness skills in young people

Residents and Communities:

- By 2019 we will review the passenger transport offer for our communities and working with residents we will provide a service that is fit for purpose

The council has also introduced an impact assessment process which must be undertaken when developing new projects, service changes and budget proposals. As well as assessing the impacts against a number of legislative and regulatory requirements it includes a question about how the proposal will help to prevent poverty.



County Councillor Rosemarie Harris

Executive Leader, Powys County Council

25 May 2018

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1. To gain an understanding of the structure and functions of the Public Services Boards.

1.1 Background

- In common with all Public Services Boards, Swansea Public Services Board was set up following the last local authority elections in 2016, in line with duties set out in the Well-being of Future Generations Act (Wales) 2015.

Terms of Reference have been set out and agreed in the form of a 'Partnership Manual'. This document meets all legal requirements but also acts as an accessible guide for anyone interested in the work of the board with specific sections written to address the needs of different groups of people. This was last updated on 17 January 2017. It is recognised that this document requires updating and simplification in line with changing membership etc.

- It should be noted that Swansea's Local Well-being Plan 'Working together to build a better future' includes a commitment to undertake a governance review. This means that the current arrangements are scheduled for review and may be changed in order to streamline decision making and deliver the priorities within the local well-being plan more effectively.

1.2 Swansea Public Services Board

Swansea Public Services Board is a partnership of public service agencies who work together to improve local services. The four statutory members of the Board are Abertawe Bro Morgannwg University Health Board, Natural Resources Wales, the Fire and Rescue Service and the Council. These members are legally required to participate and ensure the PSB meets its statutory responsibilities set out in the Well-being of Future Generations Act (Wales) 2015. The Board also involves other organisations that have an interest in the wellbeing of the area. The Board's structure includes a Partnership Group, a Core group and operational workstreams all overseen by multiagency Scrutiny. Support is provided by the City and County of Swansea.

The organisations currently on the Partnership Group are:

- The City and County of Swansea (Statutory Member)
- Abertawe Bro Morgannwg University Health Board (Statutory Member)
- Mid and West Wales Fire and Rescue Service (Statutory Member)

- Natural Resources Wales (Statutory Member)
- Welsh Government (Invited Participant)
- The Chief Constable of South Wales Police (Invited Participant)
- The South Wales Police and Crime Commissioner (Invited Participant)
- Probation Service Representative (Invited Participant)
- [Swansea Council of Voluntary Services](#) (Invited Participant)
- [DVLA](#) (Invited Participant)
- [Gower College](#) (Invited Participant)
- [Job Centre Plus](#) (Invited Participant)
- [University of Wales Trinity St David Swansea](#) (Invited Participant)
- [Swansea University](#) (Invited Participant)
- [Public Health Wales](#) (Invited Participant)

In addition the following bodies are invited to attend meetings as partners:

- Regional Business Forum
- Swansea Economic Regeneration Partnership
- Swansea CYP Executive Board
- Swansea Environmental Forum
- Healthy City/ Health Social Care and Well Being Partnership
- Safer Swansea Partnership
- Swansea Learning Partnership
- Community and Town Council representative

Every year the Board reviews its membership to ensure that the right organisations are involved depending on the priorities that it has set. In reviewing its membership the Board pays particular attention to the national well-being goals in order to ensure that each is covered adequately by the Board's membership.

1.3 The Partnership Group

All of the organisations involved in the Board meet as a Partnership Group. The Partnership Group is responsible for:

- Ensuring that everyone who needs to be is involved and engaged in the work of the Board
- Communicating the work of the Board

- Supporting partner organisations to meet the sustainable development principle and ways of working
- Supporting partner organisations to meet the Board's commitments
- Providing leadership for public services in Swansea
- Developing the wellbeing assessment and the wellbeing plan
- Meetings of the Partnership Group normally take place every two months and are open to anyone to come along, observe and ask questions.

1.4 The Core Group

The four statutory members along with the Chief Constable of South Wales Police, Swansea Council for Voluntary Service, the South Wales Police and Crime Commissioner and a representative from Welsh Government meet as the Core Group.

The Core Group is responsible for:

- Planning the work of the Board
- Setting the agendas for meetings
- Leading and managing the workstreams
- Reviewing and developing the Board
- Meetings of the Core Group are not open to the public the minutes from these meetings are published on the agendas of Partnership Group Meetings. The Core Group meets bimonthly, alternating with the Partnership Group meetings.

1.5 Workstreams

The work of the Board is undertaken through workstreams which currently include

- The Research workstream responsible for preparing the Assessment of Local Well-being. It includes researchers and analysts from the different organisations involved in the Board.
- The Planning workstream responsible for preparing the Local Well-being Plan. It includes policy officers, partnership coordinators and public service professionals from the different organisations involved in the Board.
- Priority Workstreams responsible for making a difference to key issues or Local Well-being objectives

Workstream participants will generally be from organisations on the Public Services Board but anyone able to contribute can be involved, particularly contributions from unusual suspects.

1.6 Scrutiny

Scrutiny of the Board is the responsibility of the Council's Scrutiny Programme Committee. A multi-agency panel is the agreed method for undertaking scrutiny that

includes, alongside councillors, the following non-executive members from Core Group Member organisations as co-opted members:

- Abertawe Bro Morgannwg University Health Board - Non-executive Board Member
- Member of the South Wales Police and Crime Panel
- Member of the Performance, Audit and Scrutiny Committee, Mid and West Wales Fire Authority
- Swansea Council of Voluntary Services - Non-executive management Committee Member

1.7 Functions of Swansea Public Service Board

The purpose of the Board is to improve the economic, social, environmental, health and well-being and cultural well-being of the city. The Board wants to see Swansea develop as a city and county of opportunity, a city that cares, a city of innovation and a city to be proud of. The Board makes a difference by ensuring that public services are working together to address the same priorities. The sustainable development principle underpins all of the Board's activities and decision making.

The Board has four main tasks:

1. To prepare and publish an assessment of the state of economic, social, environmental and cultural well-being in the City and County of Swansea
2. To prepare and publish a Local well-being Plan for the City and County of Swansea setting out local objectives and the steps it proposes to take to meet them
3. To take all reasonable steps to meet the local objectives they have set
4. To prepare and publish an annual report that sets out the Board's progress in meeting its local objectives.

1.8 The Commitments

Underpinning the work of the Board is a set of commitments that all Board Members and Participants sign up to when they join. These common commitments are above and beyond the legal duties that the different organisations have and assist in aligning the values and behaviours of board members. These commitments include.

- Healthy City Status - Swansea is part of the Healthy Cities network promoting good health and addressing health inequality in our communities
- Children and Young People's Rights - The Board is committed to making sure that services have a positive effect on children and young people in Swansea and have embedded the United Nations Convention on the Rights of the Child (UNCRC) into the way we set our policies
- Age Friendly Cities and Communities - The Board endorses the principles and actions set out in the Dublin Declaration on Age-Friendly Cities and Communities in Europe.
- Good Practice in Public Engagement - The Board endorses the National Principles for Public Engagement in Wales and will follow them in all

engagement and consultation. The Board is committed to engaging people who are interested in improving local well-being in the development of both the Well-being Assessment and the Well-being Plan and will strive to reflect the diversity of the population when doing so.

- Participation of Children and Young People - The Board is committed to the principles of the National Standards for Children and Young People's Participation.
- Armed Forces Community Covenant - The Board is committed to the Armed Forces Community Covenant and to nurturing understanding and awareness amongst the public of the issues affecting the armed forces community.
- Convention on Biological Diversity - The Board is committed to delivering against the principles of the Convention on Biological Diversity as set out in the adopted Swansea Local Biodiversity Action Plan 2005.
- One Public Sector - The Board is committed to a culture that cuts across organisational boundaries and sectors. Where everyone involved in the delivery of public services in Wales is part of this common endeavour, sharing common values and working together for the benefit of the people of Wales.

These commitments are regularly reviewed, moving forward the Board will consider other common pledges such as a commitment to tackling poverty.

2. To explore the effectiveness of PSBs, resourcing and capacity.

2.1 Effectiveness

Public Service Boards are at an early stage of development and have a long term focus so it is difficult to assess effectiveness in terms of outcomes at this stage as the true impact will be as the long term outcomes improving Swansea's well-being become clear.

However, to date positive outcomes have been recorded in terms of the work of workstreams initially started as a Local Service Board and carried through to be implemented as PSB projects. Workstreams have included work on

- **Domestic abuse** - which has resulted in the formation of a multi-agency steering group to facilitate a co-ordinated response. This included the development of information sharing protocols, agreed referral pathways and training/awareness raising sessions.
- **The independence of older people** – All Core members have been recognised as Dementia friendly with 7,500 staff trained as dementia friends, Making Every contact Count scoping work has been completed ready for PSB roll out.
- **Good Start in life** – 'Best start Swansea' is a multi-agency campaign which agrees and communicates key messages across partners, awareness sessions have been delivered to 29 separate agencies, engaging 630 staff. Other projects have included Jig-So a multi-disciplinary and agency team of midwives, NNEBs and Parenting and Language development practitioners for

first time parents under 25 and Penderi Primary Care Early Years Project which is a project funded by Penderi GP Network to deliver parenting skills via the GP network.

In terms of producing deliverables, the Public Service Board has produced a detailed Assessment of Local Well-being in 2017 and used this evidence along with the extensive involvement of stakeholders to publish a Local Well-being Plan in 2018. Action planning is currently being finalised and the implementation of many of the steps identified has already started.

2.1 Resourcing and Capacity

It should be remembered that Public Service Boards are essentially run primarily on trust and goodwill. There is no formal pooled budget or centralised funds. Staff time is provided as part of existing responsibilities in an environment when staff are often taking on an increased range of responsibilities.

To date, Swansea has benefited from the generosity and high value that partners place on multi agency which has resulted in for example secondments being made (from Fire and Rescue to the Council's Local Area Co-ordination Scheme). ABMU has also committed to make a financial contribution to administration of the board. However as resources are increasingly limited, it may become difficult for board members to continue contributing time and resource to the degree that they would like. The lack of dedicated staffing is helpful in that it reinforces the aim that PSB work is not 'on top of' but is the 'day job' – that it is a vital part of how we do business in Swansea. But the lack of a dedicated resource also means that PSB work is subject to competing priorities and has reduced the extent to which partners have been able to engage.

As the provider of support and administration as well as a partner this burden falls heavily on the Council. As no additional funding is available for PSB, there has been no alternative but for the Council to fund requirements which fall beyond its ability to meet with in house resources such as fast turn-around lengthy translations and the external use of expertise to improve the accessibility of documents. This is resulting in considerable costs.

Work for the Public Services Board ties up finite resources having an adverse impact on the Council's own organisational capacity to deliver on the Well-being of Future Generations Act within its own organisation. This is especially true of centralised services such as communications, policy or consultation, where the additional demand on already oversubscribed services is only manageable by sacrificing other internal activity. This negative impact caused by the displacement of key skills is also experienced by other Public Services Board members particularly those who serve on multiple boards.

3. To gather evidence of issues or barriers that may impact on effective working, and examples of good practice and innovation.

3.1 Barriers and Issues

Barriers and issues which may impact on the successful achievement of the PSB's well-being aims include

- The increasing impact of austerity and reducing resources is a real risk. Increasing lack of resource stifles innovation as the ability of partners to invest the time and resources is reduced. Outcomes may have to be more direct and less risky to justify the allocation of scarce resource by PSB partners.
- The uncertainty surrounding local government reform may create confusion in relation to existing collaborations such as PSB. While Swansea is open to the idea of merger, if authorities were to agree to merge, they may have very different views on arrangements that could freeze decision making on some collaborations until there is clarity.
- In addition, PSBs should ideally follow local government boundaries to further help demonstrate community leadership and local accountability.
- The undefined relationship with Regional Partnership Boards presents a future opportunity for closer working but there also scope for confusion in the short term as two relatively new organisations implement new Plans in a short space of time. The issue of lack of accountability also relates to such developments.
- The Act places a responsibility on the local authority to provide administrative support for a new way of working. Yet due to the democratically accountable nature of the organisation there is a tension between the needs, culture, and existing mechanisms and supporting partners to deliver new collaborative ways of working.
- Swansea PSB is committed to supporting and promoting the Welsh language, however in an area with a relatively low Welsh speaking population at present, there are real issues with capacity to deliver best practice and even at times of high demand basic statutory duties. In order to deliver, both private and public solutions have been drawn upon.

3.2 Good and Innovative practice

There are many examples of good and innovative practice in operation at Swansea.

- The link between democratic accountability and the operation of the Public Service Board is strong.
 - In moving beyond traditional consultation mechanisms, the direct connection that elected members enjoy with their constituents has been effectively used to support involvement work undertaken by the PSB with member training on Local Well-being Plan Consultation being well-received.
 - In addition, Member Champions (in areas from bio-diversity to engagement) are often able to offer their expertise and connections to assist with the implementation of objectives and steps.
- Scrutiny is not provided exclusively by local authority councillors but a multi-agency panel.
 - A multi-agency panel consists of co-opted members from Core Group organisations, who work alongside councillors.
 - Scrutiny is the responsibility of Swansea Council's Programme Committee. However they have set up the Public Service Board's Scrutiny Panel which includes the Chairs of other Scrutiny boards along with lay members.
 - Evidence is also requested from any organisation leading on a subject particularly statutory members.
- Trust and understanding between PSB partners is increasing in particular due to a programme intended to improve understanding between services. The 'Walking in our Shoes' programmes gives the Core Group the opportunity to understand the ranges of services and challenges faced by each partner. Each partner host an event which includes visiting the communities served and sites.
- Community and Town Council Relations – Although no Swansea Community Councils have yet identified as meeting the criteria to be subject to the duty, the Community Councils are valued partners who are invited to nominate a representative to be involved in the activity of the Partnership. The Local Well-being Plan was presented at Town and Community Council Forum and bespoke training has been offered to all Community Councillors on the implications of the Well-being of Future Generations Act.
- Citizens along with the voluntary and community sector have been involved in the initial development as well as consultation of the Local Well-being Plan enabling full participation in genuinely setting objectives for Swansea.
- Partnership Group meetings are conducted in public to maximise involvement with questions welcomed from citizens.

