

# Agenda – Y Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau

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Lleoliad:	I gael rhagor o wybodaeth cysylltwch a:
Ystafell Bwyllgora 3 – Y Senedd	Catherine Hunt
Dyddiad: Dydd Mercher, 21 Tachwedd 2018	Clerc y Pwyllgor 0300 200 6222
Amser: 09.00	<a href="mailto:SeneddCymunedau@cynulliad.cymru">SeneddCymunedau@cynulliad.cymru</a>

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Rhag-gyfarfod (09.00 – 09.15)

## 1 Cyflwyniad, ymddiheuriadau, dirprwyon a datgan buddiannau

## 2 Ymchwiliad i amrywiaeth ym maes llywodraeth leol: sesiwn dystiolaeth 1

(09.15 – 10.15)

(Tudalennau 1 – 46)

Y Cynghorydd Debbie Wilcox, Arweinydd Cymdeithas Llywodraeth Leol Cymru ac Arweinydd Casnewydd

Daniel Hurford, Pennaeth Polisi, Cymdeithas Llywodraeth Leol Cymru

Siân Williams, Pennaeth y Gwasanaethau Democrataidd, Cyngor Bwrdeistref Sirol Conwy

Paul Egan, Dirprwy Brif Weithredwr, Un Llais Cymru

Egwyl (10.15 – 10.30)

## 3 Ymchwiliad i amrywiaeth ym maes llywodraeth leol: sesiwn dystiolaeth 2

(10.30 – 11.30)

(Tudalennau 47 – 51)

Jessica Blair, Cyfarwyddwr, ERS Cymru

## 4 Papurau i'w nodi

(Tudalen 52)

### 4.1 Llythyr gan Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau

Cyhoeddus mewn perthynas â Chyllideb Ddrafft Llywodraeth Cymru 2019–20

(Tudalennau 53 – 58)



**4.2 Ymchwiliad i amrywiaeth ym maes llywodraeth leol – dadansoddiad o'r arolwg**

(Tudalennau 59 – 78)

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

**6 Ymchwiliad i amrywiaeth ym maes llywodraeth leol: trafod y dystiolaeth a gafwyd**

(11.30 – 11.40)

**7 Craffu ar gyllideb ddrafft Llywodraeth Cymru 2019–20: trafod yr adroddiadau drafft**

(11.40 – 12.40)

Mae cyfyngiadau ar y ddogfen hon

## Introduction

1. The Welsh Local Government Association (WLGA) welcomes the opportunity to contribute to the Committee's Inquiry on Diversity in Local Government and was pleased to advise and provide support in promoting the Inquiry throughout local government.
2. One of the WLGA's core roles is to promote local democracy and, along with local authorities, it has promoted and supported a range of initiatives through the years to encourage greater understanding, engagement and participation in the local democratic process.
3. 'Diversity in Democracy' was the main national coordinated campaign ahead of the 2017 elections, led by the Welsh Government and supported by the WLGA and a range of partner bodies, including the main political parties in Wales. It was also supported by local activities within authorities. Diversity in Democracy was the most well-resourced programme of its kind in Wales and is currently being evaluated (which is due to report towards the end of 2018). Although there have been some local successes, progress overall in terms of greater diversity has unfortunately been minimal.
4. The 2017 local elections saw small improvements in gender balance: 29% of all candidates were women (up by 1% from 2012); 28% of councillors elected were women (up 2% from 2012) and 32% of all newly elected members were women. The gender balance of cabinet members also remains low and lower than the proportion of women councillors at 27.5%. The age profile of councillors did not change significantly remaining proportionately older than the general adult population (47% of councillors were aged 60 years or older) and a higher proportion of councillors were retired (31%). Only 1.8% of councillors were black or ethnic minorities compared to 4.7% for the Welsh population. 16% of candidates and 11% of councillors stated that they had a disability, and there remain a range of challenges for disabled people participating in the democratic process. The report on the Local Government Candidates Survey 2017 provides further information about both candidates and elected councillors.<sup>1</sup>

Although Welsh local government faces particular challenges in terms of diversity of elected representatives, the challenges are not unique to Wales or local government, for example gender imbalance is also evidenced in England where 33% of councillors and 17% of leaders are women; 28% of Wales' MPs are women and only 31% of candidates at the 2017 elections were women; and 42% of AMs are women and only 32% of candidates at the 2016 elections were women. Progress is however being made in terms of the proportion of Non-Executive Directors and public appointments made by the Welsh Government. More widely, women make up only 29% on FTSE 100 company boards, although it is anticipated that by 2020 all FTSE 100 companies will have reached

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<sup>1</sup> <https://gov.wales/docs/caecd/research/2018/180502-local-government-candidates-survey-2017-en.pdf>

a target of 33% women on their boards, a target set by the UK Government-backed Alexander-Hampton Review. Gender balance on FTSE 250 boards is however in decline.

5. There is cause for optimism within Welsh local government. The leadership of Welsh local government is more diverse than ever before, though we recognise it is not fully reflective of wider society; there are 4 women leaders (up from 2), including the Leader of the WLGA, 5 women Deputy Leaders, a quarter of leaders are below the age of 45 and 2 leaders recently featured in the Pride Cymru's 'Pinc List 2018'.
6. Championing and improving democracy and gender equality is one of the WLGA's core priorities for this municipal term and we are currently developing proposals for delivery ahead of the 2022 local elections.
7. The commitment and prominence of diverse role models in leadership positions as well as a commitment to bring forward some challenging policy discussions, following on from the Welsh Government's Rapid Review of Gender Equality, will ensure that diversity in democracy remains a political priority within Welsh local government. However, progress requires continued impetus from all partners and stakeholders, including the Welsh Government, National Assembly for Wales and the political parties in order to make significant change where historically only incremental change has been achieved.
8. Although it is important that councillors are as diverse as possible and there remains under-participation and representation across many characteristics, this response will focus mainly on age and gender balance given these are the most significant areas of imbalance.

### **What is the importance of diversity among local councillors, including the effect on public engagement, debate and decision making?**

9. There are several reasons why diversity is an important and much debated feature of representative democracy.
10. First and foremost, there is a moral imperative based on principles of equality and fairness that our democratic institutions and elected representatives should be as diverse as and reflect the populations they represent and serve.
11. It is widely agreed that a democratic deficit is becoming more problematic as councils make significant decisions about service provision in austerity. A more diverse democracy and elected representatives who are more reflective and understanding of their communities leads to better engagement with individuals and communities, in turn leading to greater levels of confidence and trust. Prominent decision-makers from under-represented groups can be influential role models, empowering and encouraging

others to aspire to follow in their footsteps and to contribute to public life. Similarly, more diverse senior political leaders who are more representative of an organisation's workforce can lead to improved workforce engagement, trust in leadership and a more confident organisational culture.

12. As noted above, all forms and tiers of representative democracy have historically not been as diverse or demographically reflective of the constituents or communities they represent. Elected representatives, whoever they are, are elected to represent all constituents and constituencies and must do so to the best of their abilities. The WLGA's Councillor Guide provides the following summary:

“As a councillor, you represent several different communities and individual citizens with diverse identities. You will want to treat everyone with respect...equality is about ensuring that all people are treated equally. This does not mean treating everyone the same, but recognising the differences in their situations and experience and ensuring that there is equality of opportunity for all. For you to represent the diverse people in your electoral division, you need to know who they are.”

13. Greater diversity ensures more diverse life-experiences shape our decision-making. Candidates and all elected representatives are deemed to have particular 'qualifications' relevant to their roles, whether it is local ties, professional or voluntary experiences or a track-record of community activism. Diverse-life experience should also be regarded as part of the 'essential criteria' or a qualification for the role of elected office given the added value that a diverse range of perspectives and life-experiences can contribute to decision-making.
14. Evidence shows that diverse decision-makers lead to better and more diverse decisions. Decision-makers with diverse life experiences, from different backgrounds, with different skills and different aspirations can lead to wider perspectives, greater challenge and scrutiny which in turn can lead to more rounded policy decisions. Diverse decision-makers encourage public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all.
15. Although process and procedure, such as engagement strategies and Equality Impact Assessments for example, can help contribute to and improve the quality of decision-making, they cannot be a substitute for a diversity of experiences, perspectives and policy debates from the outset. For example, studies of National Assembly for Wales debates by Chaney et al demonstrate a greater likelihood of gender related issues or topics (such as childcare, domestic violence and equal pay) being raised by women Assembly Members (see Fawcett Society's Does Local Government Work for Women Report 2017)<sup>2</sup>

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<sup>2</sup> <https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=0de4f7f0-d1a0-4e63-94c7-5e69081caa5f>

## **What are the key barriers to attracting a more diverse pool of candidates for local government elections?**

16. Councillors, and those people who put themselves forward as candidates, should be commended and their commitment to public service should be recognised and respected.
17. The role of a councillor is stimulating, rewarding and regarded as a privilege by many. The role however is a challenging and demanding one and is not one that should be considered lightly; it is a complex role, which requires a significant time commitment and can therefore have implications on people's family lives and work-life balance. It can impact on a professional career and on an individual's income and future financial security. It is also a role that can expose individuals (and their families) to regular personal criticism, insults and even threats, particularly through social media.
18. The number of candidates who stood for election in 2017 however increased by 5.6% (3,463 candidates compared to 3,279 in 2012 (including Anglesey candidates in 2013). There however remain too many uncontested seats in Wales, 92 or 7% of seats were uncontested in 2017 (though this is fewer than compared to 99 (8%) in 2012).
19. Despite these widespread challenges, there are specific barriers that potentially have a greater impact on attracting more diverse candidates to stand for local elections. There have been several studies in recent years including:
  - 'On Balance: Diversifying Democracy in Local Government in Wales' Report of the Expert Group on Diversity in Local Government (2014)<sup>3</sup>
  - 'Does Local Government Work for Women?' Final Report of the Local Government Commission (2017)<sup>4</sup>
  - 'New Voices: How Welsh politics can begin to reflect Wales' Electoral Reform Society (2018)<sup>5</sup>
20. The reported barriers in these studies include:

### **Time-commitment and meeting times**

21. Being a councillor requires a significant and flexible time commitment to the role. The Independent Remuneration Panel for Wales bases its remuneration framework on a

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<sup>3</sup> <https://gov.wales/docs/dsjlg/publications/localgov/140305-expert-group-report-en.pdf>

<sup>4</sup> <https://www.fawcettsociety.org.uk/does-local-government-work-for-women-final-report-of-the-local-government-commission>

<sup>5</sup> <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

councillor spending an average of three days per week on council business, with executive members working full-time. These three days include day-time, evening and weekend commitments. Evidence suggests that most members actually commit more time than this, for example, the WLGA survey of those councillors who stood down at the 2017 elections showed that 63% of respondents spent more than 3 days a week (21 plus hours) on council business<sup>6</sup>.

22. Meeting times are often identified as a challenge if not a barrier, particularly to attracting younger people, people with young children or people in employment. Councils survey their members to determine preferred meeting times, however, as many councillors also manage part-time or full-time employment as well as family or other caring responsibilities, achieving a consensus on what times are most convenient to all is impossible. Those councillors in employment may prefer evening meetings however this may impact on those with young family commitments. The irregular and significant time commitments required inevitably influences who is able or prepared to stand as a councillor and is perhaps one of the reasons why a high proportion of councillors are retired and aged 60 years or older.
23. Remote attendance at meetings could resolve some of these issues. Video-calling or video-meeting technology is widely available and can be accessed via smart-phone devices, however, the remote attendance provisions as outlined in the Local Government Measure (Wales) 2011 are too restrictive and inflexible and have curtailed authorities' ability to roll this out widely. It is anticipated that these issues can be addressed via the forthcoming Local Government Bill.

### **Political and organisational culture**

24. Although councils are increasingly accessible, open, transparent, seek to engage with communities and councillors are the most accessible and visible elected representatives, evidence suggests that the public's understanding of local government and the role and responsibilities of councillors is limited. Councils can also be seen to be traditional organisations with complex and intimidating governance arrangements, rules and standards.
25. Previous research has suggested that the nature of 'male-dominated' politics can be perceived as being combative, confrontational and is increasingly regarded as toxic which may disproportionately dissuade women, in particular, from engaging and participating<sup>7</sup>.
26. However, only two respondents to the WLGA's Exit Survey referred to 'bullying' or political dynamics as contributing to their desire to stand down, although more referred to criticism and abuse received from the media or the public as being a concern. Furthermore, the WLGA's survey suggests that women were proportionately not more likely to stand down than men.

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<sup>6</sup> <https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=1256>

<sup>7</sup> <https://www.bbc.co.uk/news/av/uk-politics-45396521/politics-live-panel-discusses-toxic-culture-of-social-media>



27. Political parties' approaches or rules with regards recruitment and/or selection of candidates can also be complex or reliant on particular networks for potential candidates. Party activism, membership and organisational capacity varies and is in a period of flux<sup>8</sup>, however, and parties' capacity to deliver significant change to the diversity of candidates and councillors may be limited given their capacity to recruit and support sufficient numbers of candidates as well as the level of influence of any national diversity commitments or programmes over local branches or groups. The Diversity in Democracy evaluation is examining the experiences, challenges and successes of political parties during the 2017 local elections.

### **Child care and other caring responsibilities**

28. Child care and other caring responsibilities are a particular issue for councillors, given the extent and irregularity of time commitment to the role as outlined above. Although reimbursement of care costs is available to members, most members who are eligible do not draw such allowances due to concerns about political, press or public perception.

29. The Independent Remuneration Panel has recently changed its reimbursement of care costs criteria to encourage wider take up, including changing the name from 'allowance' to 'reimbursement of cost' and allowing councils to publish a non-attributed, total sum of costs claimed, rather than identifying individual recipients. It is too early to assess the impact of this, but it is hoped that it will create an environment where more eligible individuals will feel able to claim such allowances.

### **Public criticism and online abuse**

30. Councillors live and work in the council area and in the communities they represent, they are accessible and visible. Austerity has meant that councillors are also responsible for or are perceived to be responsible for taking some of the toughest and most unpalatable and unpopular service delivery decisions in decades.

31. Councillors expect and accept challenge and scrutiny as a core part of the role. However, the level and nature of public criticism and abuse of councillors is growing, and is delivered face-to-face, through correspondence, and increasingly via social media and commentary on online news platforms. Some senior councillors have had their cars or houses damaged and a number have had to install additional personal safety and security measures. Public abuse was described as a growing concern in the WLGA's Exit Survey of councillors who stood down.

32. The use of social media has grown significantly in recent years. Unfortunately, alongside the growth in usage has been a growth in online abuse, particularly of public servants and elected representatives. Several studies, including a review by the Committee on

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<sup>8</sup> <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN05125>

Standards in Public Life<sup>9</sup>, have described the nature of social media abuse as well as its impact on elected representatives. Evidence shows that women and representatives from black and minority ethnic groups are much more likely to be subject to abuse and, on occasions, threats.<sup>10</sup>

## **Remuneration and Employment**

33. As noted earlier, the time commitment required to be a councillor can have a significant impact on individuals' employment prospects or their ability to continue to work part or full-time, which may have a longer-term impact on career progression.
34. Councillors in Wales receive a basic salary of £13,600 which is not an insignificant salary but is significantly below the average Welsh salary and therefore does not adequately compensate people for any potential loss of income in their careers. Most significantly, the Independent Remuneration Panel itself recognises that its own framework undervalues councillors by around £1,400 per year: 'the financial constraints on the public sector and particularly local authorities has meant that the link with average Welsh earnings has not been maintained. The Panel considers that this has undervalued the worth of elected members...If this alignment had continued the basic salary would currently be significantly higher than the current prescribed amount, (close to £15,000 pa).'<sup>11</sup>
35. Furthermore, councillors do not receive a 'resettlement grant' or severance package should they lose their seat at an election, unlike Assembly Members or Members of Parliament or like other fields of employment where redundancy is typically provided. This is therefore a financial and personal risk for those people who might consider standing particularly those who choose or are chosen to be a cabinet member or leader, which are generally regarded as full-time (and more) roles and often require individuals to either take a sabbatical or give up a secure job; such individuals are provided with no financial security and could feasibly be unemployed without any notice or 'redundancy pay' following an unsuccessful election. The WLGA understands that the current powers of the Independent Remuneration Panel may prevent such a scheme being considered in Welsh local government.

## **Role models and incumbency**

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<sup>9</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/666927/6.3637\\_CO\\_v6\\_061217\\_Web3.1\\_2\\_.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/666927/6.3637_CO_v6_061217_Web3.1_2_.pdf)

<sup>10</sup> <https://www.wlga.wales/social-media-and-online-abuse>

<sup>11</sup> <https://gov.wales/docs/dsjlg/publications/localgov/180226-annual-report-2018-en.pdf>

36. Councils are seen to be dominated by white, middle-aged men and there are therefore few role models for people from wider more diverse backgrounds.
37. Some mentoring programmes have been developed to ‘pair’ people from diverse backgrounds with elected representatives and role models, these have included activity by Operation Black Vote, the recent Diversity in Democracy mentoring scheme, Chwarae Teg’s LeadHerShip programme and the current Women’s Equality Network programme.
38. The Local Government Commission interim concluded that “Incumbency in local councils disproportionately benefits men...[and]...the slow pace of change is significantly driven by incumbency.” According to the Elections Centre, in Wales’ local elections in 2017, 895 incumbents stood for election (across 71% of seats) with 693 or 77% being successfully re-elected. In summary, incumbents are more likely to be re-elected than other candidates due to their profile, reputation or track-record and, as most councillors are older, white men, most successful incumbents are therefore older white men. The impact of incumbency has therefore led some campaigners to call for term-limits, quotas or all-women shortlists.

### **What areas of innovation and good practice may help increase diversity in local government?**

39. The 2017 local elections in Wales were supported by local activities linked into the national Diversity in Democracy programme. The Diversity in Democracy programme was the biggest and most well-resourced programme of its type and was supported by a range of national partners including the main political parties. The programme included an awareness and promotional campaign, production of literature and online videos for candidates, businesses and mentees, working with employers to encourage them to encourage and support staff to be councillors and the roll-out of a mentoring scheme for people from under-represented groups. Although such nationally coordinated campaigns are vital and provide resources and profile ahead of the elections, the impact of such awareness raising and development programmes can be limited as the slow rate of improvement at the 2017 elections demonstrates.
40. A range of online materials have been produced to provide information to candidates and councillors, including the WLGA’s Be a Councillor guide<sup>12</sup> and Councillor’s Guide<sup>13</sup> and the Welsh Government’s Diversity in Democracy materials<sup>14</sup> which included specific leaflets to encourage businesses to support staff in becoming councillors<sup>15</sup>.
41. The Welsh Government produced a series of online videos with councillors as part of the Diversity in Democracy programme<sup>16</sup> and several councils, including Gwynedd,

<sup>12</sup><https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=352>

<sup>13</sup><https://www.wlga.wales/SharedFiles/Download.aspx?pageid=62&mid=665&fileid=976>

<sup>14</sup><https://gov.wales/topics/localgovernment/diversity-in-democracy/?lang=en>

<sup>15</sup><https://gov.wales/docs/dsjlg/publications/localgov/150605-did-businesses-supporting-communities-en.pdf>

<sup>16</sup><https://gov.wales/topics/localgovernment/diversity-in-democracy/?lang=en>

Monmouthshire and Powys have also produced excellent videos to explain the role of councillors and to encourage candidates to stand<sup>17</sup>.

42. Councils have good links with school councils and youth forums and many actively seek to engage young people in council business and the democratic process through various initiatives such as mock elections, meetings with councillors and Local Democracy Week activities. These activities are important with regards wider interest and understanding of democracy generally and particularly so given the planned electoral reforms which include votes for 16 and 17 year olds; it is therefore vital that these activities continue and are linked to reforms to the Curriculum as well as the Welsh Youth Parliament.
43. A number of councils ran 'open days' ahead of the elections and mentoring and shadowing programmes are widely regarded as being beneficial, particularly in supporting people from under-represented groups to come forward to stand. A mentoring campaign was the central project within the Diversity in Democracy programme and participants received extensive support, advice, training and access to serving councillors who acted as mentors. Of the 51 mentees who participated, only 16 stood for election and only 4 were elected. The evaluation will be seeking views from mentees to explore the reasons why there was such a significant drop-out rate, which will provide invaluable perspective regarding the challenges and barriers faced. However, such a 'conversion rate' suggests that, in future, mentoring and support programmes may be more effective use of resources if they are provided to people who had already committed to standing as a candidate.
44. There are other arrangements that councils could introduce to make the role of councillor more accessible and support the work of a councillor, including facilitating 'remote attendance'. As noted above however, although video-calling or video-meeting technology is widely available, the remote attendance provisions in the Local Government Measure (Wales) 2011 are too restrictive and inflexible.
45. As part of the Diversity in Democracy programme, the Welsh Government explored the potential of a 'Door to Democracy' fund, similar to the successful Access to Elected Office schemes in Scotland and England, which provides financial support for disabled people standing in elections. Despite interest, legal advice suggested that the Welsh Government did not have powers to deliver the programme in Wales and disabled people were supported through the wider mentoring programme. Powers over elections have since been devolved to the Assembly and therefore it is anticipated a future programme will be rolled out in Wales.
46. One of the issues affecting councillors, particularly those who also have full or part-time employment is the encouragement and support of their employer. Although the majority of respondents to the WLGA's Exit Survey noted that their employers were

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<sup>17</sup> <https://en-gb.facebook.com/MonmouthshireCC/videos/1311280965573005/>  
<https://en-gb.facebook.com/MonmouthshireCC/videos/1311192478915187/>  
<https://en-gb.facebook.com/MonmouthshireCC/videos/1311171622250606/>  
<https://www.gwynedd.llyw.cymru/en/Council/Councillors-and-committees/Being-a-Councillor.aspx>  
<https://www.wlga.gov.uk/be-a-councillor-2018>

supportive, some councillors suggest that being a councillor can affect their careers or make it difficult to re-enter the labour market. The WLGA provides a highly regarded Leadership Academy, with Academi Wales and the LGA, which is an ILM accredited programme designed to equip leading councillors with a range of skills for the role. The WLGA previously explored wider accreditation of other training programmes, but there was limited interest at the time, however, we are reviewing whether an accredited programme of training and development could be developed which would be relevant and tailored to appeal to future employers, for example, leadership development and financial management.

47. Most research suggests that political parties have the major role to play in terms of affecting change with regards diversity in democracy. Although independents are a valued and significant proportion of councillors and candidates, the majority of candidates and councillors represent political parties and therefore the parties can have a significant influence over who they recruit and select to stand for them in elections.
48. Many of the recent reports on diversity in democracy recommend significant political (if not legislative) commitment to either ensure more representative candidates lists (for example the previous commitment by some political parties to field women in 40% of winnable seats), to fielding all-women shortlists through to quotas.
49. Whilst such approaches have in the past been controversial within parties nationally and locally, they have been introduced as parties have recognised the value of ensuring a more diverse and representative democratic institution with wider life-experiences. Evidence also suggests that such initiatives are effective at engendering change.
50. There are a range of approaches that might be considered from statutory or national party quotas, to commitments to field diverse candidate lists, to more local or targeted interventions.
51. Minor parties and independents continue to play a valued and key role and will continue to compete electorally, but for example, if all by-elections that occurred during a municipal term were targeted through a voluntary agreement between the main political parties to field only all women candidate lists, gender balance could improve by up to 5% during a municipal term.
52. A wider approach, which might require some changes to electoral law regarding the nomination process, could see a similar approach adopted for 'vacant' seats, where councillors had decided to stand down or retire at the election. If such councillors were able to commit to standing-down by an early-enough deadline, political parties could agree to voluntarily field all-women candidate lists, which could see as much as a 10-15% swing in terms of gender balance at an election and gender balance could potentially be achieved in local government over a 5-year period over the course of 2 elections.
53. The practicalities and implications of such proposals would need to be explored further and are a matter for political parties to consider. The WLGA does not currently have a

policy position on quotas or other proactive political interventions, however, the WLGA may consider the merits of these as part of a wider review on Gender Equality in local government which will be commencing this autumn.

54. Even without such legislative or policy commitments, local authorities and political parties can and have made significant local progress in improving diversity of candidates and councillors, for example, Rhondda Cynon Taf County Borough Council's gender balance is 43% women (up from 37% at the 2012 elections) and 42% of councillors in Swansea Council are women (up from 39%). Both councils not only have a higher proportion of women councillors than elsewhere but are increasing the proportion at above the average rate. These experiences and successes and those from elsewhere could provide invaluable learning for others.

### **What are the potential impact of the proposals in the Welsh Government's Green Paper, Strengthening Local Government to increasing diversity in Council chambers?**

55. The Welsh Government's Green Paper outlined a positive and supportive narrative around the role and contribution of Wales' councillors. The Green Paper explicitly included a section on 'Valuing Councillors' and noted that councillors' remuneration and support arrangements needed to be addressed, as well as the scope of the role, alluding to new powers and flexibilities for councils in future.
56. It should be noted that previous Welsh Government reforms have also provided flexibilities and support for councillors, including the establishment of an Independent Remuneration Panel, care allowances regime, parental leave, sickness absence, remote attendance and support for development and training.
57. There are some possible changes in the forthcoming Local Government Bill that would be further welcomed, for example, flexibility around allowing councillors to job share (particularly for senior office holders), remote attendance reforms as well as options for the Independent Remuneration Panel to make changes to the remuneration framework.
58. The Green Paper observed:
- “Elected members are under increasing pressures...their representational role is under pressure from increased workloads, the demands of social media and the press and the impact on their personal lives...The pressures on elected members, combined with the level of remuneration, makes the role unattractive to many people who would make excellent councillors. They cannot afford either in financial or personal terms to make the commitment needed...The Welsh Government believes we should recognise the commitment involved in being a councillor and ensure they are properly remunerated, respected and recognised for the work they do in their communities.”
59. However, the Welsh Government's proposed improvements to councillor remuneration and support were linked to the proposal for fewer local authorities which, in turn,

intimated a need for fewer councillors and that existing sums of remuneration and support resources could be shared between fewer councillors.

60. At this stage, it remains unclear what reforms to the roles, remuneration or support for councillors the Welsh Government is committed to bring forward in the anticipated Local Government Bill.



The Voice of Community and Town Councils in Wales

## **One Voice Wales**

**Evidence to the Inquiry into Diversity in Local Government**

**October 2018**



## Evidence:

1. One Voice Wales is recognised by the Welsh Government as the national representative body for community and town councils in Wales. It represents the sector on the Local Government Partnership Council and over 82% of the 735 community and town councils are already in membership, with numbers growing year on year. As well as our representative role, we also provide support and advice to councils on an individual basis and have previously launched, with Welsh Government support, a modular training programme for councillors, which continues to deliver effectively. We believe strongly that community councils are well-placed to develop the economic, social and environmental well-being of the areas they serve and, as such, are active and proactive in debating key issues such as energy policies, environmental issues and strategic planning.
2. One Voice Wales (OVW) welcomes the opportunity to contribute to the Committee's Inquiry on Diversity in Local Government.
3. One of the One Voice Wales's core roles is to promote local democracy and, along with community and town councils, it has promoted and supported initiatives to encourage greater understanding, engagement and participation in the local democratic process over recent years.
4. One Voice Wales has identified and has encouraged its membership to take up a number of key sustainable development roles including activities based on the evolving economic, potentially changing governance structures and environmental climate which potentially supports greater diversity in democracy at the community and town council level of local government:
  - Conducting audits of community assets within communities and becoming the focal point for asset based leadership in communities.
  - Seek the views of residents in service delivery and involve young people in decision making – evidence based community leadership
  - Promote and support where possible the development of community renewable energy initiatives for community benefit – being seen as the catalyst for sustainable development initiatives
  - Work in 'clusters' with other local councils to maintain infrastructure and service delivery at a sub Unitary Authority level – implementing the development of 'Joint Delivery Partnerships'
  - Support employment initiatives and make decisions that boost local economy activity such as youth employment mentoring schemes
  - Consult in a robustly democratic way to ensure that precept spend and any rises are accountable and aimed at what the community wants
  - Boost social capital by working in partnership with development trusts, voluntary groups and social businesses

- Supporting local tourism and embracing local cultural and historical assets that enhances a sense of place and encourages local distinctiveness.
5. The drivers, synergies and justification for these roles are set out below:
  6. The Welsh Government's Wellbeing of Future Generations (Wales) Act – will force a re-think in public service delivery. In future, more collaboration and more innovation in the way services are delivered (as above for example)
  7. Financial Pressure – cuts force innovation. The Wales Wellbeing Bond and the Community Interest Fund in general provide an opportunity for co-production in designing and delivering services. New partnerships could emerge between Community and Town Councils, voluntary sector and unitary authorities
  8. Charters with unitary authorities (including a Local Councils/ County Councillor Member's "Protocol" in Carmarthenshire). In best cases, these have resulted in a much healthier relationship between the two tiers – more respect and coherent partnership. The signing of the Memorandum of Understanding between One Voice Wales and the Welsh Local Government Association in November 2013 established the foundations for future collaboration between the two tiers of local government. This continues to flourish through the National Training and Advisory Group where joint working on a range of training materials supporting Councils and Councillors has occurred.
  9. In Brecon Beacons National Park, the charter between the park authority and the councils, clarifies planning issues and is linked to an action plan which each council develops and is responsible for delivering. At the National Parks Conference 2015 this arrangement was held up as best practice and has assisted in improving the Management Plan for the Beacons Park. We will be working with both Snowdonia and Pembrokeshire National Parks in 2018-19 to replicate the success in the Brecon Beacons.
  10. A proportion of Community Infrastructure Levies (CIL) collected by principal authorities in Wales with up to 15% being devolved to local Councils. (One Voice Wales has published a guide for Councils in relation to the levy)
  11. Although 'place plans' were not included in the Planning (Wales) Act there is still much interest in their development within the local council sector. Shropshire Place Plans as a best practice example that can be borrowed from and built upon: these have been developed by Shropshire County Council and enable all lead bodies operating in a specific zone to consider how their available resources can be re-engineered to provide maximum benefit and impact. This bottom up approach is now being re-looked at by Planning Aid Wales as a new level of community planning – it is anticipated that community and town councils will have a greater role in bringing these plans to fruition in Wales. The existence of 'place plans' could support how the spending of CIL is undertaken.

12. However, several barriers and challenges were identified to developing these roles and this has recently been confirmed in feedback received in regional consultation on the future of the community and town council sector:

- There is a lack of capacity in patches across Wales: some councillors lack clarity on their role and the confidence to do anything practical.
- Action cannot be local in isolation – it has to integrate into the work underway to co-ordinate sustainability and sustainable economic development at a regional scale. The challenge remains the same - to integrate the local with the regional and national. Aligning the work of local councils with the Local Well being Plans and Local Development Plans has been challenging to date though not insurmountable in future with better lines of communication between the sector and other public bodies.
- Community and Town Councils are not fully represented across Wales on the Public Service Boards as yet or the Local Development Plan structure – they are part of the statutory consultees to these plans but often feel side-lined. However in some cases they are not helping themselves and do not make vigorous representation when given the opportunity. Local village plans or ‘Place Plans’ are not part of the LDP process although their potential use is supported by the Local Government Act 2000. No formal, legislative powers for local/village plans but it could be argued that they should be adopted as supplementary planning policy guidance documents.
- Councillors as individuals receive limited remuneration (though this is increasingly being addressed by the Independent Remuneration Panel for Wales who are recognising the changing role of local councillors) and as a consequence have limited capacity to engage with major strategic issues. They are characterised by a tendency of not wanting to rock the boat. They lack confidence and time and prefer to concern themselves with what is immediate, local and smaller scale.
- Clerks are often under resourced and work longer hours than they get paid for.