1. Poverty in Caerphilly

- 1.1 The Caerphilly Public Services Board Well-being Assessment (<https://your.caerphilly.gov.uk/publicservicesboard/content/what-does-wellbeing-mean-you>) highlights a range of issues relevant to tackling poverty. In terms of economic issues for example, areas in the south of the county borough tend to be more prosperous, economic deprivation becomes more prevalent as you move further north, although there are pockets of deprivation across the county borough. The county borough has the 5th highest percentage of people claiming benefits in Wales, and also the 6th lowest employment rate for 16-64 year olds across Wales.
- 1.2 There are many definitions of poverty, but the PSB's Well-being Assessment has regard to the Caerphilly County Borough Council's Anti Poverty Strategy (<http://www.caerphilly.gov.uk/CaerphillyDocs/News/12100-Anti-Poverty-Strategy.aspx>) which adopts the Joseph Rowntree Foundation definition of:

When a person's resources are not enough to meet their basic needs. This includes the need to be part of society, by being able to participate in common customs and activities - like buying a birthday present for your partner or sending your child on a school trip.
- 1.3 The Welsh Index of Multiple Deprivation (WIMD) 2014 highlights that there are significant levels of deprivation in pockets across the county borough, with 14 of the 110 Lower Super Output Areas (LSOAs) in the county borough in the top 10% of the most deprived LSOAs in Wales. The most deprived LSOA in Wales is within the county borough (St James 3, covering a large part of the Lansbury Park estate in Caerphilly town), with the second most deprived LSOA in the county borough (Twyn Carno 1, covering part of Rhymney) being the 7th most deprived LSOA in Wales.
- 1.4 Although the percentage of children living in workless households within Caerphilly county borough has decreased by 10.3% between 2011 and 2015, the percentage remains at 16.5%, higher than the Wales average of 13.6%. Free school meals is often used as a proxy measure for income and in 2015-16 20.7% of pupils in schools within Caerphilly county borough were eligible for free school meals, the second highest rate in Wales and above the Welsh average of 16.8%.
- 1.5 The proportion of Caerphilly county borough's population that had no qualifications in 2011 was 31.4%. This is a significant improvement when compared to 39.8% in 2001. However, when compared to the Wales figure of 26%, the lack of qualifications is a matter of significant concern, with low levels of basic numeracy and literacy skills in some of our more deprived communities being a particular issue. Similarly, the proportion of the county borough workforce qualified to degree level or equivalent (18.7%) is considerably lower than that of Wales (24.5%). Employers have raised concern over the inability to fill vacancies with suitably qualified and skilled local people.

- 1.6 Life expectancy varies considerably according to where people live within the county borough. There is a gap in healthy life expectancy between the most and least deprived areas of the county borough, which currently stands at 13 years for males and 14.6 years for females.

2. Well-being Assessment

- 2.1 In March 2017 the Caerphilly Public Services Board finalised its Well-being Assessment. This followed an extensive engagement and assessment process and has been developed by consulting extensively with our communities to gather their views on the well-being of the area, now and in the future. This engagement is supported by relevant data from a range of sources to paint a rich picture of life in the area.
- 2.2 As well as considering the county across five community areas, the broad characteristics of the people living within the whole borough were considered, making reference to all nine assessments that have to be taken into account by the legislation, such as the Social Services Well-being (Wales) Act 2014 population assessment, which highlights needs for care and support, including support for carers and preventative services.
- 2.3 The 'Caerphilly We Want' conversation began at the Caerphilly Local Service Board Standing Conference on 22nd March 2016. The Standing Conference is made up of 80 representatives of public, private, third sector and community organisations.
- 2.4 Amongst the stakeholders we have engaged with in developing the well-being assessment are:
- | | |
|---|--|
| - The PSB partners and invited organisations | - Community organisations |
| - Local residents and their representatives | - The Caerphilly County Borough Council Viewpoint Panel of local residents |
| - County Borough, Town & Community Councillors | - Community Cohesion Forum |
| - Individuals with protected characteristics under the Equality Act (2010) | - Caerphilly Business Forum |
| - All schools in the county borough, the Caerphilly Youth Forum and a number of young people's groups | - The Parent Network |
| | - Voluntary Sector Liaison Group |
| | - Health Social Care and Wellbeing Alliance and Community Health Champions Network |
| | - Menter Iaith Sir Caerffili |
- 2.5 In line with the PSB Engagement Strategy we took an integrated and inclusive approach that aimed to inform as well as engage.

We asked:

- What are the best things about where you live and why?
- What are the worst things about where you live and why?
- What do YOU want your communities to look like in 2040?
- What do YOU think are the key issues that need action?

2.6 We were also keen to accommodate as many communication styles as possible, leading to a range of methods including:

- Surveys
- Workshop packs for self-managed delivery
- Facilitated community area workshops
- Facilitated professional engagement workshops
- Facilitated workshops for Town & Community Councils
- Face to face discussions
- Light touch information sessions
- Video booth style engagement

2.7 This resulted in over 700 active engagements, and for those who gave feedback on the process there was an overwhelmingly positive response to the opportunities offered for participation,

2.8 Through the Well-being Assessment the following areas were identified for more detailed response analysis:

- Providing training, support, apprenticeships, employment and volunteering opportunities that are appropriate for all ages and sectors of the community.
- Identifying and breaking the cycle of Adverse Childhood Experiences.
- Ensuring people feel safe in their community, by reducing crime and anti-social behaviour and the fear of crime.
- Developing suitable, sustainable housing to meet the variety of people's needs, including affordable housing.
- Facilitating a shift from treatment of mental and physical ill health to a society that enables people to adopt healthy behaviours, to reduce the inequality gap in life expectancy and healthy life expectancy between the most and least deprived populations in the county borough.
- Reducing low level environmental issues by fostering respect, responsibility and ownership of local areas. Improving the provision of, access to and promotion of community outdoor spaces, green spaces and the wider countryside.

3. Draft Well-being Plan

3.1 Having regard to the Joseph Rowntree Foundation definition of poverty all of the above have a contribution to make. In considering the detailed response analysis in relation to the above areas the Caerphilly Public Services Board has proposed the following Well-being Objectives within its draft Wellbeing Plan, currently out for consultation:

Positive Change – A shared commitment to cross-sectoral change

- Provide leadership to facilitate organisational culture change, and shift to new ways of working, aligning corporate priorities in accordance with the Sustainable Development Principle
- Use our assets and resources more intelligently and sustainably
- Support our residents and partners to contribute fully to the Caerphilly we all want

Positive Start – Giving our future generations the best start in life

- Investigate opportunities to invest in the early years to build resilience across the life course and improve outcomes for current and future generations
- Create an ACE (Adverse Childhood Experience) informed Caerphilly county borough to enable collaborative strategic action that can reduce and prevent ACEs

Positive People – Empowering and enabling all our residents to achieve their own potential

- Facilitate a shift towards collaborative working with an emphasis on prevention to address current and future health and well being challenges.
- Develop a co-ordinated programme of volunteering, maximising it as a route to personal well-being and employment, including promoting corporate volunteering
- Establish all age apprenticeship programmes across PSB member organisations with co-ordinated points of access
- Equip our residents to manage their physical and mental health and well-being needs in partnership with services

Positive Places - Enabling our communities to be resilient and sustainable

- Support our most disadvantaged communities to be resilient, cohesive and enable them to help themselves
- Protect, enhance and promote our natural environment and foster community action on environmental issues
- Work with regional partners to create safe, confident communities and promote community cohesion.
- Increase the contribution that the environment makes to the health and well-being of our residents.
- Provide primary and community health services closer to home

3.2 These have been written as an integrated set. By way of illustration, some of our communities have generally poorer health, lower life expectancy, poorer employment opportunities and lower income levels. These issues cannot be tackled in isolation, and coordinating our resources and our activity will have the greatest effect.

3.3 A key element of achieving sustainable communities is the “Coalition for Change” approach. This is being piloted in Lansbury Park with a view to identifying methodologies that can be adopted with other communities. As stated above, St James 3, covering a large part of the Lansbury Park estate in Caerphilly town is the most deprived Lower Super Output Area in Wales. A Deep Place study (<http://www.caerphilly.gov.uk/CaerphillyDocs/News/LansburyParkDeepPlacePlan.aspx>) completed earlier this year proposed a 22 point Action Plan. As stated in the study, the central principle of the Deep Place approach is that economic inactivity is the ultimate ‘cause of the causes’ of poverty. Conventional approaches tend to direct resources solely at the secondary causes of poverty, including poor housing, low educational attainment and poor health performance. Deep Place seeks to unify these with a local economic development and employment strategy. It combines and collates the existing range of interventions with a direct approach to creating employment for marginalised populations.

3.4 Crucially, Action Point 1 has already been endorsed by the Caerphilly Public Services Board: Caerphilly CBC convenes a ‘Coalition for Change’, which brings all appropriate agencies together to focus on Lansbury Park. This should be populated by senior managers from the

Council and other partners. The Coalition for Change needs to be a decision-making body that has the authority to change priorities, allocate resources and command support.

- 3.5 The Lansbury Park Coalition for Change has been established and this way of working, and learning from it, has now been embedded in the Public Service Board's draft Well-being Plan. The Public Services Board has had regular updates in relation to the changes to the Communities First programme and it is this same place based approach that shapes the new delivery model for Communities First in Caerphilly. Undoubtedly mitigating the impacts of the withdrawal of some Communities First is a significant challenge and the subject of ongoing discussions with partners. However, the Public Services Board's draft Well-being Plan and the new Communities First Delivery model have been developed so that one is consistent with the other.
- 3.6 The new Communities First delivery model in Caerphilly uses the Indicators for Adverse Childhood Experiences in addition to the Welsh Index of Multiple Deprivation (WIMD) to identify priority areas, with a move to both an asset based approach to community development and co production of services for those areas. Asset mapping of agreed communities will be undertaken to discover the community's strengths and capacities. It will reflect the methodology that underpins Children's Zones, each area being locally driven to match local circumstances.

4. Regional Working

- 4.1 The five Public Services Boards in the Gwent area have collaborated on their respective assessments, and have shared data sources and common practices through the Gwent Strategic Well-being Assessment Group (G-SWAG). Additionally, the G7 Group, comprising the 5 Gwent local authorities, Gwent Police, the Police and Crime Commissioner for Gwent, ABUHB and SWFRS have undertaken a project to examine the 5 local assessments of well-being and derive any commonalties to be lifted to a set of Gwent well-being priorities, or objectives. The Caerphilly Well-being Assessment identifies the key regional well-being issues that have been considered as part of the assessment.
- 4.2 The draft Caerphilly PSB Well-being Plan acknowledges that the regional focus for the ten authorities of South East Wales is the Cardiff Capital Region City Deal, the area's ambitious vision for a vibrant well-connected economy in the area. The Ministerial Valleys Taskforce is focusing on similar aims for communities along the M4 corridor. Deliverable and tangible outcomes for the City Deal, and Valleys Taskforce, support and sit alongside the local Well-being Plan.
- 4.3 The Public Services Boards in Gwent have also commissioned Happy City (<http://www.happycity.org.uk/>) to develop:
 - i. A Happy Communities Index to report on the conditions for well-being at various geographical levels across Gwent. It will help the Boards to understand and assess the determinants of well-being and establish the foundation for better decision-making, and resource use, for improving the lives of our residents.
 - ii. A Happiness Pulse for Gwent, which will be an accessible, informative tool that will measure three key areas of personal well-being – how people feel, how they act and how they relate to others, as well as exploring how residents engage with life in their

communities. It will be designed to be engaging and informative for individuals whilst giving vital data to businesses, communities and the public sector on how they can better support improvements in well-being.

ELGC(5)-17-18 Papur 8/ Paper 8
Oddi wrth: Cradiff Public Services
From: Cardiff Public Services

**National Assembly Government consultation on Local Approaches to poverty reduction:
The Well-Being of Future Generations Act and public services boards**

Cardiff Public Services Board Response

Summary

1. Despite being the one of the most prosperous areas of Wales, and the nation's commercial centre, levels of deprivation in Cardiff are amongst the highest in the country. If the Southern Arc of Cardiff, from Ely in the West to Trowbridge in the East – an area of over 150,000 people - was considered a single local authority area it would be the most deprived in Wales by a considerable margin.
2. Across the city, levels of economic deprivation correlate closely with poor health, housing and educational outcomes. Cardiff's Public Services Board has therefore put inclusive growth - namely growth whose benefits are felt by all citizens - and addressing the causes and consequences of poverty at the heart of its local well-being plan.
3. To tackle entrenched disadvantage, health inequality and narrow the gap in life chances across the city, the PSB is pursuing a targeted, place-based approach to tackling poverty, aligned with the Welsh Government's reform of its anti-poverty programmes, Children First and Flexible Funding pilots.
4. The following report presents a commentary on the evidence that is being used to develop Cardiff's Draft Well-being Plan and then sets out the PSB's approach to tackling poverty through locality working.

Assessment of evidence used to develop Cardiff's Well-being Plan in relation to the needs and experiences of people living in poverty

Cardiff's Local Well-being Assessment

5. Cardiff's Well-being Plan has been developed based on the information collected through Cardiff's Local Well-being Assessment. The assessment provided a wide range of evidence relating to the needs and experiences of people living in poverty.
6. The Cardiff well-being assessment drew on the following evidence base:
 - The 46 National Indicators set out by Welsh Government under the Well-being of Future Generations Act;
 - Indicators recommended by Public Services Board partners and other stakeholders;
 - Cardiff's Ask Cardiff Survey 2016 seeking residents views on council services to help shape future service delivery. This survey received the second-largest response rate achieved (4,024 behind the 2015 survey which received 4,431 responses)
 - Individual neighbourhood assessments highlighting the differences in levels of poverty across the city.
 - Feedback from online consultation and events held with city leaders, policy experts from organisations across Cardiff and seldom heard groups

- The consultation results report can be found here
- Formal feedback from the following stakeholders
 - Future Generations Commissioner
 - Welsh Government
 - Welsh Government Equality and Prosperity Team
 - Arts Council for Wales
 - Natural Resources Wales
 - Cardiff Green Infrastructure Group
 - 50+ Forum
- The European Union Urban Audit and the National Survey for Wales;
- A number of statutory reviews and assessments.