13. Additionally the Review of Community and Town Council Funding in the autumn of 2015 identified there was a consensus that the nature of the sector – a high number of very small councils – means that communicating with the sector and effecting change in it is not a straightforward matter. Features of the sector which were highlighted in discussions included:

- Councils do not cover the whole of Wales
- A high number of small councils;
- Councillors see themselves as volunteers, and the fact that they are unpaid means their goodwill needs to be maintained;
- In many places there can be difficulties in recruiting councillors and many are co-opted after the elections have been held.
- Many councils rely on a part-time Clerk, and have limited ICT and other facilities;

- Significant changes in the role of councils, and the demands placed on them, could see a high turnover of clerks and councillors. One Voice Wales has been giving increasing support to community and town councils on employment matters and the recruitment of clerks.
- Councillors regard the link to their local community as absolutely vital and believe that the creation of larger councils covering a wider geographical area will break that link and lead to greater difficulties in recruiting councillors. The potential for 'clustering' of councils will need to be dealt with sensitively.
- Councils were highly concerned about increases to their precept, and a careful approach to use of their budgets was a factor in their attitude to OVW membership fees.
- Cuts to services and the delegation of local authority services was the most pressing issue facing councils at the present time and generated heated discussion, particularly on the role of local authorities in enabling councils to take sound decisions on the viability of transferring services.
- For larger councils, the Wellbeing of Future Generations (Wales) Act presents new challenges in terms of how they engage with their electorates and collaborate with Public Service Board plans.

14. All of the above were raised as ongoing issues in the eight consultation events held by One Voice Wales in November and December 2017.

15. To overcome the barriers and challenges a number of issues need to be addressed. Again these issues were re-affirmed as still existing in the consultation events mentioned above:

- A clear demarcation and public statement on what the precept pays for: what does the unitary authority do and what does the community/town council do. Precept linked to specific services and outcomes – it becomes obvious what the local electors money is spent on and whether it has been spent well.
- Some Charters with unitary authorities are a bit light touch. The charters need to be given more weight and linked to a clear annual action plan. The Cabinet Secretary has been made aware of the concerns of the Community and Town Council sector during 2017-18 and representation will be made during 2017-18 via feedback to the Community and Town Council Review Panel consultation on the need to make these work for the benefit of local communities.
- There is a need for regional committees or structures that include larger councils and/or cluster representatives for the smaller ones/all – One Voice Wales will be working with the Local Government Democracy and Boundary Commission in 2018-19 to discuss criteria to be used by Unitary Authorities when considering 'Community Reviews'.
- Councillors need better instruction on their roles and some kind of intervention to give them more confidence in carrying out these roles – One

Voice Wales has worked with Welsh Government in 2017 to develop a positive narrative for the local councils sector in advance of the 2017 elections in the form of a Local Elections Guidance document for prospective candidates. One Voice Wales supported the marketing of the 2017 elections encouraging local people to stand for election as a community or town councillor.

- Clerks need to be better equipped. Increasing the professional capacity and status of the clerk role would have enormous benefits. Clerks are the corner stone of an effective council. This inevitably means greater financial support from the Welsh Government and that this should be administered by a central body – One Voice Wales. Councils often perform best when they have access to easy to understand guidance about practical action that supports strategic agendas – for example the development guidance in 2016-17 on Youth Councils. In 2018-19 One Voice Wales will endeavour to provide additional guidance and support documents to the community and town council sector in Wales.
- Local scale plans have to be based on wide democratic engagement. They have to address immediate and locally relevant issues if they are to generate commitment and support. Whilst in principle they support wider and larger strategic aims such as resilience and sustainability, they have to be presented in an accessible and locally relevant context. With the requirement to produce Annual Reports for those councils who fall under the statutory requirements of the Wellbeing of Future Generations (Wales) Act One Voice Wales will be actively engaged in providing support for the Councils concerned.
- One Voice Wales needs more resource either in staff or the financial capacity to procure expertise that can be directed to increasing the capacity and confidence of councils to fulfil the roles described above. The review of Community and Town Councils Funding Arrangements in 2015 recognised that the organisation had a low resource base and was struggling to cope with the increasing demands being placed on it. It has become apparent in 2017-18 and in the current financial year that the demands upon One Voice Wales are increasing especially as membership has increased to over 82% of all local councils in Wales.

16. There are however several impending opportunities for overcoming the barriers and meeting the needs:-

- The implementation of the Wellbeing of Future Generations (Wales) Act by community and town councils will need to be carefully monitored to determine its impact - it presents significant challenges to the sector in terms of developing the capacity and skills needed to comply with the SD Duty requirements.
- Together with the local councils Manifesto launched in October 2015, the current Community and Town Council Review 2017-8 by Welsh Government represents an opportunity for the Community and Town Council sector to present a vision for the future role of local councils in Wales.

- The Local Wellbeing Plans should in theory provide a structure into which Community and Town Council planning and strategy can integrate and thus complement and be supported by county and emerging regional approaches. To date there has been a very mixed level of engagement by Public Service Boards and further work will be needed to ensure greater consistency of engagement with the sector across Wales.
- The potential development of community hubs and third sector-Community and Town Council partnerships would ensure that responsibility and resources are shared. Consortia of councils, voluntary groups and social businesses present a stronger more representative structure for raising funds and taking action. In this model, Community and Town Councils can provide seed funding from reserves or precept and form the basis of applications for charitable, lottery or loan funding.
- Organisations with a specific remit such as The Federation of City Farms and Community Gardens (FCFCG), Community Energy Wales and Planning Aid Wales are able to provide practical guidance and financial support to councils and their local partners.

17. The work begun in 2015-16 on Alternative Delivery Models (albeit this has been delayed since) provides an opportunity to consider new working relationships and organisational partnerships across Wales between local councils and stakeholder organisations. For example, Community Hubs would give councillors more confidence – in this model the council works in partnership with voluntary groups and residents and gets clarity on what the people want for their community and what they expect from their council. The forum can act as a means for clarifying misunderstandings and establishing what the precept can/should be spent on and whether it should be raised to meet certain objectives.

***Key strategic and operational requirements for the development of diversity of Community and Town Councillors in Wales***

18. One Voice Wales very much welcomed the Cabinet Secretary's announcements at the National Conference in October 2016 to take forward an agenda of action to help build resilience and renewal in community and town councils:

- Produce a toolkit to support community councils in working through what is required in taking on new services and assets, building on experiences of the key ingredients. Work has begun on this in 2017-18 and it is anticipated this work will be completed in 2018-19.
- Press ahead with legislating for the **General Power of Competence**, shaped by the suggestions made in response to the previous

Government's consultation, for innovative ambitious councils looking for more freedom to serve their communities.

- Re-energise ties between community councils and local authorities and provide a platform to share the good examples across Wales, bringing the new cadre of county and community councillors
- Facilitate the creation of **clusters** of smaller community councils, making some modest funding available to support the initial setting up of joint arrangements. The findings of the 2017-18 pilot program will assist in the future direction of such arrangements.
- Legislate to make it an obligation on councils to **consider and plan for their training needs** and review it regularly.
- Ensure citizens are kept informed and have the right to **make representations** on any business conducted at a council meeting. Learn from where this is done well and look for a legislative opportunity to strengthen current provisions.
- Commission the **Local Democracy and Boundary Commission** to draw up guidelines for local authorities to secure consistency in the manner in which community reviews are conducted.
- Support community councils to **raise awareness and encourage participation** in community council elections and to increase diversity

19. However, in order to realise the opportunities the current environment offers there are several activities that need to be progressed:

- Introduction of guidance on grouped councils, partnerships and federation arrangements isn't currently in place however it is anticipated that useful learning will be derived from the Cluster Pilots programme in 2017-18 which can be shared with local councils.
- Guidance developed for TUPE and delegated functions for community and town councils
- Introduction of an accreditation scheme – One Voice Wales will be presenting papers to the National Training and Advisory group in 2018-19 to look at how this may be taken forward within the community and town council sector. welcomes the
- One Voice Wales has begun work on the Alternative Models of Delivery with Welsh Government and this provides the vehicle to explore the development of guidance on these topics.
- The creation of a specific post in One Voice Wales to support local councils with the current 'devolution of services' agenda and transfer of assets.
- The creating of a specific post within One Voice Wales to support local councils in taking forward the Welsh Language Champions initiative.
- The development of clear guidance on the funding arrangements for delegated or devolved services/assets

- Commissioning the regular surveys of Community and Town Councils to better understand their needs and activities and the outcomes achieved for communities. Working with Welsh Government a comprehensive survey was undertaken on the asset and devolution of services in 2017-18 which will help to inform future support and developments on this topic.
- Commission research to examine possible mechanisms for directly funding Community and Town Councils to include:
  - Reviewing current practices in the funding of delegated functions
  - Procedures for the avoidance of double taxation
  - Implementation of directly funded grant schemes
  - Address the issue of concurrent functions and improve local accountability and transparency
  - Development of a programme for improvement based on the availability of community based grant scheme for community and town councils to encourage innovation and efficiencies in service provision at the very local level
- Additional financial support for One Voice Wales and /or for groups to enable the creation of new Councils in those communities currently without a local council

## ***20. Looking Ahead: Potential Changes to Support Diversity***

21. Community and town councils are facing a further and significant period of change in the coming years. Inevitably the findings of the Community and Town Council Review Panel in autumn 2018 will have implications in terms of the form and function of community and town councils in the years ahead – the 46 recommendations are by and large welcomed by One Voice Wales and will help to address barriers to greater diversity within the sector in future.

## **22. The power of competence**

23. The draft local government bill introduces a power of competence for all local authorities and for community councils that have declared themselves “councils with competence” having met the following criteria:

- Two thirds of members having been elected;
- The Clerk holds a relevant professional qualification;
- Having unqualified accounts for the relevant period.

24. The timing of these changes will depend on the passage of the bill when introduced but will affect councils in the period after the 2017 election. One Voice Wales already collaborates with the Auditor General in relation to finance and governance matters affecting the sector; and improvements have been seen, although there is still progress to be made. Welsh Government already works in partnership with the SLCC and OVW in relation to training for clerks. However, only a relatively small number of Clerks hold the Certificate in Local Council Administration (CiLCA) qualification. Further, information collated by the Local Democracy and Boundary Commission for Wales indicates that more than two-thirds of councillors elected in May 2012 were



returned without a contest – around 5000 individuals – and that over 1000 seats remained vacant after the elections, to be filled by co-option. The percentage of contested seats varies greatly according to council – just over 10% in Blaenau Gwent and 75% in Torfaen. Therefore substantial efforts will be required if a majority of councils are to achieve these criteria in future.

## **25. Delegation of services**

26. The UK government's austerity agenda means that unitary authorities are in the position of having to consider cutting services or transferring them to other bodies. The strong message from the focus group meetings held with councils in the course of the recent consultation in relation to the Community and Town Council Review Panel review was that the delegation of services was the most pressing and most important issue facing councils at the present time. A number of councils are in discussion with local authorities regarding the transfer of services from April onwards. One Voice Wales is already involved in policy discussions on asset transfer and delegation of services but there is still considerable work required in order for community and town councils to be in a position to take on services.

- Welsh Government and One Voice Wales ongoing work with the community and town council sector will need to include the following priorities:
- In collaboration with WLGA, WCVA, National Assets group, local authorities and other partners, supporting councils in responding to the delegation of services agenda;
- In collaboration with the Future Generation Commissioner for Wales office and organisations such as Cynnal Cymru, supporting larger councils with the requirements of the Wellbeing and Future Generations Act;
- Developing a policy position on the principles which should underpin the forthcoming LDBCW reviews of council areas;
- In collaboration with the Auditor General for Wales, identifying councils which are likely to need targeted support to enable them to comply with audit requirements;
- In collaboration with the SLCC developing an appropriate training / assessment programme for Clerks;
- In collaboration with relevant experts e.g. Participation Cymru; e.g. WCVA e.g. Electoral Commission Wales develop an action plan for increasing local interest in forthcoming community and town council elections;
- Continue to provide training, advice and support to councils to enable them to conduct business effectively. In collaboration with Planning Aid Wales continue to improve councils' ability to engage effectively with the planning process and the development of Place Plans as appropriate.

## **27. Nominations for elections**

28. The National Assembly be informed that the Council considers that diversity in democracy could be improved by simplifying the process for candidates to submit their nominations for elections to include the introduction of a mobile app to complete and submit nomination forms and the requirement for candidates to hand deliver their nomination forms for prior checking by Elections Officers be removed as this can restrict those working full-time from visiting the designated officer during work time.

## **29. Working with Employer Organisations**

30. One Voice Wales members feel that the number of days needed to attend council meetings and undertake council duties should be extended with companies/organisations being compensated for supporting their staff to carry out this important community function. There also needs to be additional understanding of what the role entails for those companies/organisations to understand the benefits.

## **31. Local Democracy on School Curriculums**

32. One Voice Wales members consider more could be done to enable children to understand how local democracy works and how best they can engage with it. The Local Government (Wales) Measure 2011 introduced the ability of Community and Town Councils to establish youth councils and co-opt upto two youth council members onto the Council – this has resulted in a number of community and town councils developing such arrangements which enables younger people to become engaged with local democratic structures.

Mr Lyn Cadwallader

Chief Executive, One Voice Wales

November 2018



## **ERS Cymru submission to Equality, Local Government and Communities Committee inquiry into diversity in local government**

### **Introduction**

Earlier this year ERS Cymru published 'New Voices' a report looking at the barriers to diversity across Welsh politics. The report examined UK Parliament, the Welsh Assembly and Welsh local government in turn, assessing the unique circumstances in each which halt gender equality and greater diversity generally being reached.

As part of this work on local government we have assessed the current makeup of Welsh local authorities, following last year's local elections, surveyed elected representatives in Wales with 224 councillors responding and undertook in depth interviews with key figures in local authorities in Wales, including Debbie Wilcox, Leader of Newport Council and the WLGA, Rodney Berman, Councillor and former Leader of Cardiff Council and Yvonne Jardine of Swansea Council.

The full report can be found here: <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/>

#### **1. Understanding the importance of diversity among local councillors, including the effect on public engagement, debate and decision making.**

- 1.1. At present just 28% of Wales' councillors are women. In two local authorities in Wales there are no women at all in the cabinet. Only 30% of candidates in last year's election were women, with a third of wards having no women standing at all.<sup>1</sup>
- 1.2. In our survey, which 224 councillors undertook we asked for a range of information including age, sexual orientation and ethnicity in addition to gender. 76.3% of those that took the survey were over the age of 45. 91% characterised themselves as white. 88.4% defined themselves as heterosexual or straight<sup>2</sup>. While this is a relatively small sample of Wales' 1264 total councillors, it does paint a picture of a political culture in local government that is pale, male and stale.

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<sup>1</sup> ERS Cymru. 2018. New Voices. Available at: <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/#sub-section-8>

<sup>2</sup> *ibid.*

- 1.3. This creates a situation where local authorities are attempting to represent the people they serve while completely failing to reflect them. With all of the councils in Wales having a majority of men, with high rates of those white and middle aged or older there is a lack of diversity of experience and opinion. In the Vale of Glamorgan, for example, we must consider how a cabinet entirely made up of white, middle aged men can effectively make decisions which consider the perspective of, for example, women, people from ethnic minorities or young people. A multiplicity of voices and perspectives can only serve to improve the decision making processes of such a leadership team.
- 1.4. Furthermore, voters are offered a complete lack of choice. Given this it is unsurprising that at the 2017 election turnout was just 41% of registered voters.

## 2. **Understanding key barriers to attracting a more diverse pool of candidates for local government elections.**

- 2.1. The 'New Voices' report considered a number of barriers to better diversity in local government, including those that are specific to local government and those that are societal issues that put people of political office on a wider basis.
- 2.2. In terms of issues specific to local government, we have identified the following as key barriers to diversity:
  - **A lack of positive action-** Across politics and specifically in local government it is clear that a lack of parties working to specific targets and quotas is a fundamental barrier to greater diversity. In the Welsh Assembly in particular methods such as all women shortlists and twinning have been used to great effect, with the Assembly becoming the first legislature in the world to reach gender parity in 2003. While this is now at around 43% the fact that this is largely due to the electoral fortunes of those parties that do use positive action highlights the impact that this does have. Unless these methods are adopted in local government on a cross party basis, there will be little change to the current stasis.
  - **A lack of data-** To be able to effectively correct the issues we see around a lack of diversity we need to be able to better understand the scale of the problem. While the survey we conducted with councillors for the 'New Voices' report spoke to 224 councillors to understand the lack of diversity in Welsh politics, we must now look to ensure we receive a much fuller picture of exactly how diverse our local authorities are. For other elections could be done by the UK Government implementing Section 106 of the Equality Act, however political will to do this is, at this point in time, lacking. It is also worth noting that the legislation doesn't include local government.
  - **The voting system-** Using the first past the post system in any election creates a situation where safe seats are created that councillors can essentially hold onto until they wish to stand down. Our research in Parliament has shown the vast impact of this, with 80% of the Welsh MPs elected in 2010 or before that still hold their

seats being male<sup>3</sup>. The same principle applies in local government. While parties may put an emphasis on selecting more diverse candidates to stand in vacant seats, it is those that have been held by the same person for years where a lack of diversity will persist.

- **The role of a councillor-** A fundamental reason for the lack of diversity in local government is the role of the job. The role of a councillor as essentially a part time job, with many meetings in evenings is a specific barrier to diverse candidates, in particular women, standing for election. Debbie Wilcox, Leader of Newport Council, spoke to us extensively on this issue for our 'New Voices' report stating:

*"When I started on the council and I was working full time as a teacher it was really impossible to try and get to some of these meetings that were held at 10 o'clock in the day [AM]. I've helped to change that over the years. For example, main council now begins at 5 o'clock [PM]... my own cabinet meeting, it used to be that you would have a pre-cabinet at 9 o'clock on a Monday morning and the public meeting at eleven. Well, I have switched that so now on a Monday we have pre-cabinet at half past four so I can have cabinet members who work. And then we have public cabinet then on Wednesday at 4 o'clock. So its about moving meetings. Again there is ups and downs with that. Some women tell me that's when the kids get home from school, that's when we have got to get tea sorted and get them onto their clubs and whatever so there is no perfect solution but moving meetings around, and we will develop more Skype and technology in the future. It's still rudimentary at the moment but that would be a way forward so you can actually attend a meeting without actually physically being in a place"*

The Welsh Government have promoted greater flexibility for local authorities, with each council now having to survey their members for the best meeting times for them. However, with such a dominance of men in local authorities, the voices of women with childcare obligations are often minimised.

2.3. In terms of the wider societal barriers to greater diversity in local government our 'New Voices' report identified a number of barriers:

- **Abuse and harassment-** The levels of abuse and harassment we uncovered in the process of pulling together our report were shocking and disturbing. Across the political spectrum we heard stories of sexual and racist abuse, online threats and in person harassment. Of the 266 politicians that responded to our survey 45% overall had experienced abuse or harassment. In women this was 54%. These levels of abuse raise the question of why someone, especially someone from a diverse background, would want to put themselves forward for election given the kinds of abuse they are likely to face.
- **Financial barriers-** There are financial implications of standing for election, even at a council level. While we tend to talk about the cost

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<sup>3</sup> Ibid, subsection 9: <https://www.electoral-reform.org.uk/latest-news-and-research/publications/new-voices-how-welsh-politics-can-begin-to-reflect-wales/#sub-section-9>

of standing for Parliament or the Assembly many councillors will see implications on other jobs or the ability to do other jobs restricted upon election. For people with childcare commitments having an existing full time or part time job, then adding the role of a councillor on top of that and childrearing adds fundamental strain to an individual.

### **3. To explore areas of innovation and good practice that may help increase diversity in local government.**

3.1. We have a number of recommendations, which we believe would increase diversity in local government and tackle some of the barriers we have identified in section 2. These are outlined below:

- Welsh Government should introduce a 45% quota for women for each party at local government elections, meaning that at least 45% of their candidates should be female. While the issue of how to enforce a quota for independent candidates remains a problem, this would at the very least fundamentally increase the levels of women standing for, and getting elected to councils in Wales.
- Measures should be put in place to encourage a broader range of candidates from ethnic minorities, age spread and those with disabilities alongside ways to monitor the development of this. While the implementation of Section 106 remains the best way to ensure data on this is collected for other elections we believe this should also be rolled out in time to local government. In the absence of this being enacted and extending to local government, each party should ask candidates to fill out an equalities monitoring form upon selection and every party should make the headline figures of their candidates public in a standardised format to allow the progress of parties to be compared fairly. Each local authority should then publish a complete report of their makeup after each election.
- Council leaders should be held to account by Welsh Government if they fail to select councillors who are diverse for their leadership teams.
- Welsh Government should commission a review into councillor remuneration, which should include an analysis of the potential for fewer councillors at a higher salary. The two barriers of the part time nature of a councillor and the financial implications could possibly be overcome by the remodelling of the role of a councillor. We would urge this to be looked into by Welsh Government.
- A proportional electoral system should be introduced for local elections in Wales, to ensure greater representation of people's views at the ballot box but also to reduce the levels of 'seatblocking' where men have held council seats for generations acting as a barrier to diversity.
- The Welsh political parties should develop a joint code of conduct on intimidatory behaviour in attempt to tackle the abuse and harassment councillors are seeing. Better training and guidance to candidates on

social media abuse should also be offered, as was also recommended by the CSPL last year.

- Job sharing, while being trialed currently in some local authorities in Wales, should be rolled out on a wider basis. In Swansea there are currently two shared Cabinet roles<sup>4</sup>. More options like this would make the role of a councillor easy to juggle for those with other commitments, while not holding them back from reaching leadership roles.

#### **4. Exploring the potential impact of the proposals in the Welsh Government's Green Paper, Strengthening Local Government to increasing diversity in Council chambers.**

- 4.1. ERS Cymru welcomed many of the proposals in the Welsh Government's Green Paper, Strengthening Local Government, however as reform in local government currently stands there are gaps where measures to increase diversity could be included.
- 4.2. We would urge the Welsh Government to consider legislating on some of the recommendations outlined in section 3 when it presents the Local Government Bill, due for publication in early 2019. The specific recommendations we believe would be suitable for inclusion include; quotas ensuring political parties take measures to boost gender diversity, and action around completely undiverse council cabinets. We also believe that there is a need to look at the legislative arrangements of job sharing. Furthermore, the Welsh Government should review remuneration and the role of councillors.

For further inquiries please contact:  
Jess Blair

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<sup>4</sup> Swansea Cabinet. 2018. Available at: <https://www.swansea.gov.uk/Cabinet>

# Eitem 4

Y Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau

21 Tachwedd 2018 - clawr y papurau i'w nodi

Rhif y papur	Mater	Oddi wrth	Gweithredu
ELGC(5)-32-18 Papur 4	Craffu ar gyllideb ddrafft Llywodraeth Cymru 2019-20	Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau Cyhoeddus	Datganiad ar lefel y cronfeydd wrth gefn a gedwir gan awdurdodau lleol
ELGC(5)-32-18 Papur 5	Amrywiaeth ym maes llywodraeth leol	Tîm Cyfathrebu Comisiwn y Cynulliad	Dadansoddiad o'r arolygau ar gyfer y cyhoedd yn gyffredinol a cynghorwyr





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## DATGANIAD YSGRIFENEDIG GAN LYWODRAETH CYMRU

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<b>TEITL</b>	<b>Cronfeydd wrth Gefn a ddelir gan Awdurdodau Lleol</b>
<b>DYDDIAD</b>	<b>14 Tachwedd 2018</b>
<b>GAN</b>	<b>Alun Davies, Ysgrifennydd y Cabinet dros Lywodraeth Leol a Gwasanaethau Cyhoeddus</b>

Fel rhan o gyfres o wybodaeth gyda'r bwriad o sicrhau tryloywder mewn materion cyhoeddus, mae Llywodraeth Cymru yn cyhoeddi data blynyddol ar lefelau'r cronfeydd a gedwir wrth gefn gan awdurdodau lleol.<sup>1</sup> Mae lefelau'r cronfeydd a gedwir wrth gefn gan Awdurdodau Lleol Cymru yn fater i'r aelodau etholedig yn lleol. Wrth gwrs, mae'n bwysig i etholwyr lleol ac aelodau etholedig ddeall manylion lleol a pholisïau awdurdodau ynghylch gosod a chadw cyllid wrth gefn. Mae'r wybodaeth yn y datganiad hwn yn gosod enghreifftiau ehangach a'r tueddiadau dros gyfnod o amser.

Mae'n synhwyrol adeiladu a chadw cronfeydd wrth gefn at ddibenion penodol, gan gynnwys trawsnewid gwasanaethau i ateb y pwysau ariannol parhaus rwy'n cydnabod y mae cynghorau'n ei wynebu. Bydd angen o hyd i awdurdodau gadw cronfeydd wrth gefn ar gyfer pethau fel yswiriant a rhwymedigaethau Mentrau Cyllid Preifat, a all fod yn sylweddol. Gall llithriadau ar gyfer mathau penodol o brosiectau effeithio ar amseriad tynnu o'r cronfeydd wrth gefn. Mae Llywodraeth Cymru hefyd yn cadw darpariaeth wrth gefn, yng nghyd-destun dyraniadau gwariant o £14.5 biliwn ac yn gymesur i'r amrywiaeth o beryglon sy'n wynebu'r Llywodraeth ar draws pob portffolio.

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<sup>1</sup> <https://gov.wales/topics/localgovernment/finandfunding/whole-government-accounts/publications/whole-government-accounts-reserves/?skip=1&lang=cy>

Disgwylir i Awdurdodau Lleol amlinellu, mewn ffordd glir a hygyrch i'r cyhoedd, sut y gosodwyd lefel y cronfeydd hapddigwyddiadau cyffredinol a manylion am y gweithgareddau neu'r eitemau i'w hariannu o bob cronfa wrth gefn wedi'i chlustnodi. Dim ond unwaith y gellir defnyddio cronfeydd wrth gefn. Mae Llywodraeth Cymru wedi parhau i amddiffyn awdurdodau lleol rhag toriadau gwariant gwaethaf Llywodraeth y DU. Er bod pob awdurdod, wrth gwrs, yn wynebu amgylchiadau penodol, mae'r dystiolaeth yn dangos bod lefelau'r cronfeydd wrth gefn sy'n cael eu cadw gan rai awdurdodau lleol wedi parhau i gynyddu dros y blynyddoedd diwethaf. Rhaid i awdurdodau sy'n cynyddu lefelau eu cronfeydd wrth gefn egluro sut mae'r penderfyniadau ariannu hyn er budd eu cymunedau. Os yw'r cronfeydd wrth gefn yn cael eu cadw rhag ofn na lwyddir i gyflawni newidiadau a gynlluniwyd i wasanaethau er mwyn ateb pwysau ar y gyllideb, bydd angen i awdurdodau ystyried a yw eu cynlluniau yn rai realistig.

Rwy'n credu y bydd awdurdodau lleol Cymru yn dymuno defnyddio eu cronfeydd wrth gefn mewn ffordd strategol i ysgogi'r newidiadau sy'n ofynnol i ddarparu gwasanaethau hanfodol i gymunedau. Bydd angen iddynt ystyried sut i ddefnyddio'r cronfeydd sydd ar gael i gydweithio gydag eraill i sicrhau arbedion effeithlonrwydd tymor hir. Dylai pob awdurdod barhau i sicrhau bod eu cronfeydd wrth gefn yn ddigonol ar gyfer anghenion wedi'u cynllunio neu hapddigwyddiadau yn y dyfodol, heb osod cyfyngiadau gormodol ar wariant presennol. Dylai awdurdodau lleol sydd â lefelau uchel o gronfeydd wrth gefn o gymharu â'u gwariant adolygu'r dibenion ar gyfer eu cadw i sicrhau bod eu hangen o hyd. Dylai diben cadw cronfeydd wrth gefn gael ei gyfathrebu'n glir drwy'r cyfrifon blynyddol, yn arbennig os ydynt yn cynyddu. Mae'r wybodaeth sydd wedi'i hatodi yn rhoi cyd-destun i gronfeydd wrth gefn yr awdurdodau gan gyfeirio at eu gwariant blynyddol fel bod modd cymharu rhwng awdurdodau o wahanol feintiau a dros gyfnod o amser. Mae'r atodiad hefyd yn dangos amrywiad a symudiad ar draws awdurdodau ar yr un sail ar gyfer pob awdurdod ym mis Mawrth 2011, 2016 a 2018.

Mae'r data diweddaraf sydd ar gael yn dangos, ar ddiwedd mis Mawrth 2018, bod cronfeydd wrth gefn wedi'u clustnodi i bob awdurdod lleol yn £866 miliwn. Mae'r rhain yn gronfeydd a neilltuwyd ar gyfer prosiectau neu ddibenion penodol. Mae awdurdodau hefyd yn cadw cronfeydd wrth gefn heb eu clustnodi i fynd i'r afael â sefyllfaoedd na ellir eu rhagweld. Ar ddiwedd mis Mawrth 2018 roedd gweddill y cronfeydd hyn yn £198 miliwn.

Cyfartaledd y cronfeydd wrth gefn wedi'u clustnodi fel canran o wariant Cymru ym mis Mawrth 2018 oedd 12.1% o gymharu â 10.9% ym mis Mawrth 2011. Gwelwyd cynnydd o £122 miliwn yn y lefelau ers mis Mawrth 2011; mae unarddeg awdurdod wedi gweld gostyngiad dros y cyfnod hwn a unarddeg wedi gweld cynnydd.

Yn yr un modd, mae lefelau cronfeydd wrth gefn heb eu neilltuo wedi cynyddu £41 miliwn ers mis Mawrth 2011. Gwelodd pump awdurdod lefelau is dros y cyfnod, ond gwelodd un deg saith lefelau uwch.