All data used to produce the assessment can be found here:

<https://www.cardiffpartnership.co.uk/wellbeing-assessment-evidence-base/>

7. The [Liveable City Report \(LCR\)](#) which summarised the findings of the assessment, profiled the city across a range of outcomes, and included an analysis of the gaps in outcomes for different communities and groups, drawing on quantitative data and the different experiences of Cardiff residents.

8. Individual neighbourhood well-being assessments were also undertaken, enabling greater understanding of life in the more deprived areas of the city in comparison to the more affluent areas of Cardiff (as summarised on pages 16 and 17 of the LCR). The assessments drew heavily on responses to the [2016 Ask Cardiff Survey](#) which asked residents for their views on subjects such as health, safety, environment and the economy, providing an insight in to the quality of life across the city. The individual assessments can be found here: <https://www.cardiffpartnership.co.uk/well-being-assessment/>

9. Consultation on the well-being assessment not only invited views from city leaders and policy experts from across the public, third and private sectors and Cardiff's residents via an online survey but recognising that the views of some groups (referred to as seldom heard groups) are not often captured, targeted focus groups and drop in sessions were held with:
 - Cardiff Youth Council
 - 150 young people from Willows High School
 - A joint forum with Cardiff's Access Focus Group and 50+ forum
 - Cardiff Council's internal BME Forum for council staff from ethnic minority backgrounds
 - Cardiff Third Sector Council's BME Network for professionals from ethnic minority organisations.

The consultation report summarising the approach taken and feedback can be found [here](#).

10. In bringing together this evidence, data gaps were identified. The evidence base is therefore continuously being updated to capture data as it becomes available to further inform the development of the well-being plan. Data gaps included data relating to a number of the 46 national indicators set out under the Well-being of Future Generations Act and local data on Adverse Childhood Experiences (ACEs).

11. It is also recognised that there is a lack of evidence relating to levels of food insecurity, with national surveys only giving an indication of those experiencing severe food insecurity (3% across Wales), rather than a more complete picture. Food insecurity is likely to contribute to a range of issues including obesity, ACEs and educational outcomes. Steps are being taken with the first reading of a "household food insecurity measurement bill" in November 2017 and officers are having ongoing discussions with the Welsh Government's Food Division in relation to this. A UK inquiry has also been launched into childhood food insecurity which will seek evidence from a panel of children in each of the 4 devolved nations.

Further Evidence Gathering

12. Cardiff's PSB recognises that the Well-being Assessment cannot be a stand-alone, one-off event, but needs to be part of a wider continuous process of evidence gathering to support decision making in the city.

Ask Cardiff Survey 2017

13. Cardiff's annual Ask Cardiff Survey, which seeks residents' views on council services to help shape future service delivery, will inform the final local well-being plan. A series of questions on well-being were included in this year's survey. Most significantly, the survey analysis will for the first time categorise responses by deprivation level and this will help the PSB to build a more detailed picture of deprivation at the local level, informing the targeting of services. Over 6,000 responses were received to the survey, and its findings will be published in the New Year.

Consultation on Cardiff's Draft Well-being Plan

14. The city's draft Well-being Plan is currently out for consultation. The programme includes an on-line survey (open 13 October 2017 - 5 January 2018), social media campaign, stakeholder workshops with seldom heard groups and locality events across the city.
15. These methods of engagement have been designed to capture the needs and experiences of people across Cardiff, including those living in the more deprived areas of the city. The focus of discussion will be on what matters to them and the locality in which they live.

Response Analysis on City Inequality

16. In March 2017 the Cardiff PSB received the findings of a study undertaken by the Cardiff Research Centre of inequality in Cardiff. The study considered:
 - inequality in outcomes across a range of economic, social and environmental indicators at both the city level
 - the outcomes in one of the city's (and Wales') most deprived communities (Ely and Caerau).

17. Cardiff's Well-being assessment highlighted the following:

- a. Over 60,000 people in Cardiff live in the 10% most deprived communities in Wales. If the 'Southern Arc' of Cardiff, from Ely in the West to Trowbridge in the East – an area of over 150,000 people - was considered a single local authority area it would be the most deprived in Wales by a considerable margin.
- b. Patterns of deprivation have been consistent over the long term. An analysis of Welsh Index of Multiple Deprivation (WIMD) data from 2005 – 2014 shows little change.
- c. Though jobs are being created in Cardiff - over 20,000 in the last 3 years alone – the city economy's productivity remains at pre-2008 levels. In particular, low wages are common, with 27% of residents in Cardiff earning less than the National Living Wage, a figure comparable to the most disadvantage areas of Wales. Similarly, levels of unemployment and ill health, which align closely with patterns of deprivation, are as high or higher in Cardiff than other parts of Wales.
- d. There is a clear correlation between areas with a young age profile and the level of deprivation. The areas of Cardiff that are considered the most deprived, tend to have the highest proportions of the population under the age of 15. This is particularly significant given the impact of poverty on the life chances of young people.
- e. There is also a clear correlation between deprivation and demand on public services (particularly services which deal with crises e.g. blue light services, A&E). Crime in Cardiff is concentrated in the more deprived areas in the south and east of Cardiff and in terms of obesity, a key cause of serious and long-term illness and demand on health services, nearly twice as many adults living in the more deprived areas of the city are reported as being overweight or obese.

18. It is clear from this assessment that the gap in outcomes across many aspects of city life are persistent and in some cases are continuing to grow:

- Gap in income between the richest 10% and poorest 10% is the largest of all Core Cities. Though this gap is primarily driven through relatively higher earnings of the top 10%, 27% of all workers are earning less than the National Living Wage.
- Men living in the least deprived communities can expect to live on average 11 years longer than those who live in the most deprived areas, while the gap is 9 years for women.
- Healthy life expectancy gap of 22 to 24 years between the richest and poorest communities and mortality from, for example, heart disease is seven times higher in Riverside than it is in Thornhill.
- Perceptions of safety also vary significantly across the six neighbourhood areas, ranging from 77.8% of people in Cardiff West to just 65% in Cardiff East.

- Educational outcomes across the city varies significantly. More than half (56.5%) of the areas in Cardiff East are ranked in the 10% most deprived in Wales, while this is only true for 3.4% of the areas in Cardiff North. The gap between those pupils who receive free school meals (FSM) and those that do not remains substantial.
 - The majority of school leavers who do not make a successful transition to further education, training or employment, live in the more deprived areas of the city. At the end of August 2015, the proportion of young people aged 16-18 who were not engaged in training ranged from 2.6% in Cardiff North to 5.9% in Cardiff South West.
 - Greenspaces are not always located near to the people that would benefit from them most. The areas with the least access to greenspaces coincide with some of the areas which have the highest rates of all types of crime as well as poorer health outcomes.
19. The in depth profile of the Ely/Caerau wards of Cardiff showed that levels of relative deprivation have remained consistent for a generation, that there was a correlation between poor economic outcomes and poor health and educational outcomes, and that there was a high level of demand across a range of reactive public services compared to the city-average.
20. However, the study identified that there are significant public and third sector assets and services in the community, and a number of opportunities in the form of future investments e.g. a new build high school, 6000 new homes are being built in the adjacent ward.
21. A copy of the presentation received by the Cardiff PSB can be found [here](#).

Cardiff PSB's approach to targeting improvements to public services in Wales's most deprived communities

Cardiff's Local Well-being plan

22. In response to the persistent and growing levels of inequality highlighted in the assessment, Cardiff's PSB has put inclusive growth - namely growth whose benefits are felt by all citizens - and addressing the causes and consequences of poverty at the heart of its local well-being plan. Cardiff's draft Local Well-being Plan can be found [here](#).
23. The Well-being Plan sets out the Cardiff PSB's priorities for action over the next 5 years and beyond, and focusses specifically on the areas of public service delivery that fundamentally require partnership working between the city's public and community services, and the citizens of Cardiff.
24. The draft Plan identifies 7 well-being objectives that together will seek to deliver inclusive growth in the city. Within each of these are a number of 'commitments' (or statutory 'steps') that identify tangible partnership activity that will contribute towards delivering the objective.

25. To measure progress against each of the well-being objectives, the draft well-being plan identifies city-level outcome indicators. The city's performance against these will be published in an Annual Report to the PSB. To ensure that these outcome indicators reflect the inclusive growth vision, work is currently underway to ensure that these indicators capture both the performance at a city level against other Core Cities and Welsh Local Authorities and the progress in narrowing the gap in outcomes between communities and groups in the city.

Targeted approaches to tackling poverty - Locality Working

26. To tackle entrenched disadvantage, health inequality and narrow the gap in life chances across the city, a new approach to locality working is to be adopted where resources are increasingly targeted at areas of deprivation and high demand, with a greater alignment and integration of public and third sector services and community assets pursued at the local level.

27. Community and Wellbeing Hubs, where local public services are consolidated 'under one roof', are central to this programme.

28. Allied to the consolidation of services in 'Hubs', a more detailed analysis of demand and services at the local level is being adopted. This place-based approach has been piloted for service integration for older people in Llanishen with the aim of providing locally based home care. The following questions were asked:

- What Assets do we have in the Area?
- What Services are currently being provided?
- What Community Resources currently exist?
- What are the needs of individuals?
- What are their preferences?

29. This pilot found that with many providers and services serving the area there was a need to look at opportunities to streamline and improve coordination of the provision on offer with a "perfect locality" solution being one care provider alongside a full range of joined up support services. Following the implementation of a new 'gateway' approach in the area, providing opportunities to both intervene earlier and provide the right service to the right people, early findings suggest that demand has been significantly dampened.

30. The Ely and Caerau area that has both the youngest and poorest populations in the city is about to benefit from the opportunity of a new build high school. It was therefore agreed to adopt the Children's First 'place-based' approach in the area, adopting the model outlined above. This work is currently underway, with mapping of services and community engagement taking place.

31. Allied to this, the area is a recipient of targeted Welsh Government anti-poverty programmes including Communities First, Families First and Flying Start. The reform of the Welsh Government's flagship anti-poverty programmes will provide an opportunity to remove unnecessary barriers and reimagine these programmes in a coordinated and cohesive way, with the flexibility to respond to individual families and communities strengths and challenges.

32. The PSB therefore welcomes Cardiff being chosen as a Full Flexible Funding Pathfinder, providing 100% flexibility across grants in order to achieve increased programme alignment, make more effective use of funding and meet local needs.
33. Progressing Welsh Government's Building Resilience Programme that will replace Communities First will also play an essential part in developing locality working.
34. Following a review of employability services, which included mapping provision across the city, a new integrated and Council led approach to employment services has been developed. Central to the approach is the creation of a single Gateway directing individuals to the Employment Services available in their local area.
35. As a next step, it is intended that a full review is undertaken to develop all three strands of the Building Resilience Programme (Employment, Early Years and Empowerment). This will identify the services already available across the city, how people access these services and if there are any gaps or duplication. The potential opportunity for joint commissioning with other partners will also be explored. A way forward will then be developed including proposals on the following:
- How to provide pathways to Community Learning
 - Commissioning a Health and Wellbeing Support Service across the City
 - A new approach to Community Involvement and Engagement

ELGC(5)–17–18 Papur 9/ Paper 9

Oddi wrth: Public Health Wales

From: Public Health Wales

Introduction

1.1.1 Public Health Wales welcomes the opportunity to provide evidence on poverty reduction in the context of the Well-being of Future Generations (Wales) (WFG) Act 2015 and Public Services Boards. As a national agency, we have focussed our response on poverty reduction in its widest sense, including examples of where Public Health Wales' work can support Public Services Boards in their efforts to alleviate poverty in Wales.

1.2 Poverty and the impact on public health

1.2.1 It is well documented that the broader social determinants of health play a much bigger role in shaping health outcomes than healthcare itself, and addressing the causes of poverty calls for both targeted and universal actions across the social gradient. Action to tackle poverty should therefore feature throughout a range of commitments at a national and local level such as employment programmes, quality housing and access to quality childcare.

1.2.2 Welsh Government had the following key objectives set out in its national action plan for tackling poverty (1):

- To **prevent poverty**, especially through investment in giving children the best possible start in life. From conception through to early adulthood, the aim is to reduce inequality at the earliest possible stage and break the link between socio-economic disadvantage, educational under achievement and the impaired life chances that flow from these;
- Recognising that the best route out of poverty is through employment, to **help people to improve their skills and enhance the relevance of their qualifications**. This also involves removing other barriers to employment – from practical barriers such as the accessibility of transport and buildings to less tangible barriers such as poverty of aspiration – helping people to move on to and up the employment ladder;
- at the same time, supporting action to **mitigate the impact of poverty** – recognising that for more and more people, even being in work will not guarantee that they can escape poverty.

1.2.3 Action in these areas must be taken forward in ways which are mutually reinforcing; good quality, affordable childcare should help children to reach important developmental milestones: at the same time it will create employment for some and remove a barrier to employment for others. Early targeted action to prevent young people from falling out of education, training or employment should benefit them directly but should also benefit the next generation. Advice which helps people deal with debt, or get on-line, should be a basis for enabling them to manage their finances sustainably and use new skills to increase their engagement in work and society. Credit Unions and Time banking can make an important contribution to integrated place based approaches to tackling poverty as can Social Enterprise Development. Gambling regulation improvement especially of fixed odds betting terminals and licencing is needed to avoid clustering of outlets in areas of deprivation. Research on the psychology of Scarcity (2) has shown that poverty affects cognitive processing and decision making adversely in individuals with no previous mental health problems.

1.3 What is the potential role for the NHS in contributing to tackling poverty?

1.3.1 In the CMO report '*Rebalancing Healthcare; working in partnership to reduce social inequity*' (3) the NHS is highlighted as well positioned to facilitate and empower efforts to work closely with communities and other public sector bodies to directly influence the social, environmental and economic factors which underpin the social gradient and tackle the social determinants of health and well being. Specific recommendations in the report include the provision of upstream effective interventions throughout the life course, with a particular focus on the early years (including the First 1000 Days, Adverse Childhood Experiences, active lifestyle and healthy aging).

1.3.2 The report identified how NHS organisations including Public Health Wales and Health Boards should ensure that health protection interventions are delivered consistently across the social gradient (vaccination, cancer screening, smoking cessation) and how collaboration at primary care cluster level for example, can be used to identify the health and well-being needs of local communities and used to work co-productively with communities to plan, manage and provide services that improve health outcomes and tackle the inverse care law. Local Public Health teams working with Health Board Executive Directors of Public Health are involved in tackling health inequities in partnership with other health professionals and sectors. Examples include involvement in Valleys Taskforce and Cwm Taf and ABUHB Inverse Care Law work.

1.3.3 Patient outcomes depend not just on the clinical care and treatment offered to people but on the wider aspects of a person's life– whether they work; what job they have, their living conditions and finances; their family life. These factors should be of interest to every professional seeking to maximise the impact of their work as clinical outcomes are likely to be improved by attention to these pressures. Primary Mental Health Care teams and CAMHS services provide essential support to GPs in disadvantaged areas, and some innovations such as GP Support Officers in Merthyr Primary Care cluster have seen benefits to community members with emotional support needs.

Befriending schemes for the elderly have been utilised to good effect in particular for older people living in poverty.

1.3.4 Finally, the NHS is the largest employer in Wales. The NHS can be exemplar by providing employment opportunities and by promoting good employee health and well-being, reducing sickness rates and leading the way on pay equality and providing good-quality and stimulating work.

1.4 Actions taken by Public Health Wales to progress implementation of the WFG Act and support for Public Services Boards

1.4.1 Public Health Wales takes a positive view of placing sustainable development on a statutory footing through the WFG Act and as a new potential opportunity to change the landscape for future generations.

1.4.2 Public Health Wales is a partner in Cymru Well Wales, a collaborative undertaking involving different sectors. It was set up address challenges such as persistent health inequities and the financially unsustainable health and social-care system, with a focus on the broader determinants of health. Three priority areas of work have been identified: the first 1000 days, ACEs, and employability.

1.4.3 Public Health Wales have taken this opportunity presented by the new legislation to invest in a Health and Sustainability Hub to help both the organisation and the wider NHS system respond to the WFG Act in order to maximise opportunities for improving health and well-being and reduce inequity.

1.4.4 Whilst Public Health Wales and the Hub do not provide support to the Public Services Boards (PSBs) on an individual basis, the Hub provides support to the public health community in its various roles on PSBs with the following aims:

- Bring together Public Health colleagues from across Wales who are supporting the PSBs through a PSB Support Network, to share information about work underway in different PSB areas;
- Ascertain the level and type of support which the Hub can provide to Network members.

1.4.5 The Hub in Public Health Wales has delivered workshops for the PSB Support Network covering themes like the use of evidence and leadership qualities for working with PSBs, with up-dates from the Office of the Future Generations Commissioner, Wales Audit Office and senior leaders in Public Health.

1.4.6 As part of the support the Hub is offering to PSBs and the Office of the Future Generations Commissioner, the Hub team have reviewed the PSB Well-being

assessments to examine the approach taken to long term thinking and planning for future generations. When published, we anticipate that this report will be useful for policy makers, public bodies and PSBs by identifying themes such as austerity, trends in wealth and welfare, poverty, household savings and consumption trends as playing a significant part in a more equal Wales for the future.

- 1.4.7 The Hub participates in the PSB Co-ordinator Network, which is co-ordinated by Welsh Government and which (explain role on Network). To date, the Hub Team have attended meetings to raise awareness of work streams and to seek PSB co-ordinators' advice on the type and nature of support required for well-being plans. Co-ordinators identified the need for short, tailored, visual information on topics such as how the environment impacts on health and well-being; the Hub team is now taking forward.
- 1.4.8 The Hub has also used the PSB Co-ordinators' e-bulletin to alert co-ordinators to useful reports like:
- Making a difference: investing in sustainable health and well-being for the people of Wales' highlights the need to combine 'investment in prevention' with steps to address the economic, social and environmental determinants of health, framed by the principles of the WFG Act and prudent health care.
 - Adverse Childhood Experiences research – a series of publications linking adverse childhood experiences (traumatic experiences that occur before the age of 18) with health-harming and antisocial behaviours, mental well-being and chronic diseases and health service use.

These resources can be used by public bodies and public Services boards to identify evidence-based action to help inform their response to the Act.

- 1.4.9 Public Health Wales is taking a proactive response to the recommendations contained within The Future Generations Commissioner report, '*Well-being in Wales: Planning today for a better tomorrow*', on the learning from the local well-being assessments of each PSB. The Health and Sustainability Hub is in the process of identifying approaches for a public health system response to the Commissioner's recommendations– with ideas for actions and opportunities to support PSBs at a national and local level.
- 1.4.10 Public Health Wales has long advocated Health Impact Assessment as a tool to support sustainable development; helping to ensure that both the short and

long term impacts of policies, plans and projects are taken into consideration. The Wales Health Impact Assessment Support Unit, which is part of Public Health Wales, is dedicated to helping policy makers and practitioners develop and implement HIA in Wales. Since the introduction of the WFG Act the Unit has been supporting and development the role of well-being impact assessments in demonstrating that the public bodies and public services boards (among others) take the well-being goals into consideration.

- 1.4.11 Finally, Public Health Wales and the Health and Sustainability Hub are working on a new tool which will help to embed sustainable development and new ways of working. The intention is to pilot the tool in several settings including with statutory partners on the Public Services Board. The results (both positive and negative) will be used to refine and develop thinking around embedding sustainable development across public services.

1.5 References

1. Welsh Government. Tackling poverty action plan: 2012–2016. Cardiff: Welsh Government; 2012.
2. Mani A, Mullainathan S, Shafir E, Zhao J. Poverty Impedes Cognitive Function. *Science*. [Online] 2013;341(6149): 976–980. Available from: doi:10.1126/science.1238041 [Accessed: 5th December 2017]
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Y Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau

7 Mehefin 2018 – clawr y papurau i'w nodi

Rhif y papur	Mater	Oddi wrth	Gweithredu
ELGC(5)-17-18 Papur 10	Ymchwiliad i feichiogrwydd, mamolaeth a gwaith	Y Comisiwn Cydraddoldeb a Hawliau Dynol	Gwybodaeth ychwanegol wedi'i darparu ar ôl y sesiwn tystiolaeth ar 19 Ebrill 2018
ELGC(5)-17-18 Papur 11	Ymchwiliad i feichiogrwydd, mamolaeth a gwaith	Ysgrifennydd y Cabinet dros Addysg	Ymateb i lythyr y Cadeirydd ar 11 Mai 2018
ELGC(5)-17-18 Papur 12	Rhoi'r gorau i Grant Byw'n Annibynnol Cymru a'r angen i gefnogi pobl anabl i fyw'n annibynnol	Y Cadeirydd, at y Gweinidog Plant, Pobl Hŷn a Gofal Cymdeithasol	Yn dilyn gohebiaeth gan Julie Morgan AC ynghylch y penderfyniad i roi'r gorau i Grant Byw'n Annibynnol Cymru
ELGC(5)-17-18 Papur 13	Ymgynghoriad Llywodraeth Cymru ar y Papur Gwyrdd: Cryfhau Llywodraeth Leol - Cyflawni dros ein Pobl	Y Comisiynydd Pobl Hŷn at Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau Cyhoeddus	Ymateb gan Gomisiynydd Pobl Hŷn Cymru i'r ymgynghoriad ar y papur gwyrdd

Eitem 6.1

John Griffiths AM
Chairperson, ELGC Committee
National Assembly for Wales
Cardiff Bay
CF99 1NA.

May 29, 2018

John.Griffiths@assembly.wales

Dear John,

Subject: Inquiry into pregnancy, maternity and work in Wales

Thank you for the recent opportunity to provide oral evidence to your Inquiry into pregnancy, maternity and work. At the session, we undertook to send you additional information on a number of matters. Please find below relevant evidence and examples.

Examples of good practice

Our Working Forward campaign has highlighted a number of good practice examples in relation to pregnancy, maternity and work. These include the below (short videos on the examples can be viewed at the links).

[BT: developing a maternity handbook](#)

Equality specialist, Sally Ward, and Openreach General Manager, Jo Koroma, discuss a new maternity handbook that BT has created to support line managers dealing with employees who are pregnant or returning from maternity leave.

The handbook was developed in collaboration with BT's women's network, using the experiences of women who have undergone pregnancy and maternity

at BT to help identify practical advice and top tips for line managers. It is complemented by an employee handbook.

Barclays: one-to-one coaching programme

Global Head of Diversity and Inclusion, Mark McLane, and Deputy Head of EMEA Power, Utilities and Infrastructure, Sally Rushton, discuss a one-to-one coaching programme which Sally set up to ensure Barclays employees are confident throughout pregnancy, maternity and their return to work – and that they can continue to develop their careers at Barclays after becoming parents.

Royal Mail: job sharing

Emma Wickham and Toni Jeffryes talk to Delivery Sector Manager, Marie Forrester, about how job sharing has enabled them to fast-track their career at Royal Mail while staying on top of their childcare commitments. It also allows Royal Mail Group to make full use of their talent pipeline by developing more of the women already working for the organisation

The job share was first conceived when Toni met Marie while she was speaking at one of Royal Mail's Springboard events. These events aim to inspire women and help them reach their full potential.

Betsi Cadwaladr University Health Board are developing a pregnancy and maternity toolkit to support line managers in having regular and open conversations with team members during their pregnancy, maternity leave and return to work.

South Wales Police have introduced 'pregnancy champions' to support pregnant staff and for the first few months of returning to work as a new parent. South Wales Police ensure all of this work is fed into their Internal Delivery Plan to increase the numbers of women at all ranks in their service.

Working Forward and Fathers

Following the Committee's discussion regarding paternity, we would like to highlight that last year we expanded our Working Forward initiative to include fathers in the workplace. Our members told us that there was a growing demand from working fathers to play a bigger role in childcare, if they have the support in place to allow it.

To open up dialogue between managers and new and expectant fathers, we have launched conversation guides that:

- Outline paternity rights
- Support dads in how to ask about flexible working arrangements
- Offer support with post-natal depression
- Help prepare for a discussion about returning to work after flexible work.

These conversation guides are attached. The Committee may want to explore how these guides can be promoted further.

Legal protections

Within our pregnancy and maternity recommendations we set out that to improve employer practice we need clarity in the law to provide a framework for employers to build a fair and diverse workplace. The legal framework protecting pregnant woman and new mothers in the workplace is extensive, but employers need greater clarity on their obligation not to discriminate in the recruitment process.

We recommend increasing the time limit for women to bring an Employment Tribunal claim in cases involving pregnancy and maternity discrimination from three to six months, in line with other employment claims such as redundancy and equal pay.

Our [Fair opportunities for all: A strategy to reduce pay gaps in Britain](#) report makes a number of recommendations to reduce gender, ethnicity and disability pay gaps, all of which are relevant to the Committee's Inquiry. With regard to changes to legislation and practice, the strategy recommends:

- The UK Government should legislate to extend the right to request flexible working to apply from day one in all jobs unless there is a genuine business reason that means this isn't possible
- Employers should offer all jobs, including the most senior, on a flexible and part-time basis unless there is a genuine business reason that means this isn't possible

Careers advice & addressing differences in subject and career choice

Our Fair opportunities for all: A strategy to reduce pay gaps in Britain report highlights that research finds that from an early age and throughout school, girls and boys are socialised to have conventionally stereotypical and limiting views about jobs for men and women (Ofsted, 2011), and that girls do not get the same range of choices over potential professions as boys (Girlguiding, 2016; Panel on Fair Access to Professions, 2009; Social Mobility Commission, 2016a). Educational opportunities and attainment are important determinants of careers and earnings. Removing the barriers to fulfilling educational potential; tackling traditional stereotypes and subject choices from primary school onwards that lead to occupational segregation; and increasing diversity in apprenticeships will contribute to reducing pay gaps and fairer workplaces. The report recommends:

- UK, Scottish and Welsh Governments and their agencies should ensure that careers guidance and work experience opportunities tackle stereotypes and encourage wider subject and career choices for women, ethnic minority and disabled students from primary school onwards

Welsh Government's economic action plan

'Prosperity for all: economic action plan' sets out a vision for the Welsh economy. The action plan commits to introducing economic contracts which will set the relationship between business and government to stimulate growth, increase productivity and make Wales fairer and more competitive. The contract requires businesses to demonstrate commitment to fair conditions before proposals will be considered in funding. One of these key themes is 'Fair Work'.

The Prosperity for all: economic action plan highlights work to support four foundation sectors – tourism, food, retail and care - in a joined up and consistent way across Government. It is important that equality is at the centre of the action plan. The Welsh Government current gender review is an opportunity for these issues to be explored further and for the Welsh Government to take forward action.

Our recommends in our submission included that:

- The Public Sector Equality Duty, the Welsh Government's Economic Action Plan and its new Employability Plan should be used as levers to tackle gender inequality in Welsh workplaces.
- The Welsh Government's Fair Work Board should considers our research and findings and that it provides support for businesses in agreeing a clear definition of fair work to ensure that female talent is valued and nurtured.

Childcare responsibilities

Our Fair opportunities for all: A strategy to reduce pay gaps in Britain report highlights that women still play the lead role in looking after children, so are more likely to work part time and take time out of the labour market – two factors contributing to the gender pay gap (Brynin, 2017). 'Sandwich caring', looking after young children at the same time as caring for elderly or disabled relatives, also has a disproportionate impact on women's employment and pay.

Women are four times more likely than men to give up work because of multiple caring responsibilities (House of Commons Women and Equalities Committee, 2016).

Two factors seem to encourage men's involvement in childcare and reduce the impact on women's careers of being the sole carer: more generous paternity leave, and more affordable childcare. Government and employers need to introduce policies that encourage men to share childcare more equally and reduce workplace bias towards mothers as the primary carer. Improving paternity and shared parental leave entitlements and extending free childcare should have a positive impact on women's engagement in the labour market. To ensure this impact is fully understood, an evaluation of the effect of the changes to free childcare should be undertaken. Our report recommended that:

- The UK Government should introduce dedicated non-transferable, ring-fenced 'use it or lose it' parental leave for fathers with a pay rate that acts as a real incentive to take-up.
- The UK, Scottish and Welsh Governments should continue to assess the impact of statutory childcare provision and different models of provision on women's labour market participation, and adjust accordingly.