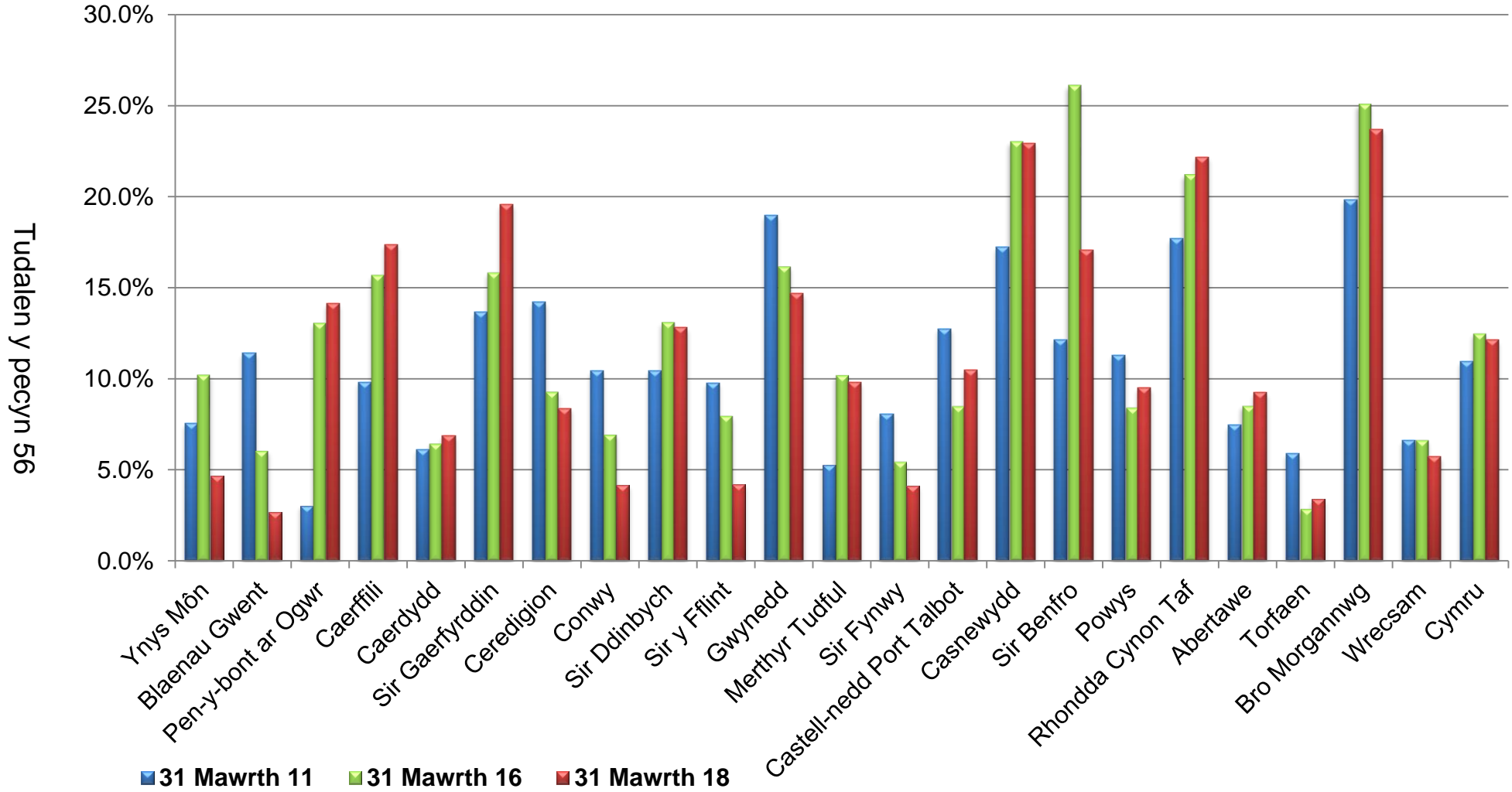
**Cronfeydd wrth gefn**

	CRONFEYDD WRTH GEFN DEFNYDDIADWY*						-
	Cronfeydd wrth gefn Cyffredinol neu heb eu Dyrannu	Balans y Cyfrif Refeniw Tai (HRA)	Cronfa Derbyniadau Cyfalaf	Cronfa wrth gefn Ysgolion	Cyfrif Grantiau Cyfalafheu eu Cymhwys	Cronfeydd eraill wedi'u clustnodi wrth gefn	Cyfanswm Cronfeydd Defnyddiaid
	£m	£m	£m	£m	£m	£m	£m
<i>I'w gario ymlaen ar 31 Mawrth 2018</i>							
<b>Cyngorau Sir a Chyngorau Bwrdeistref Sirol</b>							
Ynys Môn	6.9	7.4	0.3	1.9	0.0	7.6	24.1
Blaenau Gwent	6.1	0.0	8.3	0.2	0.7	4.8	20.1
Pen-y-Bont ar Ogwr	8.3	0.0	21.2	0.4	0.3	47.7	77.9
Caerffili	13.2	5.1	8.5	2.0	9.1	71.8	109.8
Caerdydd	14.3	12.2	21.3	6.0	0.0	55.8	109.6
Sir Gaerfyrddin	9.8	20.1	8.6	1.5	0.6	81.1	121.7
Ceredigion	5.5	0.0	6.4	1.9	1.9	14.0	29.7
Conwy	6.3	0.0	1.4	3.4	0.6	11.1	22.7
Sir Ddinbych	7.5	2.2	5.4	-0.3	3.2	29.8	47.7
Sir y Fflint	13.7	1.9	14.1	1.3	4.8	13.6	49.4
Gwynedd	5.9	0.0	1.7	4.0	2.1	42.5	56.2
Merthyr Tudful	4.7	0.0	0.2	1.8	2.0	14.6	23.4
Sir Fynwy	7.1	0.0	3.6	0.2	0.0	7.4	18.2
Castell-nedd Port Talbot	20.0	0.0	6.8	2.9	10.1	36.6	76.4
Casnewydd	5.9	0.0	8.9	4.8	0.0	82.7	102.3
Sir Benfro	6.7	0.8	4.9	1.8	0.0	45.3	59.5
Powys	9.7	3.3	7.6	-0.9	1.5	28.3	49.4
Rhondda Cynon Taf	10.7	0.0	1.1	3.4	7.4	129.4	152.1
Abertawe	9.4	6.8	6.5	7.3	13.5	51.8	95.1
Torfaen	9.2	0.0	8.5	2.0	2.5	7.5	29.7
Bro Morgannwg	9.6	0.8	11.3	2.6	1.9	66.5	92.6
Wrecsam	7.0	5.0	13.1	2.0	0.6	16.8	44.5
<b>Pob Cyngor Sir a Phob Cyngor Bwrdeistref Sirol</b>	<b>197.6</b>	<b>65.5</b>	<b>169.6</b>	<b>50.3</b>	<b>62.6</b>	<b>866.7</b>	<b>1,412.4</b>
<b>Yr Heddlu</b>							
Heddlu Dyfed-Powys	4.0	0.0	0.0	0.0	0.8	15.7	20.5
Heddlu Gwent	14.7	0.0	1.7	0.0	0.0	41.3	57.7
Heddlu Gogledd Cymru	5.2	0.0	1.5	0.0	0.0	19.2	25.9
Heddlu De Cymru	9.7	0.0	0.0	0.0	0.0	22.2	31.9
<b>Yr Holl Heddlu</b>	<b>33.6</b>	<b>0.0</b>	<b>3.2</b>	<b>0.0</b>	<b>0.8</b>	<b>98.4</b>	<b>135.9</b>
<b>Awdurdodau Tân ac Achub</b>							
Canolbarth a Gorllewin Cymru	0.4	0.0	0.0	0.0	0.0	8.6	9.0
Gogledd Cymru	2.1	0.0	0.0	0.0	0.0	0.6	2.7
De Cymru	3.0	0.0	0.8	0.0	0.0	15.0	18.8
<b>Pob Awdurdod Tân ac Achub</b>	<b>5.1</b>	<b>0.0</b>	<b>0.8</b>	<b>0.0</b>	<b>0.0</b>	<b>15.6</b>	<b>21.5</b>

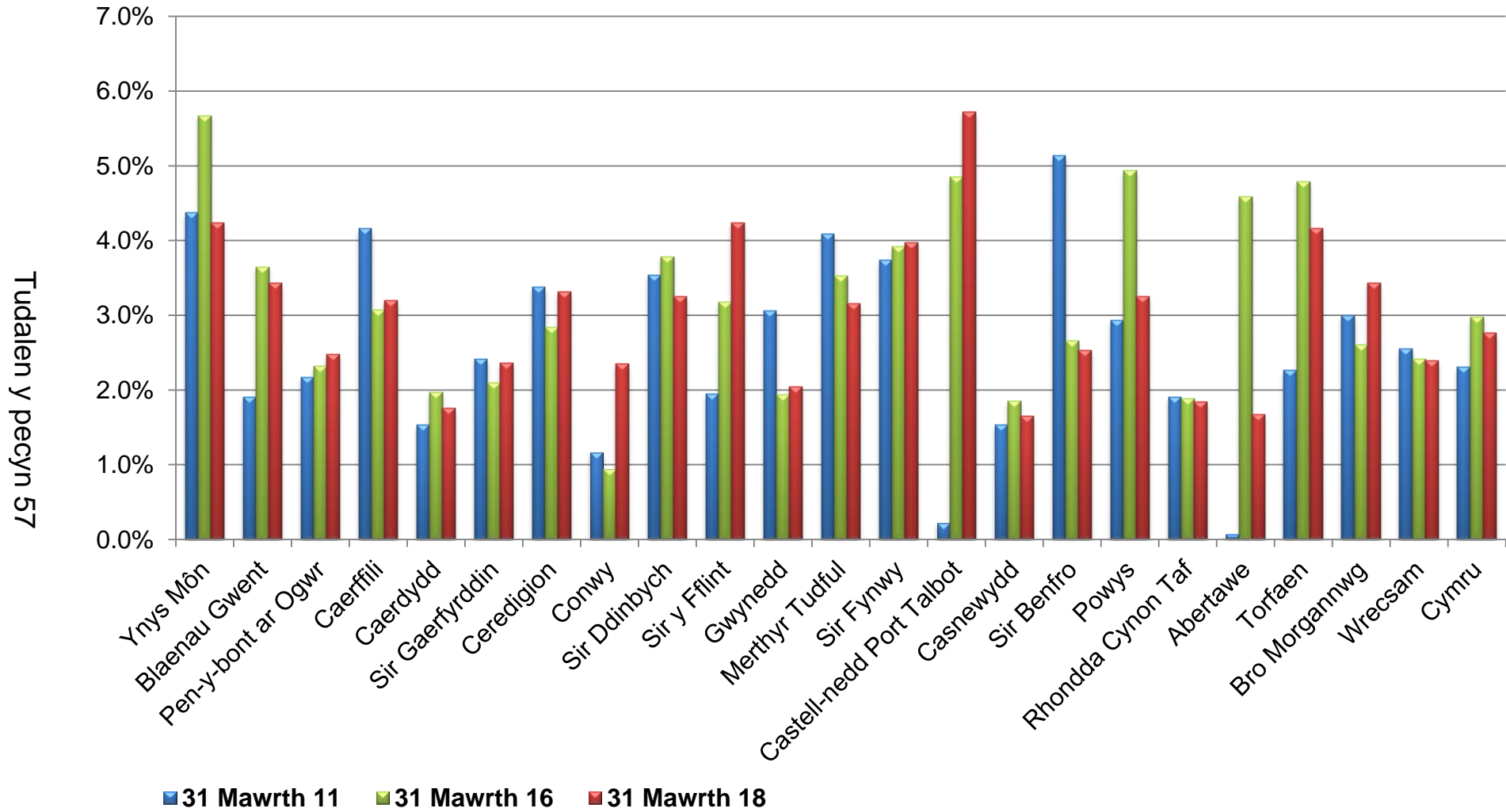
\* Mae 'cronfeydd wrth gefn defnyddiaid yn derm cyfrifyddu cydnabyddedig ag ystyr bendant. Ond mae cyfyngiad ar ddefnyddio rhai cronfeydd. Dim ond y cronfeydd cyffredinol a'r rhai wedi'u clustnodi a ddefnyddir yn y graffiau canlynol

**Ffynhonnell: Cyfrifon y Llywodraeth Gyfan 2017-18 - ffurflenni Cylch 2**

### Cronfeydd wrth gefn wedi'u clustnodi fel canran o refeniw gros

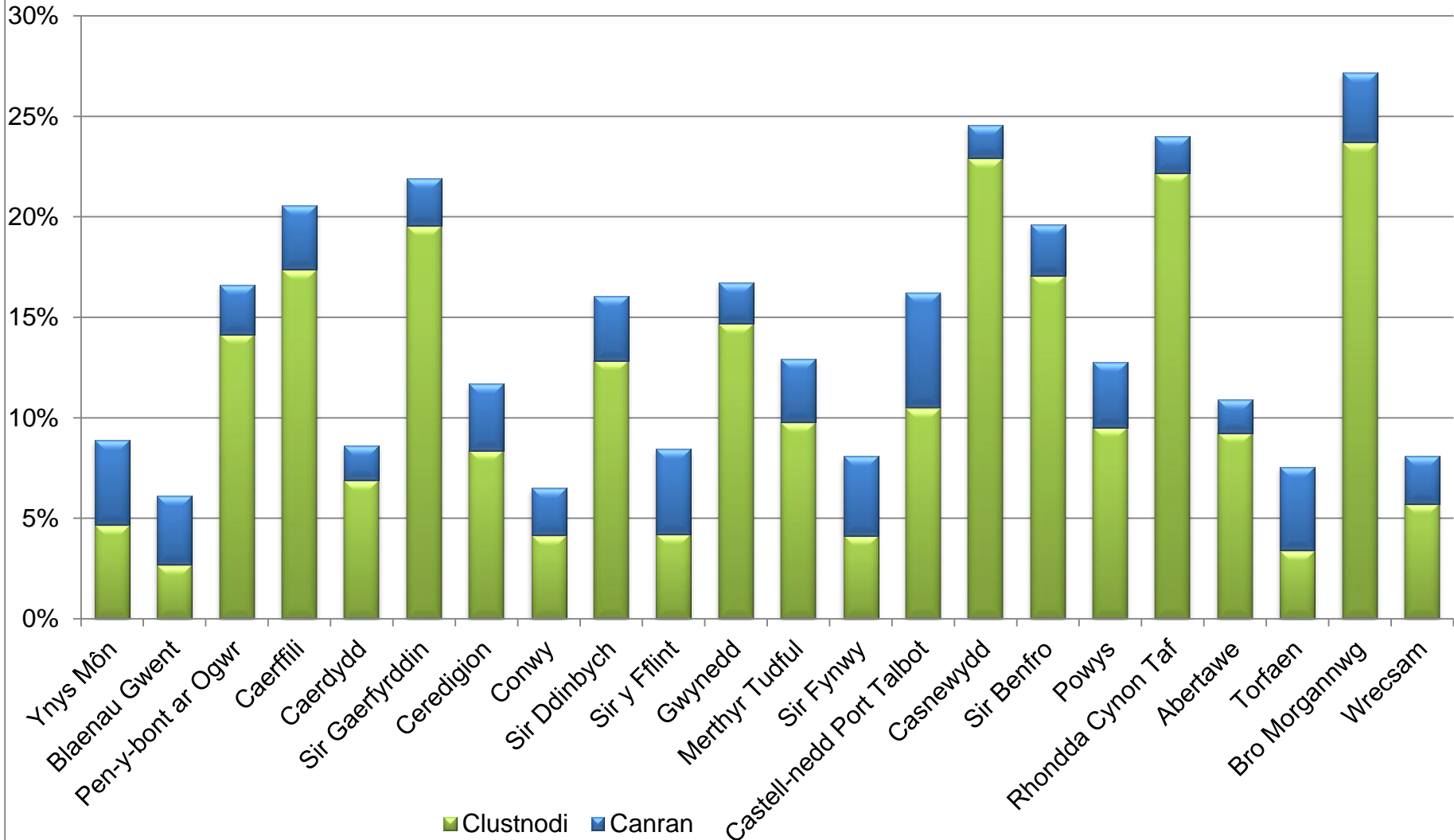


## Cronfeydd wrth gefn heb eu dyrannu fel canran o refeniw gros



**Cronfeydd wedi'u clustnodi a chronfeydd cyffredinol wedi'u cyfuno, fel canran o wariant referniw gros ym Mawrth 2018**

Tudalen y pecyn 58



# Amrywiaeth ym maes llywodraeth leol

## Crynodeb o'r arolwg - y cyhoedd yn gyffredinol

Tachwedd 2018

Lansiodd y **Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau** ymchwiliad i Amrywiaeth ym maes Llywodraeth Leol ym mis Mai 2018. Fel rhan o'i ymchwiliad, cynhaliodd y Pwyllgor ddau arolwg, sef un ar gyfer y cyhoedd yn gyffredinol a'r llall ar gyfer cynghorwyr lleol sydd yn eu swyddi ar hyn o bryd. Mae'r dadansoddiad a ganlyn yn ymdrin â'r arolwg ar gyfer y cyhoedd yn gyffredinol yn unig.