I hope you find this information of use. Please let us know if we can help further.

Yours sincerely,



Ruth Coombs

Pennaeth Cymru / Head of Wales

Preparing for fatherhood

A conversation guide for fathers

WORKING FORWARD

SUPPORTING PREGNANT WOMEN AND NEW PARENTS AT WORK

An introduction

First of all, congratulations! This is an exciting time as you prepare for all the transitions that come with being a parent.

You may have a partner who is pregnant, or on maternity leave, you may be adopting a child or having a baby through a surrogate, or you may be a single parent. Whatever your situation, if you're preparing for your paternity leave, thinking about taking Shared Parental Leave (SPL) or wanting to work flexibly to share childcare you'll need to discuss certain things with your line manager. This guide will support you in having these conversations with practical guidance and advice to ensure the most positive experience for you and your partner.

This guide is intended to complement your employer's policies, so it's always best to familiarise yourself with these first. Also, make yourself aware of any employee schemes, benefits and support networks that you can make use of.

You can find more advice on the law and your rights on the Equality and Human Rights Commission website:

www.equalityhumanrights.com/workingforward



Telling your line manager about a pregnancy

Telling your line manager about a pregnancy will ensure that you get the support you need at this important time.

Before you talk with your line manager it's a good idea to do some research. Read your company's paternity policies and think about anything else you may need to consider at this point. The following is an overview of fathers' statutory entitlements and should inform your discussions with your line manager around leave, flexible working and time off for appointments.

Statutory Paternity Leave and pay

Employees can choose to take either one week or two consecutive weeks' Paternity Leave. The statutory weekly rate of Paternity Pay is £140.98, or 90% of your average weekly earnings (whichever is lower). Many employers choose to enhance Statutory Paternity Pay by offering full pay for the two weeks or an extended period of leave.

Shared Parental Leave and pay

As well as up to two weeks' paternity leave, eligible fathers can take SPL for up to 50 weeks. Parents taking SPL can choose to take this leave in turns, together or in a combination of the two. Parents can take blocks of leave continuously between them or in up to three separate chunks, but employers can agree to more.

Employees who qualify to receive Statutory Shared Parental Pay (ShPP) while on SPL will be paid £140.98 per week, or at 90% of the employee's average weekly



earnings, if this figure is lower than the Government's set weekly rate, for up to a maximum of 39 weeks minus any weeks of maternity pay, maternity allowance or adoption pay.

For more information on paternity pay and leave please see:

<https://www.gov.uk/paternity-pay-leave>

For more information on shared parental leave and pay please see:

<https://www.gov.uk/shared-parental-leave-and-pay>

Antenatal appointments

Your partner will attend a number of antenatal appointments during her pregnancy, and you may want to accompany her. Such appointments include routine check-ups by a doctor, midwife or consultant, ultrasound scans and other medical consultations, as well as complementary care, such as birthing, parenting or relaxation classes. Fathers are entitled to take unpaid leave to accompany the expectant (or surrogate) mother to two antenatal appointments of up to 6.5 hours each. Your employer may also enhance this by: offering paid leave to attend antenatal appointments, providing extra leave to attend more appointments, and/or allowing employees to 'make the time up' through flexible working. Discuss with your line manager about what your organisation offers.

1.1

Telling your line manager about a pregnancy

Top tips for a productive conversation

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- 1 Talk to your line manager in whatever way is most natural to the both of you. It doesn't have to be a formal meeting – it could be over a coffee, if that's what works for you.
- 2 Be open and honest with your line manager and let them know they can be the same with you.
- 3 You don't have to have concrete plans for paternity leave now. But it will help your manager to know your baby's due date and any rough plans you might have – including any upcoming antenatal appointments.
- 4 Talk to your line manager about SPL. It can be helpful to discuss what might be possible and it doesn't commit you to anything if you later decide it is not for you.
- 5 It's a good idea to put any discussion points and agreements in writing to help avoid any confusion down the line. This could be as simple as a quick email.

2.0 Preparing for paternity leave

In the time leading up to your paternity leave you'll need to make decisions such as your potential leave date as well as making plans with your line manager and your team. You don't have to give a precise date when you want to take leave. Instead, you can give the general time, including the day of the birth or one week after the birth. You must give your employer 28 days' notice if you want to change the start date of your leave.

Remember, only 1 in 25 babies are born on their due date, so you may need to leave the workplace at very short notice to attend the birth, or be staying at work for longer than you planned. If you are involved in urgent or time-critical projects at this time, make sure that another member of staff is briefed so that they can take over without too much disruption. You may also want to ask that you do not travel extensively around the due date, particularly trips that could make it impossible for you to get back to support your partner during the birth.

You may want to do a handover with your line manager and colleagues and keep them updated with any changes or developments before you leave. Whether it's over email or in a meeting, you can choose to do this in whichever way is most suitable for you.

2.1 Preparing for paternity leave

Top tips for productive conversations

- 1 Let your line manager and colleagues know your plans, identifying any additional support your line manager may need and preparing a handover document if needed.
- 2 Think about whether you might want to extend your paternity leave by using annual leave to top up and discuss this with your line manager.
- 3 Talk to your line manager about your plans for returning to work and whether you want to work flexibly in the future.

3.0

Taking Shared Parental Leave (SPL) and keeping in touch

If you and your partner have decided to take SPL you will need to prepare for a longer period of time away from work. This will depend largely on how you have decided to take the time (up to 50 weeks). You may choose to take this leave in turns, together or in a combination of the two.

SPL is extremely flexible. Employees can also use up to 20 Shared Parental Leave in Touch (SPLIT) days to work. In practice these can be used to create a period of part-time working without a contract change. SPLIT days can also be used to keep up to date with developments, or be available for important events and meetings. Their use must be agreed so talk with your line manager about what might work best for both of you.

Good communication with your line manager is vital if you're taking an extended period of leave. Below are some of the things you might want to discuss:

- **Planning cover:** early planning for your absence helps to reduce any negative impact on your colleagues and your organisation.
- **Contact arrangements:** agree the level of contact you feel comfortable with while away. For example, talk about whether you want regular updates on company news, to hear about critical developments only, or those which affect you personally such as promotion or training opportunities. You can always change your mind on this during your leave.
- **Performance appraisals:** request that a performance appraisal is carried out shortly before you start your extended leave. This will ensure you are treated fairly, particularly if your appraisal system affects pay rises or bonuses.
- **Return to work:** have an informal chat about a return to work date. You may also want to talk about flexible working arrangements, such as part-time or agile working – or a phased return to ease the transition back. Make it clear that what you talk about is just an indication of preferences to help you plan, rather than something set in stone.

3.1

Taking Shared Parental Leave and keeping in touch

Top tips for productive conversations

1

Talk to your line manager about how you want to use your parental leave. SPL is very flexible and can fit in well to many working patterns. Talk to your line manager about what might be possible.

2

Planning your leave and thinking about cover and a handover will help both you and your line manager feel more confident about being away from work and the time ahead.

3

Ask your line manager to keep you updated on changes to the workplace or your team during your leave.

4

You can also discuss your plans for returning to work and whether you might want to work more flexibly in the future.

4.0

Preparing for a successful return to work after taking paternity and/or parental leave

When fathers have taken just a short period of one or two weeks' paternity leave, it can be easy for colleagues and managers to forget that their lives have just undergone a major change.

You may be lacking sleep, feel physically and emotionally exhausted and finding your way balancing new responsibilities at home with work. Have a candid conversation with your line manager to get the support and flexibility you need. It might be possible for adjustments to be made to help you manage work during this transition period. Options could include leaving earlier or coming in later than normal and/or avoiding holding late or early meetings.



If you have taken an extended period of leave, getting back up to speed in a way that works for you is likely to be a priority. Discuss with your line manager, ways in which they might help. These might include pre-return training or mentoring, with a colleague acting as a 'buddy' to facilitate your return. Whether you are planning to return to work on a full-time or part-time basis, it can be helpful to request some kind of phasing arrangement for the first few weeks or months following your return.

Familiarise yourself with your organisation's provision for working parents (for example, family or parent networks, employee assistance programmes, and childcare assistance) and its approach to flexible working (know what options for flexible working are possible and whether an informal arrangement is sufficient or a formal request to work flexibly is needed).

Postnatal depression is not an uncommon issue for new parents. One in five men experience depression after becoming fathers – much the same proportion as experienced by women during pregnancy or in the year after giving birth. Your employer may not be able to solve issues beyond the workplace, but they may be able to offer help and support. Identifying the problem will help you manage it and get the support you may need from work.

- **Recognise that becoming a parent is a major transition**

You may be taking on extra responsibilities around the house, feeling financial pressure more acutely, coping with a changing relationship with your partner, and suffering lack of sleep.



- **Be aware of the signs of depression**

Look out for uncommon changes – they may be warning signs of depression. These include: being uncharacteristically sad, anxious, restless, distracted, irritable, and low in energy or motivation. We all have off days, which don't necessarily indicate depression – but be alert to the possibility and be aware of the signs.

- **Look for information and advice**

GPs and health visitors will be able to provide treatment and support for depression. The following organisations may also be able to help:

- **PANDAS Dads** – part of the PANDAS Foundation, which offers advice and support for individuals experiencing pre- and postnatal depression. www.pandasfoundation.org.uk
- **The Birth Trauma Association** – provides information and support for mothers and partners who have had a traumatic birth experience. <http://www.birthtraumaassociation.org.uk>
- **The Fatherhood Institute** – a charity that focuses on fatherhood policy, research and practice, offering services including ante- and postnatal intervention for new fathers and mothers. <http://www.fatherhoodinstitute.org>



4.1

Preparing for a successful return to work after taking parental leave

Top tips for productive conversations

- 1 You'll find it helpful to meet with your line manager on your first day back to discuss your return and any updates that either of you may have.
- 2 Whether you've had a couple of weeks off or an extended period of leave, speak to your line manager about any issues you might be experiencing and how they can help support you in the transition back to work.
- 3 Try to catch up with your own network too as they can provide further updates and help you settle back in.
- 4 Think about whether, on your return to work, you want to work flexibly and talk about your plans with your line manager.
- 5 Talk to other fathers about how they manage work and home-life. This can make it easier to know what options are working currently when you speak to your line manager.



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Finally

We hope this guide has been useful and given you the information tips and advice needed to help you and your line manager support you as a new parent in the workplace.

For more information please visit:
[www.equalityhumanrights.com/
workingforward](http://www.equalityhumanrights.com/workingforward)

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www.equalityhumanrights.com/workingforward

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**Equality and
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SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK



Tudalen y pecyn 149

Managing fathers at work

A conversation guide for line managers

**WORKING
FORWARD**

SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK

An introduction

As a line manager you have an important part to play in the smooth running of your organisation and a significant impact on the day-to-day experience of the people you manage. This includes working fathers and fathers-to-be. Increasingly, fathers want to play an active part in bringing up children. It may be their partner who is pregnant; they are adopting a child or having a child with a surrogate; or are a single parent. Whatever the situation, this guide has been created to ensure you feel comfortable about the conversations you will need to have.

This guide includes practical guidance and advice and is supported by corresponding guides for fathers and pregnant women/new mothers. We've kept it simple and straightforward, and while we cover some important points, it's best to check your company's policies and contact your HR team or senior management team for more information, especially if you have any queries or concerns.

Research shows that having a supportive manager is a key factor in raising awareness and take-up of family friendly policies by men. Working fathers who have access to flexible working options display higher degrees of commitment to their employer than those who are unable to work flexibly, and have an improved perception of their employer as committed and trusting. For most employers, recruiting and developing staff is a significant investment – and replacing someone is costly. Developing flexible working arrangements, supportive paternity leave and Shared Parental Leave (SPL) policies and other occupational benefits are often decisive elements in retaining new fathers in your employment.

You can find further guidance, advice and helpful tools on the Equality and Human Rights Commission website: www.equalityhumanrights.com/workingforward





Supporting new fathers at work

It's likely that you will already know which of your employees are currently fathers. But for new or soon-to-be fathers, one of the best things you can do when you hear the news that your employee is going to be a father is firstly to congratulate them. Then, do some fact finding and find out about your company's paternity policies and support for parents. The following is an overview of fathers' statutory entitlements and should inform your discussions with new fathers around leave, flexible working and time off for appointments.

Statutory Paternity Leave and pay

Employees can choose to take either one week or two consecutive weeks' Paternity Leave. The statutory weekly rate of Paternity Pay is £140.98, or 90% of their average weekly earnings (whichever is lower). Many employers choose to enhance Statutory Paternity Pay by offering full pay for the two weeks or an extended period of leave. Find out what is on offer in your organisation and let your employee know.



Shared Parental Leave and pay

As well as up to two weeks' paternity leave, eligible fathers can take SPL for up to 50 weeks. Parents taking SPL can choose to take this leave in turns, together or in a combination of the two. Parents can take blocks of leave continuously between them or in up to three separate chunks, but employers can agree to more. Find out what your organisation's policy is or what has been done previously so that you can properly inform your employee.

Employees who qualify to receive Statutory Shared Parental Pay (ShPP) while on SPL will be paid £140.98 per week or at 90% of the employee's average weekly earnings, if this figure is lower than the Government's set weekly rate, for up to a maximum of 39 weeks minus any weeks of maternity pay, maternity allowance or adoption pay. Again, many employers choose to enhance ShPP. Find out what is on offer in your organisation and let your employee know.

For more information on paternity pay and leave please see:

<https://www.gov.uk/paternity-pay-leave>

For more information on shared parental leave and pay please see:

<https://www.gov.uk/shared-parental-leave-and-pay>

1.0

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Antenatal appointments

Fathers are entitled to take unpaid leave to accompany the expectant (or surrogate) mother to two antenatal appointments of up to 6.5 hours each. Such appointments include routine check-ups by a doctor, midwife or consultant, ultrasound scans and other medical consultations, as well as complementary care, such as birthing, parenting or relaxation classes. Some employers enhance this by: offering paid leave to attend antenatal appointments, providing extra leave to attend more appointments, and/or allowing employees to 'make the time up' through flexible working. Discuss with your employee what your organisation offers or what could be accommodated within your team.