### Hyrwyddo'r arolwg a'i ddadansoddi

Nod yr arolwg oedd clywed gan ystod mor amrywiol o ddinasyddion Cymru. Hyrwyddwyd yr arolwg yn helaeth drwy amrywiaeth o gyfryngau: -

- Drwy rwydweithiau rhanddeiliaid allweddol;
- Ar y cyfryngau cymdeithasol, gan gynnwys hysbysebion â ffocws a oedd yn ein galluogi ni i dargedu cynulleidfaoedd mewn ardaloedd lle'r ydym yn tueddu i gael llai o ymatebion i arolygon;
- Pobl a fu'n ymweld â'r Senedd yn ystod Eisteddfod Genedlaethol Cymru a'r rhai a fu'n ymweld â'n stondin yn Sioe Frenhinol Cymru, Pride Cymru ac yn ystod Senedd@Delyn; a
- Phobl a fu'n cymryd rhan mewn ymweliadau ysgol yr Adran Addysg ac Ymgysylltu â Phobl Ifanc a sesiynau allgymorth y Cynulliad, ac mewn ymweliadau â'r Senedd a'r



Pierhead, a sicrhodd hyn nad oedd cyfran o'r rhai a ymatebodd i'r arolwg yn hunanddethol.

Er mwyn llunio'r crynodeb hwn, cynhaliwyd dadansoddiad o'r gyfres ddata gyflawn; gellir priodoli'r holl ddata i ymatebion unigol, a gellir dadansoddi ymhellach ar gais. Ymdrinnir â phob cwestiwn yn yr arolwg yn ei dro.

Caiff y canlyniadau eu cyfrifo yn ôl nifer y bobl a ymatebodd i'r cwestiwn penodol, nid nifer y bobl a ymatebodd i'r arolwg yn gyffredinol, a oedd yn gyfanswm o 872 o ymatebion.

## 1. A ydych yn gwybod pwy yw eich Cynghorydd / Cynghorwyr lleol?

Roedd 53.8% o ymatebwyr i'r cwestiwn hwn yn gwybod pwy yw eu cynghorydd / cynghorwyr lleol.

Nid oedd 34.8% yn gwybod pwy yw eu cynghorydd / cynghorwyr lleol, ac nid oedd 11.3% yn siŵr.

## 2. Gan feddwl am eich cymuned, a ydych yn cytuno neu anghytuno gyda'r datganiad canlynol?

***"Rwyf yn gallu dylanwadu ar y penderfyniadau a wneir am fy nghymuned, fel penderfyniadau ar ffyrdd, ysgolion, trafnidiaeth gyhoeddus a gofal cymdeithasol."***

Roedd 22.5% yn cytuno neu'n cytuno'n gryf â'r datganiad uchod.

Nid oedd 18.9% yn cytuno nac yn anghytuno â'r datganiad uchod.

Roedd 54.3% yn anghytuno neu'n anghytuno'n gryf â'r datganiad uchod.

Nid oedd 4.3% yn gwybod a oeddent yn cytuno neu'n anghytuno â'r datganiad uchod.

## 3. Yn eich barn chi, pwy sy'n gwneud y penderfyniadau allweddol am eich cymuned?

Roedd 33.7% o ymatebwyr i'r cwestiwn hwn yn credu bod Cynghorydd / Cynghorwyr lleol yn gwneud y penderfyniadau allweddol am eu cymuned. Roedd 17.6% wedi dewis Aelod(au) Cynulliad, a 15.8% wedi dewis Cynghorydd / Cynghorwyr Tref neu Gymuned.

Roedd 11.3% wedi dewis Aelod Seneddol ac roedd 3.2% wedi dewis Maer.

Roedd 10.7% o ymatebwyr i'r cwestiwn hwn wedi dewis 'Ddim yn gwybod'. I'r rhai a ddewisodd 'Arall (nodwch)', (7.7%) dyma rai o'r atebion mwyaf cyffredin a roddwyd:-

- Swyddogion y Cyngor



- Busnes
- Cabinet y Cyngor
- Y rhai sydd ag arian

#### 4. Beth ydych yn feddwl yw prif rôl(au) cynghorydd lleol? (Ticiwch bob blwch sy'n berthnasol)

Roedd **14.5%** o ymatebwyr yr arolwg o'r farn mai prif rôl cynghorydd lleol oedd ymgysylltu â phreswylwyr ar faterion o bwys iddynt.

Roedd **13.9%** wedi dewis '*cynrychioli barn preswylwyr mewn cyfarfodydd cyngor*', tra roedd **13.7%** wedi dewis '*ymateb i ymholiadau a phryderon preswylwyr*'.

Roedd **13.2%** yn credu mai '*diweddarau'r gymuned ynghylch materion sy'n effeithio arnynt*' oedd prif rôl cynghorydd lleol, ac roedd **12.6%** yn credu mai prif rôl cynghorydd lleol oedd '*datblygu polisiau a strategaethau er budd y gymuned*'.

Roedd **10.4%** o ymatebwyr i'r cwestiwn hwn wedi dewis '*cyfeirio preswylwyr at yr unigolion perthnasol oddi fewn i'r cyngor*', a **10.1%** wedi dewis '*craffu ar benderfyniadau wnaethpwyd gan y cyngor*' fel prif rôl cynghorydd lleol. Dewisodd **9.3%** '*arwain ymgyrchoedd ar ran preswylwyr*'.

Roedd **1.2%** o'r ymatebwyr wedi dewis '*Ddim yn gwybod*' a **1.0%** wedi dewis '*Arall (nodwch)*'. I'r rhai a ddewisodd '*Arall (nodwch)*', yr atebion canlynol oedd rhai o'r atebion a roddwyd (noder fod y canlynol yn sampl o'r ymatebion a gafwyd. Mae'r holl ymatebion ar gael ar gais):-

*Arweinyddiaeth cymunedol*

*"Datblygu a rheoli perthnasoedd â rhanddeiliaid allweddol fel yr heddlu lleol ac ati"*

*"Rhoi blaenoriaethau eu hetholwyr uwchlaw eu teyrngarwch gwleidyddol a / neu eu budd preifat"*

*"Cynnal cymorthfeydd stryd anffurfiol rheolaidd"*

*"Bod ag asgwrn cefn i sylweddoli, weithiau, ei bod yn bwysig gwneud y peth iawn i gael y canlyniad gorau, ac i beidio â phlygu i ewyllys ychydig o bobl ddylanwadol dim ond er mwyn cadw ei swydd!"*

*"Sicrhau eu bod yn bresennol mewn cyfarfodydd yn rheolaidd ac nad ydynt yn syrthio i gysgu ynddynt. Mae angen i gynghorwyr fod yn ffit ac yn iach iawn i gyflawni eu dyletswyddau a'u cyfrifoldebau."*

## 5. Dewiswch y datganiad sydd fwyaf addas i chi

Dywedodd **67.5%** o ymatebwyr i'r cwestiwn hwn nad oeddent erioed wedi ystyried sefyll fel cynghorydd lleol ar gyfer etholiad cyngor leol.

Dywedodd **19.2%** o ymatebwyr i'r cwestiwn hwn eu bod wedi ystyried sefyll fel cynghorydd lleol ar gyfer etholiad cyngor lleol ond eu bod wedi penderfynu peidio parhau â hynny, tra bod **0.9%** wedi dweud eu bod wedi ystyried sefyll fel cynghorydd lleol ar gyfer etholiad cyngor lleol ac wedi mynd ymlaen â hynny.

Dywedodd **8.8%** o ymatebwyr i'r cwestiwn hwn eu bod wedi sefyll mewn etholiad ac wedi'u hethol, tra bod **3.6%** wedi dweud eu bod wedi sefyll mewn etholiad ond heb eu hethol.

## 6. Gan ddilyn eich ateb i'r cwestiwn blaenorol, beth yw'r ffactorau ddylanwadodd ar eich penderfyniad? (Er enghraifft, amser, cyflog, i ddylanwadu ar bolisïau a strategaethau a chael newid i'ch cymuned).

Datgelodd dadansoddiad data ansoddol y prif themâu canlynol.

Thema	Dyfyniadau
Ymrwymiad o ran amser	<p><i>Ymrwymiad o ran amser. Tasgau i'w gwneud gyda'r nos a thrwy gydol y bore a'r prynhawn "</i></p> <p><i>"Amser, beth yw amser sbâr? Tair swydd. Gweithio, cysgu, ail-drodd hynny."</i></p> <p><i>"ymrwymiad amser, a minnau â theulu ifanc, a meddwl bod y cyngor yn llawn o bobl o'r genhedlaeth hŷn ac o ddynion yn bennaf"</i></p>
Diffyg diddordeb	<p><i>"Does gen i ddim diddordeb mewn gwleidyddiaeth a'r math hwn o beth oherwydd na chefais ddim addysg bron ar y pwnc drwy gydol fy nghyfnod yn yr ysgol ac ati"</i></p> <p><i>"Fyddwn i ddim yn hoffi rôl gyhoeddus, a byddwn i'n casáu ymgyrchu i gael fy ethol"</i></p> <p><i>"Byddai'n well gennyf beidio â gweithio ym maes gwleidyddiaeth, diolch - mae'n rhy wleidyddol!"</i></p>
Oedran	<p><i>"Rydw i'n 18 oed ac yn ferch, felly ni fyddai pobl yn fy nghymryd o ddifrif."</i></p> <p><i>"Ymddengys ei bod yn swydd i bobl hŷn?"</i></p>

	<i>"Fyddwn i ddim yn gwybod sut i sefyll fel cynghorydd ac oherwydd fy mod i'n eithaf ifanc (25 mlwydd oed) rwy'n dal i geisio penderfynu beth hoffwn ei wneud fel gyrfa."</i>
<b>Diffyg gwybodaeth</b>	<i>"Dim syniad beth yw swydd cynghorydd, neu hyd yn oed sut i fynd ati i fod yn gynghorydd."</i> <i>"Ddim yn gwybod ble i ddechrau. Ddim yn gwybod pwy i siarad â nhw na chan bwy i gael cyngor ynglŷn â sefyll mewn etholiad. "</i> <i>"Nid wyf yn gwybod beth fyddai goblygiadau'r swydd, sut i sefyll ar gyfer y rôl, effaith y rôl, ac ati"</i>
<b>Teyrngarwch gwleidyddol</b>	<i>"Dw i ddim yn siŵr pa blaid i ymuno â hi. Felly, byddai cael fy mhenodi yn gynghorydd yn amhosibl."</i> <i>"Dydw i ddim eisiau cael fy nghysylltu â phlaid wleidyddol benodol"</i> <i>"Nid wyf yn aelod o blaid wleidyddol ac rwy'n teimlo y byddai'n her enfawr i gael fy ethol fel aelod annibynnol. Rwyf hefyd yn fenyw ac mae'r rhan fwyaf o'r cynghorwyr yn fy nghymuned yn ddynton, a byddai hynny'n ei gwneud hi'n her enfawr. "</i>

## 7. Os ydych eisoes wedi cael eich ethol fel cynghorydd ond wedi sefyll i lawr yn ystod eich tymor, neu benderfynu peidio a sefyll yn yr etholiad canlynol, beth oedd y rhesymau dros wneud hyn? (Ticiwch pob blwch sy'n berthnasol)

Roedd **22.9%** o ymatebwyr i'r cwestiwn hwn wedi dewis 'ymrwymiad amser' fel eu rheswm dros ddewis rhoi'r gorau i'r gwaith yn ystod eu tymor, neu beidio â sefyll yn yr etholiad canlynol. Roedd **12.4%** wedi dewis 'pwysau'r rôl', ac **11.1%** wedi dewis 'cefnogaeth yn y rôl'.

Roedd **10.5%** o'r ymatebwyr wedi dewis 'patrymau gwaith', efo **9.2%** wedi dewis 'camdriniaeth neu ymyrraeth' a **7.8%** wedi dewis 'cyflog / lwfans'.

Roedd **26.1%** o ymatebwyr i'r cwestiwn hwn wedi dewis 'Arall (nodwch)'. Roedd rhai o'r atebion a roddwyd fel a ganlyn (noder mai sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais): -

*"Roedd yr effaith ar fy mywyd personol o ran amser a phreifatrwydd y tu hwnt i fy nisgwyladau. Mae'r cyfryngau cymdeithasol a'r hinsawdd newydd o ran camdriniaeth a chasineb wedi gwneud pethau'n wahanol ac yn fwy personol "*

*"Rhwystrredigaeth, cyfyngiadau'r rôl, biwrocratiaeth"*

*"Gorfodaeth wleidyddol fewnol"*

## 8. Beth yw'r ffactorau a fyddai'n gwneud sefyll mewn etholiad cyngor lleol yn fwy deniadol i chi? (Ticiwch pob blwch sy'n berthnasol)

Dewiswyd 'gwell dealltwriaeth o'r rôl a'r cyfrifoldebau' gan (28.5% o'r) ymatebwyr i'r cwestiwn hwn fel y ffactor blaenllaw a fyddai'n gwneud sefyll mewn etholiadau cynghorau lleol yn fwy deniadol. Yr ail ffactor oedd 'Patrymau gwaith hyblyg' (19.0%) ac yna 'Gwell cefnogaeth i gynghorwyr lleol' (17.3%).

Dewisodd 14.0% o ymatebwyr i'r cwestiwn hwn yr opsiwn 'Gwell cyflog / lwfansau' gyda 11.5% yn dewis 'Cefnogaeth fy nghyflogwr presennol'.

O ran y 9.7% o ymatebwyr a ddewisodd 'Arall (nodwch)', isod gwelir rhai o'r sylwadau a gyflwynwyd, ac mae'r rhain wedi'u categorio yn ôl thema (noder fod y canlynol yn sampl o'r ymatebion a ddaeth i law. Mae'r holl ymatebion a gafwyd ar gael ar gais).

Thema	Disgrifiad
Prosesau / system well	<p>"System wedi'i hailstrwythuro lle mae'r cynghorwyr, yn wir, yn gallu gwasanaethu'r gymuned"</p> <p>"Costwng pwerau cynghorwyr: oherwydd, yn amlach na pheidio, maent yn anwybodus ac yn analluog i wneud penderfyniadau cyfrifol, ac maent yn ymwneud yn ormodol ag amrywiaeth o ddiddordebau."</p> <p>"Gwneud addasiadau i oresgyn rhwystrau i'm cyfranogiad fel person anabl. Angen i'r pleidiau gwleidyddol gael gwell ymwybyddiaeth o anabledd. Trafnidiaeth gyhoeddus fwy hygyrch. Rhagor o ymwybyddiaeth o anabledd ymysg staff llywodraeth leol."</p>
Gwneud gwahaniaeth	<p>"Pe bai cyfle gwirioneddol i wneud gwahaniaeth"</p> <p>"Y gred y byddwn i'n gallu gwneud newid cadarnhaol"</p> <p>"Tryloywder, gonestrwydd a pharodrwydd gan bobl ar bob lefel i wirioneddol wasanaethu'r gymuned sy'n cyflogi pob un ohonynt"</p>
Cymorth	<p>"Mentora gan rywun rwy'n ymddiried ynddynt, i'm helpu i weithio gyda phobl nad ydw i'n eu hoffi, ac i'm helpu i ddod yn fwy gwydn"</p> <p>"Gwell gwybodaeth am sut i gynnal ymgyrch ar gyfer y rhai nad oes ganddynt gefnogaeth pleidiau - boed yn gefnogaeth swyddogol neu fel arall."</p> <p>"Cefnogaeth i ymgeiswyr annibynnol"</p>

**Mwy o  
amrywiaeth**

*"Tebygolrwydd o weld pobl fel fi"*

*"Cydweithwyr sy'n debyg i mi - nid dim ond pobl dros eu 60 mlwydd oed, sy'n wyn, ac yn ddyinion."*

*"Rhagor o fodolau rôl amrywiol a gwell tryloywder / tegwch ar gyfer detholwyr y pleidiau."*

## 9. Ydych chi'n ymgymryd ag unrhyw waith cymunedol neu wirfoddol yn lleol?

Dyweddodd **56.0%** o ymatebwyr i'r cwestiwn hwn eu bod yn ymgymryd â gwaith cymunedol neu wirfoddol yn lleol.