Supporting new fathers at work

Top tips for a productive conversation

- 1 Have a conversation in whatever way is most natural to the both of you. It doesn't have to be a formal meeting – it could take place over a coffee, if that's what works for you.
- 2 When it comes to having a conversation, it's best to be open and honest. Encourage your employee to be open with any concerns he may have in order to get the support that he needs.
- 3 Share your company policies and highlight anything that you think might be useful (for example, the policy regarding time off for antenatal appointments or details of the parents' network).
- 4 To help the both of you keep on top of any antenatal appointments, you could suggest that he adds these to your diary or schedule.
- 5 Reassure your employee that you are supportive of his right to take an extended period of leave if he's thinking of doing so.
- 6 It's a good idea to put any discussion points and agreements in writing as this helps avoid any confusion down the line.

2.0

Preparing for your employee's paternity leave

Fathers taking paternity leave don't have to give a precise date (for example, 1 April 2018) when they want to take leave, but you can ask them to give you a general time, including the day of the birth or one week after the birth. If your employee wants to change the start date of his leave he must give you 28 days' notice. But remember, a little bit of flexibility on both sides can be helpful, particularly when only 1 in 25 babies are born on their due date.

If your employee is involved in urgent or time-critical projects at this time, make sure that another member of staff is briefed so that they can take over without too much disruption. You may also want to ensure that your employee does not travel extensively around the due date, particularly trips that could make it very difficult for him to get back to support his partner during the birth.

Working with your employee on a handover will ensure that you and colleagues are kept updated on work that will need to be covered.

2.1

Shared Parental Leave

Top tips for productive conversations

- 1 Organise a handover meeting and use a handover document as the basis for your conversations.
- 2 Discussing cover arrangements and working through a handover will help both you and your employee feel more confident about being away from work and the time ahead.
- 3 Take the lead from your employee as to how he wants to be kept in touch and what information he wants updated on during his leave.
- 4 Discuss your employee's plans for returning to work and whether he might want to work flexibly in the future.
- 5 Confirm the payment of statutory/enhanced Shared Parental Pay.

3.0

Shared Parental Leave (SPL)

Your employee may have decided to take SPL with his partner and if this is the case you will need to prepare for him taking a longer period of time away from work. Eligible parents can take SPL for up to 50 weeks and parents can choose to take this leave in turns, together, or in a combination of the two.

How your employee has decided to take the leave will affect how you need to plan for this and how you manage it at the time. Employees can also use up to 20 Shared Parental Leave in Touch (SPLIT) days to work whilst on leave. In practice these can be used to create a period of part-time working without a contract change. SPLIT days can also be used to keep up to date with developments, or be available for important events and meetings. Their use is subject to agreement so talk with your employee about what might work best for both of you.



3.0

Good communication with your employee is vital if he's taking an extended period of leave. Below are some of the things you might want to discuss:

- **Planning cover:** early planning for his absence helps to reduce any negative impact on your colleagues and your organisation. Include your employee in discussions and resist making assumptions about what he can and can't do. You may want to think about rescheduling projects that he's essential for but be careful not to exclude him from projects that might enhance his career prospects, which could be regarded as inadvertent discrimination.
- **Contact arrangements:** speak to your employee about the level of contact he feels comfortable with while away. For example, talk about whether he wants regular updates on company news, to hear about critical developments only, or just those which affect him personally such as promotion or training opportunities.
- **Performance appraisals:** ensure that you carry out a performance appraisal before your employee starts his extended leave, while the information is current. This will ensure he is treated fairly, particularly if your appraisal system affects pay rises or bonuses.
- **Return to work:** have an informal chat about a return to work date. You may also want to talk about flexible working arrangements, such as part-time working, compressed hours, working remotely, or a phased return to ease the transition back. It's a good idea to have examples of other fathers working flexibly so your employee can see what might be possible. Remember, fathers may be less comfortable asking for formal flexible working arrangements than mothers and you can help by talking to them about what is possible.



3.1

Shared Parental Leave

Top tips for productive conversations

1

Talk to your employee about how he wants to use his parental leave. SPL is very flexible and can fit in well to many working patterns.

2

Discussing cover arrangements and working through a handover will help both you and your employee feel more confident about being away from work and the time ahead.

3

Take the lead from your employee as to how he wants to be kept in touch and what information he wants updated on during his leave.

4

Discuss your employee's plans for returning to work and whether he might want to work flexibly in the future.

5

Confirm the payment of statutory/enhanced Shared Parental Pay.

4.0

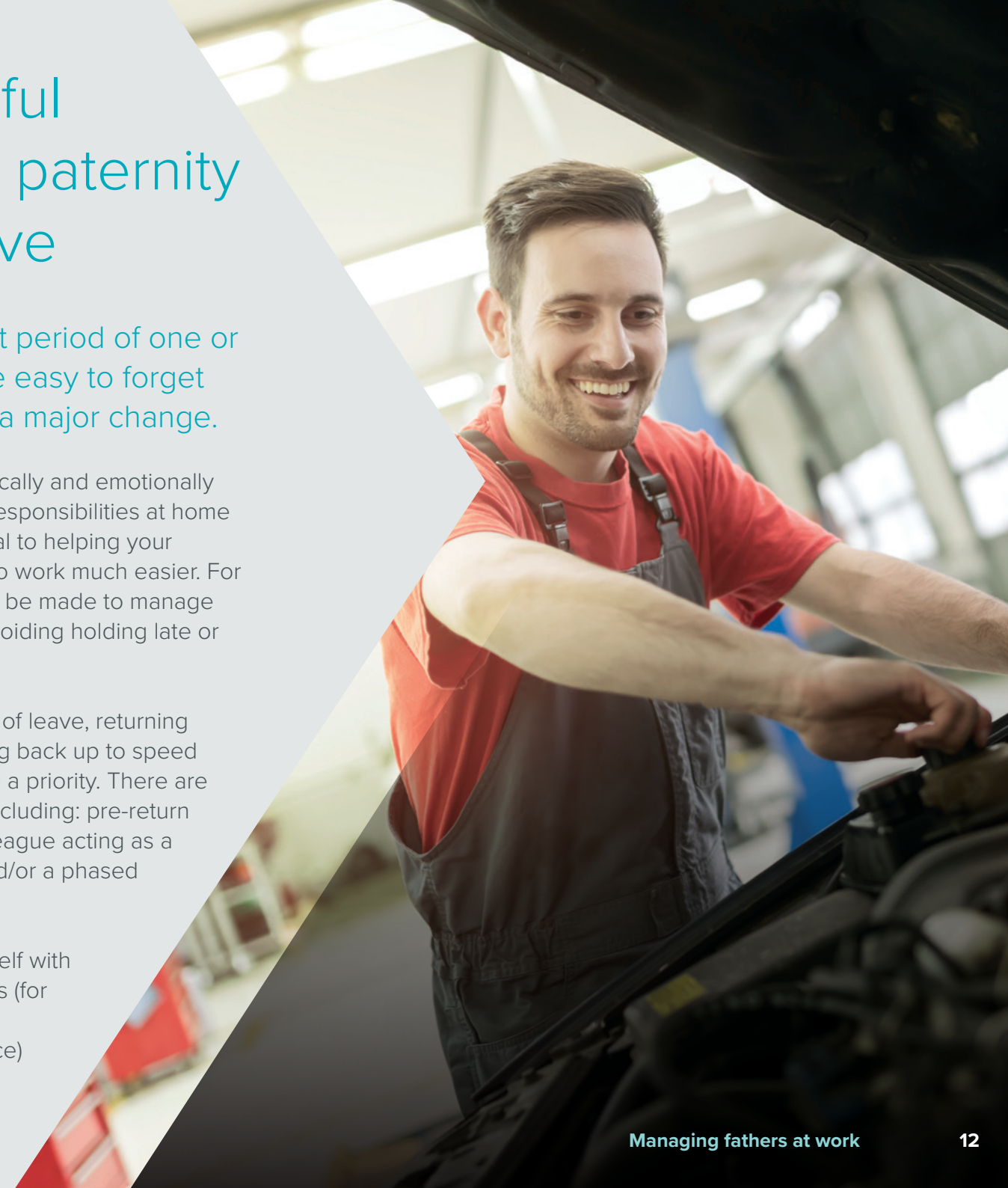
Ensuring a successful return to work after paternity and/or parental leave

When fathers have taken just a short period of one or two weeks' paternity leave, it can be easy to forget that their lives have just undergone a major change.

Your employee may be lacking sleep, feel physically and emotionally exhausted, and finding his way balancing new responsibilities at home with work. Your support at this time will be crucial to helping your employee adjust and make the transition back to work much easier. For example, it might be possible for adjustments to be made to manage his work during this transition period, such as avoiding holding late or early team meetings.

If your employee has taken an extended period of leave, returning to work may again be a challenging time. Getting back up to speed in a way that works for both of you is likely to be a priority. There are several ways you can help ease the transition including: pre-return training using SPLIT days, mentoring with a colleague acting as a 'buddy' to help your employee on his return, and/or a phased return for the first few weeks or months.

Before your employee's return, familiarise yourself with your organisation's provision for working parents (for example, family or parent networks, employee assistance programmes, and childcare assistance) and provide him with this information.



You should also be clear on your organisation's flexible working policies, what options for flexible working are possible and whether an informal arrangement is sufficient or a formal request to work flexibly is needed. Research shows that working fathers who have access to flexible working options display higher degrees of commitment to their employer than those who are unable to work flexibly.

Postnatal depression is not an uncommon issue for new parents. One in five men experience depression after becoming fathers – much the same proportion as experienced by women during pregnancy or in the year after giving birth. You may not be able to solve issues beyond the workplace, but you can offer help and support to your employee. The following organisations may also be able to help:

- **PANDAS Dads** – part of the PANDAS Foundation, which offers advice and support for individuals experiencing pre- and postnatal depression. www.pandasfoundation.org.uk
- **The Birth Trauma Association** – provides information and support for mothers and partners who have had a traumatic birth experience. <http://www.birthtraumaassociation.org.uk>
- **The Fatherhood Institute** – a charity that focuses on fatherhood policy, research and practice, offering services including ante- and postnatal intervention for new fathers and mothers. <http://www.fatherhoodinstitute.org>

4.1

Ensuring a successful return to work after paternity and/or parental leave

Top tips for productive conversations

- 1 Book in a meeting with your employee on his first day back to discuss his return and any updates that either of you may have.
- 2 Listen to your employee and give him the opportunity to talk about any difficulties he may be having so that you can better support him in his transition back to work.
- 3 Discuss flexible working options with your employee, think carefully about what might be possible, informal trial arrangements are a good way of testing an approach out.
- 4 Speak to other colleagues who are also managing parents, find out some of the arrangements that might already be in place elsewhere in the organisation.



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Finally

We hope this guide has been useful and given you the information, tips and advice needed to help you support your employee as a new parent in the workplace. Visible support for working fathers helps to create a supportive and inclusive culture that has a positive impact across the organisation.

For more information, resources and training, please visit:

[www.equalityhumanrights.com/
workingforward](http://www.equalityhumanrights.com/workingforward)

#WorkingForward

www.equalityhumanrights.com/workingforward



**Equality and
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Commission



SUPPORTING PREGNANT WOMEN
AND NEW PARENTS AT WORK

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Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education



Llywodraeth Cymru
Welsh Government

Ein cyf/Our ref: MA-P-KW-1845-18

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30 Mai 2018

Annwyl John,

Diolch ichi am eich llythyr dyddiedig 11 Mai 2018 ynglŷn ag effaith beichiogrwydd a mamolaeth ar fenywod sy'n gweithio yn y proffesiwn addysgu. Rydych yn gofyn am ymateb i 5 mater penodol ac rwy'n trafod bob un o'r rhain yn unigol isod;

Mater 1: Adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol

Mae swyddogion wedi dadansoddi adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol "Gwahaniaethu ac Anfantias yn Gysylltiedig â Beichiogrwydd a Mamolaeth: arolygon Cyflogwyr a mamau". Ni allwn ganfod unrhyw ffigurau sy'n cyfeirio'n benodol at brofiadau athrawon yng Nghymru.

Mae'r adroddiad yn datgan bod mamau sy'n gweithio yn y sector Addysg (ar draws y DU gyfan) yn llai tebygol o roi gwybod am brofiad negyddol yn ymwneud â cheisiadau gweithio hyblyg (7% o gymharu ag 11% ym mhob sector), tra bod mamau sy'n gweithio yn y sector Gweinyddiaeth Gyhoeddus (3%), sy'n cynnwys rhai pobl sy'n gweithio ym maes addysg, yn llai tebygol o deimlo eu bod wedi'u gorfodi i adael eu swydd, o gymharu â'r cyfartaledd ar draws pob sector yn y DU (11%).

Felly, mae'r adroddiad yn awgrymu bod y darlun i famau sy'n gweithio ym maes addysg yng Nghymru, ychydig yn well na'r cyfartaledd ar draws pob sector a'r DU. Serch hynny rwy'n ymwybodol bod gwelliannau i'w gwneud o hyd.

Mater 2: Canllawiau i ysgolion ar recriwtio, cadw a gweithio hyblyg

Y corff llywodraethu sy'n gyfrifol am benderfynu a fydd swydd addysgu yn cael ei llenwi ai peidio pan ddaw'n wag neu a fydd swydd newydd yn cael ei chreu.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Mae canllaw i'r gyfraith i Lywodraethwyr Ysgolion ar gael ar wefan Llywodraeth Cymru i ddarparu cyfarwyddiadau i lywodraethwyr yn y maes yma. Mae'n rhaid i gorff llywodraethu pob ysgol a gynhelir lunio manyleb ar gyfer unrhyw swydd addysgu amser llawn neu ran amser a'i hanfon at yr awdurdod lleol. Mae'n rhaid hysbysebu'r swydd hon, oni fydd y corff llywodraethu'n penderfynu penodi athro/athrawes a enwebwyd gan yr awdurdod lleol, neu'n derbyn athro/athrawes sydd eisoes yn gweithio yn yr ysgol sydd wedi'i argymhell/hargymell i'r awdurdod lleol gan y corff llywodraethu. Mae'n rhaid i'r awdurdod lleol, pan fydd yn gyflogwr, benodi'r athro/athrawes a ddewiswyd, oni fydd yr ymgeisydd yn methu â chyflawni'r holl ofynion perthnasol o ran cymwysterau staff. Cyrff llywodraethu ysgolion Gwirfoddol a Gynorthwyr ac ysgolion Sefydledig, fel y cyflogwr, fydd yn gyfrifol am benodi.

O dan Ddeddf Cydraddoldeb 2010 mae gan fenywod hawl i gael yr un cyflog â dynion os ydynt wedi'u cyflogi i wneud yr un gwaith neu waith â gwerth cyfartal. Mae'n rhaid i gyrff llywodraethu sicrhau y cydymffurfir â'r gofyniad hwn wrth wneud penderfyniadau ynglŷn â chyflogau.

Mae pob athro/athrawes a gyflogir mewn ysgolion cymunedol yn ddarostyngedig i amodau statudol sy'n gysylltiedig â'u dyletswyddau proffesiynol ac amseroedd gweithio sydd wedi'u nodi yn y Ddogfen Cyflog ac Amodau Athrawon Ysgol. Mae'r rhain yn effeithio ar delerau eu contractau cyflogaeth. Yn ogystal â'r amodau statudol hyn, mae athrawon yn ddarostyngedig i amodau anstatudol eraill sydd wedi'u nodi yn eu contractau cyflogaeth, megis y rhai sy'n darparu ar gyfer cyflog salwch ac absenoldeb mamolaeth.

Mae polisïau gweithio hyblyg yn helpu i recriwtio, cadw a chymell athrawon, maent yn darparu'r sylfaen ar gyfer cynllunio ariannol a phersonél cadarn mewn ysgolion a lleihau'r risg o gwynion a gwahaniaethu. Mae swm sylweddol o dystiolaeth yn dangos bod trefniadau gweithio hyblyg effeithiol yn creu buddion cadarnhaol, ac yn eu plith mae cymhelliant ac ymrwymiad uwch ymhlith cyflogaion, llai o absenoldebau a chysylltiadau gwell â chyflogaion.

Mater 3: Cydbwysedd rhwng y rhywiau a datblygiad gyrfa

Rydym yn parhau i annog pobl o bob cefndir, yn arbennig y grwpiau hynny sy'n cael eu tangynrychioli, sy'n meddu ar y cymwysterau, y sgiliau a'r rhinweddau personol cywir i ystyried gyrfa addysgu.

Er bod y mwyafrif o athrawon dal yn fenywod, mae'r gyfran o ddynion sy'n ennill SAC wedi cynyddu rhywfaint yn y degawd diwethaf.

Rydym yn darparu mynediad cyfartal i gymhellion ariannol i fyfyrwyr Addysg Gychwynnol Athrawon (AGA) TAR, waeth beth yw eu cefndir neu eu hamgylchiadau. Mae hyn yn helpu i sicrhau bod darparwyr Addysg Gychwynnol Athrawon yng Nghymru, sy'n dymuno recriwtio'r unigolion mwyaf galluog i'w cyrsiau, yn gallu gwneud hynny gyda chefnogaeth.

Ein nod yw datblygu cyfres gydlynol o lwybrau o safon i'r proffesiwn addysgu, gan gefnogi athrawon newydd drwy AGA a chyflawni'r Statws Athro Cymwysedig. Rydym yn awyddus i'r holl lwybrau feddu gwmpasu un weledigaeth a dealltwriaeth o'r gweithlu addysgu yng Nghymru yn y dyfodol a chyflawni anghenion darpar athrawon galluog, beth bynnag yw eu cefndir a'u hamgylchiadau.

Cyhoeddais ddatblygiad arloesol ym maes addysg gychwynnol athrawon yn ddiweddar – Tystysgrif Addysg i Raddedigion rhan amser newydd yn yr ysgol, mewn partneriaeth â'r brifysgol, i gynnwys nifer o leoliadau cyflogaeth. Y bwriad yw y byddai'r TAR rhan amser yn

galluogi hyfforddeion i gynnal eu hymrwymiaidau presennol, gan gynnwys cyflogaeth ac incwm, wrth iddynt astudio'n rhan amser i fod yn athro/athrawes.

Gall hyblygrwydd y llwybr rhan amser newydd hwn ddarparu cyfleoedd i ehangu cyfranogiad y grwpiau hynny sy'n cael eu tangynrychioli yn awr yng ngweithlu addysgu Cymru a chyfoethogi'r proffesiwn, drwy gynyddu amrywiaeth a galluogi'r rhai â phrofiad gwaith mewn meysydd eraill a mwy o brofiad bywyd yn gyffredinol, i ymuno â'r gweithlu addysgu.

Lansiwyd yr Academi Arweinyddiaeth Addysgol Genedlaethol, y corff newydd sy'n gyfrifol am ysbrydoli arweinwyr addysgol y dyfodol, yn ddiweddar (16 Mai). Bydd yr Academi yn gweithio gyda phartneriaid ar draws y system i ddarparu cefnogaeth strategol i'r rhai sy'n gweithio mewn rolau arweiniol yn awr, yn ogystal â darparu anogaeth ac ysbrydoliaeth i'r rhai sy'n dymuno dilyn gyrfa arweinyddiaeth ym myd addysg.

Bydd yr Academi Arweinyddiaeth Addysgol Genedlaethol yn sicrhau, yn meithrin ac yn ysbrydoli arweinwyr ar draws y system gyfan mewn lleoliadau cyfrwng Cymraeg a Saesneg. Gwna hyn mewn partneriaeth â'r rhai sydd â chyfraniad i'w wneud i wireddu'r uchelgais ar gyfer y system addysg yng Nghymru a'r Genhadaeth ein Cenedl a byddwn yn parhau i weithio gyda phob rhan o'r system addysg i sicrhau bod yr Academi wirioneddol yn gynrychioliadol.

Bydd yr Academi Arweinyddiaeth Addysgol Genedlaethol yn cefnogi pob arweinydd, ar ba bynnag gam yn eu gyrfaedd y maent ar. Bydd yn rhoi'r hyder, y gefnogaeth a'r datblygiad iddynt allu cyflawni a bod y gorau.

Ymgysylltwyd ag amrediad eang o randdeiliaid er mwyn datblygu gweledigaeth, gwerthoedd ac egwyddorion yr Academi, sy'n seiliedig ar ymrwymiad i egwyddorion mynediad cyfartal ac ddarpariaeth, a darpariaeth sydd o'r safon uchaf.

Materion 4 a 5: Cyflog ac amodau

Nid yw cyflog ac amodau athrawon yn faterion sydd wedi'u datganoli ar hyn o bryd, yr Ysgrifennydd Gwladol dros Addysg sy'n gyfrifol amdanynt ac maent wedi'u nodi yn y Ddogfen Cyflog ac Amodau Athrawon Ysgol.

Rwy'n deall, o dan y gofynion rheoleiddiol presennol, y gall ysgolion ddyfarnu taliad Cyfrifoldeb Addysgu ac Arweinyddiaeth (CAD) i athro dosbarth/athrawes ddosbarth am ymgymryd â chyfrifoldeb ychwanegol parhaus, at y diben o sicrhau bod darpariaeth addysgu a dysgu o safon uchel yn cael ei chyflenwi'n barhaus ac y mae'r athro/athrawes yn atebol am y ddarpariaeth hon. Mae CAD1 a CAD2 yn barhaol ac mae deiliad y swydd yn parhau yn yr un swydd yn y strwythur staffio (mae gan CAD3 gyfyngiad amser fel arfer ar gyfer prosiectau unigol ac yn y blaen). Dylid gwneud pob penderfyniad ar sail meini prawf gwrthrychol fel nad oes unrhyw effaith wahaniaethol ar unrhyw athro/athrawes neu grŵp o athrawon sydd â nodwedd warchoddedig benodol o dan Ddeddf Cydraddoldeb 2010. Mae'n rhaid i athrawon rhan amser dderbyn canran o'r cyflog priodol sy'n gyfwerth â chyflog amser llawn ac mae'n rhaid defnyddio'r un ganran ar gyfer unrhyw lwfansau, gan gynnwys CAD, a ddyfernir i athrawon rhan amser.

Bydd y pwerau sy'n gysylltiedig â chyflog athrawon yn cael eu trosglwyddo i Gymru o 30 Medi 2018, a fydd yn galluogi i Weinidogion Cymru bennu cyflog ac amodau athrawon yng Nghymru am y tro cyntaf ym mis Medi 2019. Mae Llywodraeth Cymru'n benderfynol i ddefnyddio'r pwerau hyn i sicrhau bod Cymru'n lle deniadol i fyw ac addysgu a sicrhau bod ganddynt ymagwedd genedlaethol sy'n gweddu anghenion Cymru orau. Mae dau ddarn o

waith yn cael ei gynnal yn awr: Panel Adolygu Annibynnol i edrych ar gynnwys y system gyflog; a datblygu'r broses a ddefnyddir i bennu cyflog athrawon. Erbyn Medi 2018 mae angen inni fod wedi cyflwyno dull ar gyfer pennu cyflog athrawon a daeth ymgynghoriad cyhoeddus ar y broses arfaethedig i ben ar 4 Mai. Mae swyddogion Llywodraeth Cymru yn ystyried yr ymatebion yn awr cyn penderfynu ar yr ymagwedd briodol ar gyfer symud ymlaen yn y dyfodol.

Dylid cynllunio pob system gyflog i fod yn deg a chyfartal i bob aelod o staff. Mae'n bwysig sicrhau nad yw ein system gyflog athrawon newydd yn cyfrannu at anghydraddoldeb cyflog mewn unrhyw ffordd. Mae angen inni sicrhau ein bod yn deall lefel a natur anghydraddoldebau o'r fath yn y system gyflog athrawon bresennol ac yna sicrhau os/lle mae'r diffygion yn bodoli, nad ydynt yn cael eu hailadrodd yn y dyfodol. Bydd y dull newydd o bennu cyflog ac amodau athrawon yng Nghymru yn cynnwys cyfleoedd i nodi a mynd i'r afael â materion o'r fath.

I gloi, hoffwn sicrhau'r Pwyllgor fy mod yn gwerthfawrogi pob un o'n hathrawon a'u gwaith pwysig yn ein hysgolion. Byddaf yn sicrhau ein bod yn ystyried gofynion amrywiol y gweithlu cyfan wrth ddatblygu pob un o'n polisïau.

Yn gywir



Kirsty Williams AC/AM

Ysgrifennydd y Cabinet dros Addysg
Cabinet Secretary for Education

ELGC(5)-17-18 Papur 12/ Paper 12

Huw Irranca-Davies AC
Y Gweinidog Plant, Pobl Hŷn a Gofal Cymdeithasol

30 Mai 2018

Annwyl Huw

Rwyf wedi cael gohebiaeth am y penderfyniad i gau Grant Byw'n Annibynnol Cymru. Mae'r ohebiaeth gan Julie Morgan AC yn tynnu sylw at bryderon y bydd trosglwyddo cyllid i awdurdodau lleol, a rhoi'r gorau i neilltuo'r cyllid hwn, yn cael effaith andwyol ar bobl anabl. Er nad yw'n bosibl i'n Pwyllgor edrych ar y mater hwn yn fanylach ar hyn o bryd, mae gennym ddiddordeb ynddo fel mater cydraddoldeb a mater llywodraeth leol.

Rwy'n croesawu eich datganiad ar 23 Mai yn rhoi'r wybodaeth ddiweddaraf am y trefniadau pontio. Hoffwn gael manylion pellach yn dilyn y datganiad hwn. Mae'r datganiad yn dweud bod 75% o hawlwr naill ai wedi cwblhau'r adolygiad o'r cymorth iddynt yn y dyfodol, neu wrthi'n gwneud hynny. A allwch chi egluro a yw'r pecynnau cymorth y cytunwyd arnynt yn darparu'r un lefel o gymorth â'r hyn a ariannwyd drwy'r Grant? A fu unrhyw achosion lle nad oedd modd dod i gytundeb, ac os felly, pa drefniadau sydd ar waith er mwyn helpu i ddod i gytundeb? A allech chi hefyd egluro'n union faint o bobl y mae angen cytuno ar becynnau ar eu cyfer o hyd?



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Rwy'n anfon copi o'r llythyr hwn at Julie Morgan AC, a dynnodd fy sylw at y mater hwn.

Edrychaf ymlaen at glywed gennych.

Yn gywir

A handwritten signature in black ink that reads "John". The letters are cursive and connected.

John Griffiths AC
Cadeirydd

Croesewir gohebiaeth yn Gymraeg neu'n Saesneg.

We welcome correspondence in Welsh or English

Cc Julie Morgan AC



Alun Davies AC
Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau
Cyhoeddus
Llywodraeth Cymru
Parc Cathays
Caerdydd
CF10 3NQ

25 Mai 2018

Annwyl Ysgrifennydd y Cabinet,

Dogfen Ymgynghori Papur Gwyrdd – Cryfhau Llywodraeth Leol – Cyflawni dros ein Pobl

Diolch am y cyfle i wneud sylwadau ar ‘Gryfhau Llywodraeth Leol - Cyflawni dros ein Pobl – Dogfen Ymgynghori Papur Gwyrdd’. Mewn ymatebion blaenorol i ymgynghoriadau Llywodraeth Cymru ar ddiwygio llywodraeth leol, cyfeiriais at dri maes o bwysigrwydd arbennig i bobl hŷn:

- ymrwymiad na fyddai ansawdd y gwasanaeth a ddarperir i bobl hŷn yn cael ei leihau gan unrhyw ailstrwythuro llywodraeth leol;
- galluogi lleisiau pobl hŷn i gael eu clywed gan eu Hawdurdodau Lleol, trwy ymgynghori’n effeithiol a chynghorau cymuned cryf; a
- sicrhau bod cyfansoddiad cynrychiolwyr lleol yn adlewyrchu eu hetholwyr yn well trwy annog merched hŷn a phobl hyn â nodweddion gwarchoddedig i ymgysylltu ag Awdurdodau Lleol ac ymgeisio am swydd etholedig.