Dyweddodd **42.0%** nad oeddent yn ymgymryd â dim gwaith cymunedol neu wirfoddol yn lleol, a dywedodd **1.9%** arall nad oeddent yn siŵr.

## Demograffeg yr ymatebwyr

### Lleoliad

Roedd **67.6%** o ymatebwyr yr arolwg yn dod o Dde Cymru, a **17.3%** yn dod o Ganolbarth a Gorllewin Cymru a **15.2%** yn dod o Ogledd Cymru.

### Oedran

Roedd **32.8%** o ymatebwyr yr arolwg yn 25 mlwydd oed neu'n iau, roedd **50.4%** rhwng 26 a 64 mlwydd oed, ac roedd **16.9%** yn 65 mlwydd oed a hŷn.

### Rhywedd

Roedd **56.8%** o ymatebwyr yr arolwg yn nodi eu bod yn fenywod, a **38.7%** yn nodi eu bod yn ddynion. Roedd **2.1%** yn dewis peidio â dweud, a dywedodd **2.4%** bod yn well ganddynt ddefnyddio eu term eu hunain. O ran y rhai a oedd yn well ganddynt ddefnyddio eu term eu hunain, rhoddwyd yr atebion canlynol: -

*"Deurywedd"*

*"Rhywedd amhendant"*

*'Anneuaidd'*

Roedd **1.7%** o ymatebwyr yr arolwg o'r farn eu bod yn drawsryweddol, ac roedd yn well gan **2.5%** beidio â dweud. Roedd **95.9%** yn dweud nad oeddent yn ystyried eu hunain yn drawsrywiol.

### Rhywioldeb

Roedd **73.0%** yn ystyried eu hunain yn heterorywiol, **7.2%** yn ddeurywiol, **6.0%** yn hoyw / lesbiaidd (neu gyfunrywiol). Roedd yn well gan **9.8%** o ymatebwyr beidio ag ateb, tra bod **4.0%** arall yn dewis *'Arall (nodwch)'*. I'r rhai a ddewisodd *'Arall'*, dyma rai o'r atebion a roddwyd (nodwch mai sampl o'r atebion a dderbyniwyd yw hwn. Mae pob ymateb ar gael ar gais): -

*"Panrywiol"*

*"Helirywiol"*

### Ethnigrwydd

Roedd **90.0%** o ymatebwyr yr arolwg wedi nodi eu bod yn Wyn. Nododd **4.3%** eu bod yn Asiaidd, nododd **2.3%** eu bod o ethnigrwydd Cymysg / Lluosog, a nododd **1.2%** eu bod yn Ddu / Affricanaidd / Caribiaidd, a **2.3%** yn nodi tarddiad ethnig arall.

## Anabledd

Dywedodd **75.6%** o ymatebwyr i'r cwestiwn hwn nad oedd ganddynt gyflwr neu anabledd iechyd corfforol neu feddyliol hirsefydlog (unrhyw beth sydd wedi para o leiaf 12 mis neu sy'n debygol o bara o leiaf 12 mis).

O ran y rhai a oedd ag anabledd, roedd **25.0%** yn gorfforol, **36.8%** yn gysylltiedig â iechyd meddwl, **5.9%** yn gysylltiedig â dysgu, **9.9%** yn synhwyrdd, **18.4%** yn gysylltiedig â chyflwr meddygol (e.e. canser) ac roedd yn well gan **3.9%** beidio â dweud.

# Amrywiaeth mewn Llywodraeth Leol: Crynodeb o'r arolwg – cynghorwyr

Tachwedd 2018

Lansiodd y Pwyllgor Cydraddoldeb, Llywodraeth Leol a Chymunedau ymchwiliad i Amrywiaeth mewn Llywodraeth Leol ar 25 Mai 2018. Fel rhan o'i ymchwiliad, cynhaliodd y Pwyllgor ddau arolwg – un wedi'i anelu at y cyhoedd a'r llall wedi'i anelu at gynghorwyr lleol sydd yn y swydd ar hyn o bryd. Mae'r dadansoddiad canlynol yn ymwneud â'r arolwg sydd wedi'i anelu at gynghorwyr yn unig.

## Hyrwyddo a dadansoddi'r arolwg

Nod yr arolwg oedd deall profiad.

Anfonwyd yr arolwg yn uniongyrchol at gynghorwyr gweithredol yn ogystal â Phennaeth Gwasanaethau Democrataidd (neu gyfatebol) ym mhob awdurdod lleol yng Nghymru, a oedd yn eu tro yn annog y cynghorwyr lleol yn eu hardal i ymateb.

Er mwyn llunio'r crynodeb hwn, cynhaliwyd dadansoddiad manwl o set ddata cyflawn; gellir priodoli'r holl ddata i ymatebion unigol a gellir dadansoddi ymhellach ar gais. Ymdrinnir â phob cwestiwn yn yr arolwg yn ei dro.

Caiff y canlyniadau eu cyfrifo yn ôl nifer y bobl a ymatebodd i'r cwestiwn penodol, nid nifer y bobl a ymatebodd i'r arolwg yn gyffredinol, a chafwyd **528 o ymatebion** i gyd.

## 1. Pa mor hir yr ydych wedi bod yn gynghorydd lleol?

Roedd **44.1%** o ymatebwyr i'r cwestiwn hwn wedi bod yn gwasanaethu fel cynghorydd lleol am 1-5 mlynedd. Roedd **25.3%** o ymatebwyr wedi bod yn gynghorydd lleol am 6-10 mlynedd, gyda **12.7%** o ymatebwyr wedi gwasanaethu rhwng 11-15 mlynedd. Roedd **7.2%** wedi bod yn gynghorydd lleol am 16-20 mlynedd a **10.7%** am 21 mlynedd a mwy.





## 2. Pam wnaethoch chi benderfynu bod yn gynghorydd lleol?\*

Roedd **40.2%** o'r ymatebion i'r cwestiwn hwn wedi dewis '*i wasanaethu'r gymuned*' fel eu rheswm dros fod yn gynghorydd lleol. Yna roedd '*i newid pethau*' (**23.7%**) ac '*oherwydd credoau a gwerthoedd gwleidyddol*' (**18.6%**).

Dewisodd **8.6%** o ymatebwyr '*oherwydd gofynnwyd imi wneud hynny*', gyda **6.0%** yn dewis '*i ddatrys problem*' a **0.4%** yn dewis '*lwfansau aelodau*'. Dewisodd **2.4%** o ymatebwyr yn '*Arall (nodwch)*'. Dyma rai o'r atebion a roddwyd (sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.):-

*"I helpu'r rhai na allent helpu eu hunain"*

*"Can fod yr ymgeiswyr eraill o safon isel"*

*"Roedd fy nhad yn gynghorydd am 40 mlynedd"*

*"I gynrychioli pobl sy'n teimlo nad oes ganddynt lais, y rhai sydd â llai o adnoddau, y rhai ag anableddau"*

*"I geisio newid y rhagolwg plwyfol sydd wedi treiddio yn fy ardal yn llawer rhy hir"*

\*Roedd ymatebwyr yn gallu dewis mwy nag un opsiwn.

## 3. Pa rwystrau neu heriau, os o gwbl, y gwnaethoch eu hwynebu wrth sefyll mewn etholiad?

Daeth y themâu canlynol i'r amlwg o'r atebion a gyflwynwyd i'r cwestiwn hwn. Sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.

Thema	Dyfyniadau
Ymrwymiad o ran amser	<i>"Ceisio ymgyrchu tra'n dal i fod mewn gwaith llawn amser"</i> <i>"Amser. Ymgyrchu a chynnal swydd llawn amser. Fel dyn o oed gweithio, mae dod o hyd i amser i ymgyrchu ac wedyn bod yn gynghorydd yn anodd."</i> <i>"Gallu cymryd amser i ffwrdd o'r gwaith i ganfasio ar gyfer pleidleisiau/cnocio drysau/dosbarthu taflenni"</i>
Dim rhwystrau	<i>"Dim mewn gwirionedd, efallai bod rhai wedi codi eu haeliau ar fy ieuencid (honedig!)"</i> <i>"Dim rhwystrau ond y brif her oedd sicrhau bod y pleidleisiwr nad yw'n wleidyddol yn cymryd rhan yn yr etholiad"</i>

	<i>"Dim, gan fod gan fy mhlaid system sy'n helpu pawb"</i>
<b>Ymosodiadau personol/bwlio</b>	<p><i>"Ymosodiadau personol gan aelodau pleidiau a chefnogwyr eraill a wnaeth effeithio ar fy nheulu a'm busnes"</i></p> <p><i>"Gelyniaeth gan gyn-Gynghorwyr oedd yn teimlo fy mod wedi eu dadethol. Rhwystrau o fewn y blaid ei hun yn bennaf. Ffyrnigrwydd y cyfryngau cymdeithasol a chynyddu tactegau casineb. Ofn i'r teulu"</i></p> <p><i>"Daeth y cyfryngau cymdeithasol yn rhwystr ac yn her am eu bod yn cael eu defnyddio ar gyfer ymosodiadau personol a thynnu sylw pleidleiswyr i ffwrdd o brif faterion fy maniffesto"</i></p>
<b>Oedran</b>	<p><i>"Roedd pobl yn credu fy mod yn rhy ifanc"</i></p> <p><i>"Nid oedd llawer o bleidleiswyr am bleidleisio drostaf gan fy mod yn ifanc ac yn amhrofiadol. Rwy'n credu bod disgwyliad bod cynghorwyr yn hen a gwyn, ond rwy'n credu bod hynny'n newid"</i></p> <p><i>"Buddiannau personol a gwleidyddiaeth fewnol. Aelodau presennol yn ystyried wardiau eraill fel eu perfeddwlad. Amseroedd cyfarfodydd a disgwyliadau o ran llwyth gwaith yn fwy addas ar gyfer rhai sydd wedi ymddeol neu aelodau cabinet ac nid i ymgeiswyr iau"</i></p>
<b>Cost</b>	<p><i>"Fel aelod annibynnol, cost deunydd darllen yr ymgyrch. Mynediad i gofrestr etholiadol"</i></p> <p><i>"Yr her fwyaf oedd fy mod i'n sefyll fel annibynnol yn erbyn dau ymgeisydd plaid oedd â'r peiriant pleidiau llawn y tu ôl iddyn nhw. Ac yn ariannol, nid oedd gen i gyllideb fawr"</i></p> <p><i>"Sefais mewn etholiad ychydig flynyddoedd yn gynt ac wedi dysgu mai'r rhwystr mwyaf yw talu am y deunydd hyrwyddo"</i></p>
<b>Diffyg gwybodaeth</b>	<p><i>"Diffyg gwybodaeth ar ôl cael fy ethol"</i></p> <p><i>"Gwybod sut i drefnu ymgyrch. Dod o hyd i lais 'cyhoeddus'"</i></p> <p><i>"Fel ymgeisydd annibynnol, nid oedd neb i ddysgu ganddynt na rhwydwaith cymorth, dim ond gorfod gweithio pethau allan o'r egwyddorion cyntaf"</i></p>

#### 4. Pa mor hawdd yw hi i symud ymlaen mewn llywodraeth leol? Rhannwch unrhyw brofiadau perthnasol gyda ni isod:

Thema	Dyfyniadau
<b>Hawdd gyda gwaith caled</b>	<i>"Os ydych chi'n barod i roi'r gwaith i mewn ac yn gweithio'n galed, rwy'n credu bod cyfle yno ar gyfer dilyniant"</i>

	<p><i>"Hawdd iawn os ydych chi'n barod i ymrwymo amser ac ymdrech"</i></p> <p><i>"Cyda gwaith caled ac amynedd mae'n eithaf hawdd"</i></p>
<b>Anodd</b>	<p><i>"gan fy mod i'n gweithio'n llawn amser, mae'n anodd iawn"</i></p> <p><i>"Nid yw'n hawdd symud ymlaen oherwydd mae gwleidyddiaeth fewnol sy'n dylanwadu ar ddilyniant"</i></p> <p><i>"Mae'n anodd. Mae gen i gefnogaeth aelodau eraill ond nid yw'n hawdd gwneud cynnydd o hyd"</i></p>
<b>Rhyw</b>	<p><i>"Fel arfer, mae'n well gan ddynion arwain. Mae system cabinet yn amhriodol ar gyfer llywodraeth leol. Penderfyniadau'n cael eu gwneud gan ychydig, craffu yn cael ei weld fel "ci heb ddannedd"</i></p> <p><i>"Anodd os ydych yn fenyw. Dim cyfleusterau/cymorth gofal plant. Anodd bod yn gyflogedig ac yn gynghorydd, ac yn fwy felly mewn awdurdod gwledig mawr heb unrhyw gysylltiadau bws uniongyrchol i Neuadd y Sir na chysylltiadau trên"</i></p> <p><i>"Mae menywod bob amser yn cael y fargen waethaf yn y llywodraeth gan fod yna fwy o ymgeiswyr gwrywaidd bob amser"</i></p>
<b>Yn ddibynol ar blaid gwleidyddol</b>	<p><i>"Mae hyn yn dibynnu gyda pha blaid ydych chi, os ydych chi gyda'r blaid sy'n rheoli ac yn synhwyrol ac yn agos atoch, gallwch fynd yn bell"</i></p> <p><i>"Mae dilyniant hawdd yn bennaf yn sgil cyfansoddiad gwleidyddol yr awdurdod a sut rydych chi'n rhan o hynny"</i></p> <p><i>"I raddau helaeth mae'n dibynnu a ydych chi'n aelod o'r grŵp rheoli ai peidio"</i></p>

## 5. A ydych yn bwriadu sefyll i gael eich ailethol ar ddiwedd eich cyfnod fel cynghorydd?

Dywedodd **47.3%** o ymatebwyr i'r cwestiwn hwn eu bod nhw'n bwriadu sefyll i gael eu haillethol ar ddiwedd eu cyfnod. Dywedodd **13.2%** nad ydynt am wneud tra bod **39.5%** yn dweud nad ydynt yn gwybod.

## 6. Os nad ydych chi'n bwriadu sefyll ar gyfer cael eich ailethol, beth yw'r rhesymau dros y penderfyniad hwnnw? (Ticiwch bob un sy'n berthnasol)

Dewisodd **25.7%** o ymatebwyr i'r cwestiwn hwn 'ymddeoliad' fel y rheswm nad ydynt yn bwriadu sefyll i'w haillethol. Yna 'pwysau'r rôl' (**20.7%**) a 'Dim cymorth o fewn y swyddogaeth' (**8.1%**).

Dewisodd 7.2% o ymatebwyr 'Patrwm gweithio anhyblyg' a dewisodd 5.0% 'cyflog/lwfans'.

Dewisodd 33.3% o ymatebwyr i'r cwestiwn hwn 'Arall (nodwch)'. Sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.