**Llai o Awdurdodau Lleol, sy’n fwy o faint, gyda’r pwerau a’r
hyblygrwydd i wneud gwahaniaeth go iawn yn eu cymunedau**

Er bod yr achos dros newid yn cael ei dderbyn yn eang ac yn amlwg yn cael cefnogaeth y Comisiwn ar Lywodraethu a Chyflenwi Gwasanaethau Cyhoeddus (Comisiwn Williams), mae pryder yn parhau ymhlith pobl hŷn y bydd eu lleisiau'n cael eu colli wrth i faint eu hawdurdod lleol gynyddu. Mae'r cynnig yn nodi'r angen i lywodraeth leol gysylltu â chymunedau, ac mae ymgynghori effeithiol â phobl hŷn a grwpiau eraill yn sylfaenol i atal y pryderon hyn.

Mae'n hollbwysig bod ymgysylltu ac ymgynghori effeithiol ac ystyrllon yn cael ei wneud gyda phobl hŷn ac eraill fel eu bod yn teimlo eu bod yn cael eu clywed a'u cynnwys yn y broses o newid. Mae pobl hŷn yn dweud wrthyf fod ymgynghoriadau yn aml yn teimlo'n symbolaidd, yn ymarfer ticio blychau, gyda'r casgliad eisoes wedi'i bennu ymlaen llaw.

“Yn 2014, fe gyhoeddais ganllaw arfer da ar gyfer ymgysylltu ac ymgynghori â phobl hŷn,¹ sy'n nodi sut y gellir gwneud y prosesau hyn yn fwy ystyrllon a sut i sicrhau y gellir cynnwys pobl hŷn yn llawn yn y penderfyniadau sy'n effeithio ar eu bywydau.”

Mae'n hollbwysig bod tirlun llywodraeth leol yn y dyfodol yn mynd i'r afael â'r canfyddiadau allweddol yn adroddiad Swyddfa Archwilio Cymru ar 'Gefnogi Annibyniaeth Pobl Hŷn: A yw Cynghorau'n Gwneud Digon?'² ac yn alinio â sbardunau deddfwriaethol allweddol, fel Deddf Lles Cenedlaethau'r Dyfodol (Cymru) 2015, i ddatblygu dull ataliol ac sy'n canolbwyntio ar ganlyniadau, a chydabod pobl hŷn fel asedau economaidd a chymdeithasol.

At hynny, rwy'n disgwyl i ymrwymiad Awdurdodau Lleol i Ddatganiad Dulyn barhau; mae eu cefnogaeth i ddatblygu Cymunedau sy'n Gyfeillgar i Oed, nodwedd allweddol yn rhaglen Heneiddio'n Dda yng Nghymru, yn hanfodol.

Rhaid i Awdurdodau Lleol hefyd sicrhau bod y Byrddau Gwasanaethau Cyhoeddus wedi'u hail-alinio yn cael eu lleoli yng nghanol y gwasanaeth

¹ <http://www.olderpeoplewales.com/en/Publications/pub-story/14-07-01>

² <http://www.audit.wales/system/files/publications/Independence-Older-People-2015-English.pdf>

a ddarperir i sicrhau bod gwasanaethau'n cael eu hintegreiddio'n llawn, a chydweithio ar gyfer y canlyniadau gorau i bobl leol, gan amharu cyn lleied â phosib arnynt.

Disgwyliaf i isadeiledd yr Awdurdod Lleol i gefnogi pobl hŷn gael ei atgyfnerthu a'i wneud yn gynaliadwy yn yr agenda ddiwygio, h.y., yn unol â Strategaeth Llywodraeth Cynulliad Cymru ar gyfer Pobl Hŷn 2013-23. Mae hyn yn golygu ail-fuddsoddi mewn swyddi Cydlynwyr Strategaeth Pobl Hŷn, ochr yn ochr â chydabod rôl Hyrwyddwyr Pobl Hŷn a gwerth Fforymau 50+.

Cryfhau llywodraeth leol a chefnogi'r broses o newid: Gwerthfawrogi cyngorwyr ac amrywiaeth

Croesawaf yr alwad am aelodaeth y cyngor i fod yn gwbl gynrychioliadol o'r gymuned leol ac i gael aelodaeth sy'n berthnasol i bawb. Mae'n bwysig bod llywodraeth leol yng Nghymru yn adlewyrchu ac yn ymatebol i'r poblogaethau amrywiol y maent yn eu cynrychioli. Mae angen mwy o amrywiaeth ymysg aelodau'r cyngor: ar hyn o bryd mae diffyg menywod a chynghorwyr lleiafrifoedd ethnig mewn llywodraeth leol yng Nghymru.

Mae cyfran helaeth o etholwyr yn bobl hŷn, bron i draean o boblogaeth Cymru, ac mae'n hollbwysig bod eu safbwyntiau'n cael eu cynrychioli. Mae gan bobl hŷn ran allweddol i'w chwarae yn y broses o wneud penderfyniadau Awdurdodau Lleol, boed hynny trwy gael eu hethol, ymgynghoriad lleol, neu o gael cynrychiolaeth o'u lleisiau trwy Fforymau 50+.

Rhaid edrych ar bobl hŷn fel ased i'w cymunedau. Mae ganddynt gyfoeth o wybodaeth, sgiliau a phrofiad y dylid eu defnyddio i sicrhau bod y ddarpariaeth o'r gwasanaethau cyhoeddus y gorau y gall fod. Gall pobl hŷn helpu i hybu newid yn ein cymdeithas a gwella lles pobl yng Nghymru. Trwy'r agenda ddiwygio ar gyfer llywodraeth leol, mae gennym gyfle i sicrhau bod lleisiau pobl hŷn wedi'u hymgorffori'n briodol mewn prosesau gwneud penderfyniadau Awdurdodau Lleol yng Nghymru.

Dylai Mesur Llywodraeth Leol (Cymru) gynnwys mesurau i osod dyletswydd ar Arweinwyr y Cyngor, Arweinyddion Grwpiau a Phrif Weithredwyr, i sicrhau bod amrywiaeth yn cael ei pharchu. Dylid annog menywod hŷn a phobl hŷn â nodweddion gwarchoddedig i gyflwyno eu hunain fel ymgeiswyr ar gyfer etholiadau lleol a dylent ffurfio rôl fwy mewn arweinyddiaeth Awdurdodau Lleol.

Cynghorau Tref a Chymuned

Croesawaf y gwerth a roddir ar Gynghorau Tref a Chymuned a chynghorwyr o fewn y cynnig, a chydabyddiaeth o'r rôl hanfodol y maent yn ei chwarae. Fe'u nodir yn eithaf cywir fel lefel y llywodraeth yr ystyrir iddi fod agosaf at y gymuned, a'r un sy'n fwyaf hawdd i ymwneud â hi, yn enwedig gan bobl hŷn.

Rwyf hefyd yn croesawu'r adolygiad trawsbleidiol annibynnol³ i nodi "sut y gellir cryfhau cynghorau cymuned fel y gallant gefnogi eu cymunedau yn y ffordd orau, a gofalu am eu hardaloedd, gan siapio bywydau bob dydd".

Trawsnewid gwasanaethau a chynnwys pobl

Bydd gwasanaethau cymunedol yn parhau i fod yn fater allweddol ac i lawer, dyma'r prawf litmws ar gyfer pa mor llyfn y mae'r trefniadau pontio yn cael eu rheoli. Yn y pen draw, bydd pobl hŷn yn canolbwyntio ar sut mae'r gwasanaethau hyn yn cael eu gwella (neu beidio) o dan unrhyw drefn newydd. Mae llawer o bobl hŷn yn dweud wrthyf eu bod yn pryderu ynghylch sut y gwneir penderfyniadau am y gwasanaethau cymunedol hyn. Fel defnyddwyr rheolaidd o wasanaethau cyhoeddus - ac yn aml 'arbenigwyr yn ôl profiad' - mae pobl hŷn mewn sefyllfa dda i fesur effeithiolrwydd gwasanaethau cyhoeddus, ac felly mae angen iddynt chwarae rhan briodol ac ystyrlon yn y ddadl dros wasanaethau lleol. Mae'n hanfodol nad yw unrhyw symudiad tuag at gael llai o Awdurdodau

³ <https://gov.wales/topics/localgovernment/communitytowncouncils/review-of-community-town-council-sector/?skip=1&lang=cy>

Lleol, ond mwy o faint, yn gwanhau cyfleoedd pobl hŷn i gyfrannu at wneud penderfyniadau lleol ar y gwasanaethau sy'n bwysig iddyn nhw.

Er bod ehangu ar y defnydd o dechnoleg ddigidol ar draws gwasanaethau cyhoeddus yn cael ei groesawu, mae'n hanfodol bod gwasanaethau all-lein yn parhau i fod ar gael. Yn 2016/17, roedd dros draean o bobl 50+ yng Nghymru wedi'u hallgáu'n ddigidol ac nid wedi defnyddio gwasanaethau ar-lein⁴, ac mae'n rhaid i bobl hŷn felly allu ymgysylltu drwy ddulliau digidol ac nad ydynt yn ddigidol.

Poblogaeth

Er fy mod yn cefnogi'r ymgais i gyflawni eglurder demograffeg ar gyfer y meysydd newydd arfaethedig, hoffwn ailadrodd yr angen i gydnabod nad yw pobl hŷn yn grŵp homogenaidd y gellir eu cynnwys o dan y dosbarthiad syml o 'bobl 65+ oed'.

Er enghraifft, bydd llawer o bobl hŷn yn parhau i fod yn weithgar yn y gweithlu yn llawer hwyrach mewn bywyd, bydd eraill yn canfod eu hunain mewn rôl gofalwyr di-dâl. Mae hefyd yn bwysig cydnabod bod gennym nifer sylweddol o bobl hŷn 'hŷn' (y rhai dros 85 oed), y gallai eu hanghenion fod yn wahanol iawn i'r rhai yn eu 60au, a rhagwelir y bydd y ddemograffeg hon yn parhau i dyfu'n sylweddol yn y blynyddoedd i ddod.

Mae'n hanfodol bod y naratif bod pobl hŷn yn faich ar wasanaethau cyhoeddus ac yn peri'r heriau niferus a wynebir gan wasanaethau cyhoeddus ar hyn o bryd, yn cael ei herio yn y modd cryfaf posibl. Felly, mae angen ymagwedd llawer mwy manwl wrth gasglu data o dan yr ôl troed arfaethedig.

Mae hefyd yn bwysig cofio mai pobl hŷn yw'r grŵp sy'n tyfu gyflymaf o ofalwyr di-dâl⁵. Bydd Awdurdodau Lleol felly angen gweithio gyda

⁴ <http://gov.wales/docs/dsjlg/publications/comm/160316-digital-inclusion-strategic-framework-en.pdf>

⁵ https://www.carersuk.org/images/Facts_about_Carers_2015.pdf

phartneriaid i sicrhau bod gwasanaethau'n helpu i gynnal lles gofalwyr, a chefnogi perthnasau cadarnhaol a gofalgar.

Asesiad o Effaith a Chydraddoldeb

Mae dyletswydd ar Awdurdodau Lleol, o dan Ddeddf Cydraddoldeb 2010, i ymgynghori â'r bobl hynny sydd â nodweddion gwarchoddedig, fel y cânt eu diffinio yn y Ddeddf.

Er fy mod yn cytuno â'r sylwadau a wnaed yn yr Asesiad o Effaith a Chydraddoldeb sy'n cyd-fynd â'r Papur Gwyrdd y '*Gallai'r* diwygiadau arfaethedig gael effaith gadarnhaol ar bobl o bob oed', roeddwn i'n disgwyl gweld cyfeiriad at **Egwyddorion y Cenedloedd Unedig ar gyfer Pobl Hŷn** yn yr asesiad, mewn ffordd debyg i'r Asesiad Effaith ar Hawliau Plant ar wahân, sy'n cyfeirio at 'ystyriaeth ddyledus' o dan y **UNCRC**.

Er enghraifft, gellid cyfeirio at ddefnydd cadarnhaol o'r Egwyddorion o dan Egwyddor 7 yn y golofn dystiolaeth. Mae'n dweud 'Dylai pobl hŷn barhau i gael eu hintegreiddio mewn cymdeithas, cymryd rhan weithredol wrth lunio a gweithredu polisïau sy'n effeithio'n uniongyrchol ar eu lles a rhannu eu gwybodaeth a'u sgiliau gyda chenedlaethau iau'. Byddai hyn wedi atgyfnerthu ac wedi ychwanegu trylwyredd at y casgliad y gallai'r cynnig 'gael effaith gadarnhaol ar bobl hŷn'.

Cyhoeddais Ganllaw ffurfiol, o dan Adran 12 Deddf Comisiynydd Pobl Hŷn (Cymru) 2006, ar Asesiadau Effaith Cydraddoldeb a Hawliau Dynol⁶, y mae'n rhaid i gyrff cyhoeddus eu hystyried wrth gyflawni eu dyletswyddau o dan y Ddeddf Cydraddoldeb yn 2016. Byddai hyn yn gyfeiriad defnyddiol i Lywodraeth Cymru ei ddefnyddio, wrth gryfhau'r ddarpariaeth o wasanaethau Llywodraeth Leol i bobl hŷn.

Bydd fy olynydd yn gweithio gyda Llywodraeth Cymru a llywodraeth leol er mwyn sicrhau bod yr agenda ddiwygio'n ystyried anghenion ac

⁶ http://www.olderpeoplewales.com/wl/news/news/16-02-16/Section_12_Guidance_Equality_and_Human_Rights_Impact_Assessments_Scrutiny.aspx#.WwGNEy_Myu6

amgylchiadau pobl hŷn yn llawn, yn cefnogi'r datblygiad o gymunedau sy'n gyfeillgar i oed a bod Awdurdodau Lleol yn chwarae rhan bwysig wrth sicrhau bod Cymru'n lle da i fynd yn hŷn - nid dim ond i rai, ond i bawb.

Yr eiddoch yn gywir,



Sarah Rochira

Comisiynydd Pobl Hŷn Cymru

CC: Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau, Cynulliad Cenedlaethol Cymru