Thema	Dyfyniadau
Bwlio	<p><i>"Bwlio ac agwedd aelodau'r cabinet"</i></p> <p><i>"Camddefnyddio cyfryngau cymdeithasol, diffyg system genedlaethol o gefnogaeth i Gynghorwyr a'r agwedd gyhoeddus barhaus ein bod ni i gyd yn ddiegwyddor a digydwybod"</i></p> <p><i>"Bwlis a natur ddim digon agored. Dim ffordd i symud ymhellach gyda'r rôl os nad yw'ch wyneb yn ffitio, mae'n lle unig i fod gyda'ch cyd-Gynghorwyr. Mae'r cyhoedd yn wych ac yn gwerthfawrogi beth rydyn ni'n ei wneud"</i></p>
Cyfleoedd eraill	<p><i>"Dilyn diddordebau eraill"</i></p> <p><i>"Chwilio am gyfleoedd eraill"</i></p> <p><i>"Pethau eraill i'w cyflawni mewn bywyd, achosion i ymladd y tu allan i siambr y cyngor, yr oedran y byddwn yn parhau i fod yn gynghorydd, yn ddyletswydd i blaid ac etholwyr, nad yw'r swydd byth yn cael ei chwblhau'n llawn, mae popeth yn y glorian felly ddim yn gwybod"</i></p>
Cyni	<p><i>"oherwydd Cyni, mae'n fwyfwy anodd i wasanaethu'r gymuned. Llai o staff, mwy o waith a dim arian ar gyfer unrhyw beth heblaw gwasanaethau hanfodol"</i></p> <p><i>"Ddim yn argyhoeddedig bod bod yn Gyngorydd yn werth chweil, yn enwedig o ystyried cyfyngiadau ariannol a chyni presennol"</i></p> <p><i>"cyfyngiadau cyllideb enfawr, toriadau difrifol"</i></p>
Amser	<p><i>"Faint o amser sydd ei angen i gyflawni'r rôl"</i></p> <p><i>"Rwy'n gweithio'n llawn amser ac weithiau bydd rhaid i mi fynychu nifer o oriau o gyfarfodydd ar ôl gwaith. Hefyd, mae angen i ni lusgo llywodraeth leol i'r 21ain ganrif a galluogi TGCh i gael ei ddefnyddio fel y gall cyngorwyr gymryd rhan drwy e-bost, testun ac ati yn hytrach na gorfod mynychu cyfarfodydd yn bersonol. Weithiau, rydym yn llusgo pobl o bob rhan o'n hardal ar gyfer cyfarfod a allai bara 10 munud neu lai"</i></p> <p><i>"Mae'r oriau gwaith yn 24/7 gyda chynghorwyr eraill yn gweithio ychydig iawn, mae pwysau rhai wardiau o'u cymharu ag eraill yn heriol iawn, mae'r cyflog yn gweithio allan ar gyfartaledd yn £ 1 yr awr heb gydbwysedd rhwng gwaith a bywyd teuluol, mae'r"</i></p>

	<i>swyddogion i weld yn rhoi eu hunain ar bedestal yn aml gan roi'r Cynghorwyr ar lawr gwlad i redeg o'i gwmpas, mae'n eithriadol o rwystredig i unrhyw gynghorydd heddiw ac mae'n ychwanegu at y rhwystredigaeth gyffredinol gan y cyhoedd"</i>
<b>Oedran</b>	<p><i>"Byddaf yn 70 oed, efallai dylai'r cynghorwyr gael oed ymddeol?"</i></p> <p><i>"Dwi ddim yn meddwl mai ymddeol yw'r broblem. Mae'n fwy tebygol gyda thirlun sy'n newid yn gyflym - yn economaidd, yn gymdeithasol ac yn wleidyddol, y dylid annog pobl iau i sefyll. Yn absenoldeb cystadleuwyr, mi fyddwn i'n parhau"</i></p> <p><i>"Byddwn yn gobeithio y bydd pobl iau yn dod ymlaen, gan y byddaf yn 64 oed ar ddiwedd y tymor hwn"</i></p>

## 7. Sut y gellid gwella prosesau dethol ymgeiswyr i annog mwy o amrywiaeth ymgeiswyr i sefyll mewn etholiadau cynghorau lleol?

Sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.

<b>Thema</b>	<b>Dyfyniadau</b>
<b>Dim angen gwelliant.</b>	<p><i>"Roedd y broses ddethol es i drwyddi yn agored iawn ac yn galluogi ymgeiswyr o bob cefndir i gyflwyno eu cais"</i></p> <p><i>"Rwy'n credu ei fod yn gweithio yn fy marn i"</i></p> <p><i>"Dwi ddim yn gweld unrhyw beth o'i le gyda'r hyn sydd gennym"</i></p>
<b>Rhagor o wybodaeth</b>	<p><i>"Rhagor o wybodaeth. Ond ni fyddai hyn yn mynd i'r afael â'r apathi ymysg yr etholaeth"</i></p> <p><i>"Rhoi mwy o wybodaeth am rôl cynghorwyr ond hefyd i fid yn fwy gonest am y pwysau y mae cynghorwyr yn eu hwynebu yn enwedig toriadau yn y gyllideb"</i></p> <p><i>"Mwy o wybodaeth yn cael ei dosbarthu drwy'r awdurdod mewn gwahanol ffyrdd o hysbysebu'r cyfle a'r broses"</i></p>
<b>Addysg</b>	<p><i>"Addysg a gwybodaeth i'r genhedlaeth iau"</i></p> <p><i>"Mwy o addysg mewn ysgolion ynghylch rôl Cynghorwyr"</i></p> <p><i>"Dysgu am Wleidyddiaeth Leol mewn ysgolion. Annog profiad gwaith i ddisgyblion chweched dosbarth gyda Chynghorwyr. Cyfarfodydd/trafodaethau agored i gynnwys pobl ifanc yn eu cymunedau - efallai heb ragfarn wleidyddol"</i></p>
<b>Hyrwyddo</b>	<p><i>"Hyrwyddo uniongyrchol ehangach y broses i sefydliadau lleol sy'n cefnogi amrywiaeth - pobl ifanc, pobl anabl, grwpiau ethnig"</i></p> <p><i>"Rwy'n credu bod angen mwy o hyrwyddo o ran gall unrhyw un fod yn Cynghorydd os ydynt yn dymuno hynny"</i></p>

	<i>"Codi ymwybyddiaeth yn lleol ac yn genedlaethol drwy'r cyfryngau cymdeithasol"</i>
<b>Oriau hyblyg</b>	<p><i>"Mae angen amlygu manylion gwaith rhan-amser, oriau hyblyg ac mae angen annog grwpiau o bobl o'r grwpiau amrywiol hyn i sefyll"</i></p> <p><i>"Gweithio gyda chyflogwyr i ganiatáu i ymgeiswyr ifanc da sefyll i gael eu hethol drwy ganiatáu amser i ffwrdd o'r gwaith i fynychu cyfarfodydd"</i></p> <p><i>"Rwy'n credu y byddai'n dda cael aelodau iau. Fodd bynnag, yr anhawster fyddai yw nad yw'n realistig i fod yn gynghorydd effeithiol a gweithio'n llawn amser. Efallai y byddai'n bosib gweithio rhan amser a bod yn gynghorydd"</i></p>
<b>Rhyw</b>	<p><i>"Rhestrau byr menywod i gyd ym mhob plaid a grŵp"</i></p> <p><i>"Gwahaniaethu cadarnhaol e.e. rhestr fer menywod yn unig"</i></p> <p><i>"Cyfle cyfartal i ddynion a menywod. Dim rhestr fer menywod yn unig"</i></p>
<b>Cydnabyddiaeth ariannol</b>	<p><i>"Naill ai mae'n rhaid i'r lwfans fod yn briodol i berson ifanc â chyfrifoldebau teuluol neu, yn yr hinsawdd ariannol hon ni fyddwn yn annog unrhyw un, byddwn yn parhau i ddenu pobl obsesiynol gwleidyddol a phobl oedrannus sydd wedi ymddeol"</i></p> <p><i>"Mae angen i'r lwfans fod yn fwy"</i></p> <p><i>"Yn anffodus, mae'n dod i lawr i gydnabyddiaeth i bobl iau. Mae'r rôl yn ansicr ac mae cyflogaeth arall yn cymryd blaenoriaeth. Mae cynghorwyr yn destun beirniadaeth ddiangen pan fydd angen cyllid ar flaenoriaethau eraill ar draul rhestr ddymuno preswylwyr"</i></p>

## 8. Y tu allan i'r broses dethol ymgeiswyr, a oes unrhyw gamau eraill y dylid eu cymryd i annog mwy o amrywiaeth ymgeiswyr i sefyll mewn etholiadau cynghorau lleol?

Sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.

Thema	Disgrifiad
<b>Addysg</b>	<p><i>"gwell addysg o'r hyn y mae'r rôl yn ei olygu mewn gwirionedd"</i></p> <p><i>"Addysgu pobl ynghylch beth mae cynghorydd da yn ei wneud a'r effaith y gallai ei chael ar y gymuned leol"</i></p> <p><i>"Rwy'n credu y dylai gwleidyddiaeth ac ati gael ei haddysgu mewn ysgolion a cholegau er mwyn rhoi cipolwg i bobl ifanc ar wleidyddiaeth ac efallai y bydd yn annog pobl iau i sefyll i fod yn Gynghorwyr"</i></p>

<b>Hyrwyddo / cyhoeddusrwydd</b>	<p><i>“Mwy o hyrwyddo cyhoeddus o fanteision amrywiaeth a pheidio â bod ofn pwyntio'r bys ar gynrychiolaeth dynion gwyn hŷn”</i></p> <p><i>“Gwell cyhoeddusrwydd ynghylch rôl cynghorau lleol a phwysigrwydd cynwysoldeb i hwyluso newid”</i></p> <p><i>“Annog drwy hysbysebu a chynghori sut y gall ymgeiswyr mwy amrywiol gymryd rhan yn llwyddiannus mewn llywodraeth leol”</i></p>
<b>Cydnabyddiaeth ariannol</b>	<p><i>“Nid yw'r lwfans yn adlewyrchu ymrwymiad amser na chyfrifoldebau'r rôl. Anodd jyglo swydd llawn amser gyda'r rôl. Oni bai eich bod yn gyfoethog neu wedi ymddeol heb anhawster ariannol”</i></p> <p><i>“Mae lwfansau'n isel pan fyddwch chi'n sylweddoli pa mor galed yw cadw'ch swydd neu ddod o hyd i un newydd”</i></p> <p><i>“Talu, ni all llawer fforddio ddod yn gynghorydd lleol. Mae angen ail swydd ar y mwyafrif, nid yw'n ddigon hyblyg i ganiatáu hynny”</i></p>
<b>Oriau hyblyg</b>	<p><i>“Arferion gweithio mwy hyblyg, amseroedd cyfarfod ddim yn dechrau am 5pm neu yn ystod y diwrnod gwaith. Nid yw gofal plant yn cael ei ystyried yn draul i'w hawlio, gan fod amharoddrwydd i hawlio treuliau. Nid yw'r lwfans mewn gwirionedd yn ddigon i ddisgwyl i unrhyw un nad yw wedi cwblhau eu gyrfa i godi teulu”</i></p> <p><i>“Mwy o hyblygrwydd ee gyda Threuliau Gofalwyr”</i></p> <p><i>“Oes, cael cyfarfodydd Cyngor ar amseroedd pan fydd y rhai sy'n gweithio yn gallu cymryd rhan lawn”</i></p>

## 9. Ac eithrio eich gwaith fel cynghorydd lleol, ticiwch y bocsys sy'n berthnasol i'ch sefyllfa bresennol

Roedd 28.2% o ymatebwyr i'r cwestiwn hwn wedi ymddeol. Roedd 16.9% yn hunangyflogedig neu'n llawrydd, tra bod 15.7% mewn cyflogaeth llawn amser â thâl. Nid oedd 14.0% mewn gwaith cyflogedig, roedd gan 12.3% gyfrifoldebau gofalu, roedd 11.3% mewn gwaith cyflog rhan-amser a 1.7% mewn addysg amser llawn.

## 10. Os oes gennych gyfrifoldebau gofalu, pwy ydych chi'n gyfrifol amdanynt?

Atebodd 34% 'plentyn/plant', atebodd 18% 'partner', atebodd 26% 'perthynas'. Dewisodd 22% 'Arall (nodwch)'. I'r rhai a ddewisodd 'arall', dyma rai o'r atebion a ddarparwyd. Sampl o'r ymatebion a gafwyd yw'r canlynol. Mae'r holl ymatebion ar gael ar gais.

*“llys-fab nad yw'n perthyn i fi sydd ag anabledd dysgu”*

*“plant maeth anabl”*

*“Mam a thad oedrannus a chwaer sydd ag anabledd difrifol felly'n deall yr anhawster y mae'r toriadau hyn yn ei gael ar bobl gyffredin”*

*“1 dibynnydd oed ysgol ac 1 oedolyn ifanc anabl”*

## 11. Ydych chi wedi profi unrhyw gam-drin, bwlio, gwahaniaethu neu aflonyddu yn ystod eich amser fel cyngorydd? (Ticiwch bob un sy'n berthnasol)

Atebodd **25.4%** 'ydw, o'r gymuned' tra bod **19.2%** yn dweud 'ydw, oddi fewn i'r Cyngor', dywedodd **11.8%** 'ydw oddi fewn i'r grŵp/plaid wleidyddol, dewisodd **10.1%** 'ydw, arall' a dywedodd **33.6%** 'na, dim un o'r uchod.

## 12. Os ydych chi wedi profi unrhyw gam-drin, bwlio, gwahaniaethu neu aflonyddu yn ystod eich amser fel cyngorydd, rhowch ragor o wybodaeth am eich profiad

Thema	Disgrifiad
Cyfyngau cymdeithasol	<p><i>“O bryd i'w gilydd wrth ddelio â materion dadleuol neu ddiffyg gweithredu gyda materion lleol (yn enwedig sbwriel) yn bennaf ar gyfyngau cymdeithasol”</i></p> <ul style="list-style-type: none"><li><i>·Bwlio cyfyngau cymdeithasol gan wrthwynebwy'r gwleidyddol a dicter gan y gymuned leol ar faterion cynllunio.</i></li><li><i>·Ymosodiadau llafar a chorfforol, ymosodiadau ar gyfyngau cymdeithasol</i></li></ul>
Gan gydweithwyr/Aelodau eraill y grŵp plaid wleidyddol	<p><i>“Bwlio gan gydweithiwr”</i></p> <p><i>“Ydw, gan aelodau eraill y grŵp gwleidyddol. Sylwadau nawddoglyd ac sy'n tanseilio gan gynnwys rhannu sion maleisus”</i></p> <p><i>“Ydw gan rai cydweithwyr”</i></p>
Ymosodiadau gan bleidiau gwleidyddol eraill	<p><i>“Datganiadau ffug gan wrthblaid”</i></p> <p><i>“Yn bennaf gan gefnogwyr y gwrthbleidiau”</i></p> <p><i>“pan mewn pŵer, camdriniaeth gan yr wrthblaid a phan yn yr wrthblaid, camdriniaeth gan y blaid mewn pŵer”</i></p>



Ymosodiadau gan y cyhoedd	<p><i>“Wedi cael camdriniaeth oherwydd penderfyniadau ar gyfarfodydd cynllunio ddim yn bodloni disgwyliadau preswylwyr lleol”</i></p> <p><i>“Camdriniaeth eiriol gan y gymuned ac aelodau'r blaid leol”</i></p> <p><i>“Camdriniaeth gyffredinol ar lafar yn y gymuned ac ardaloedd ehangach”</i></p>
Rhyw	<p><i>“Mae bod yn fenyw yn ymddangos fel bod dynion yn meddwl ein bod ni'n ddwl”</i></p> <p><i>“Menywod yn cael eu cyfeirio fel merched. Llai o bwys yn cael eu rhoi i syniadau menywod na dynion. Ymdrechion i fod yn fygythiol drwy ymddygiad sy'n bychanu a bwlio, ddim wedi'u cyfeirio ataf ond ar eraill o'm cwmpas, gyda'r bwriad o roi cynghorwyr newydd yn eu lle”</i></p> <p><i>“Galw enwau personol; newyddion anwedus neu ffug, yn enwedig o'r cyfryngau. Ond rwyf wedi tystio eraill yn profi gwaeth yn enwedig menywod ar gam-drin menywod”</i></p>

## Demograffeg yr ymatebwyr

### Lleoliad

Roedd **54.8%** o'r ymatebwyr i'r arolwg yn dod o Dde Cymru, gyda **21.3%** yn dod o Ganolbarth a Gorllewin Cymru a **23.7%** o Ogledd Cymru.

### Oedran

Roedd **2.2%** o ymatebwyr i'r arolwg yn 25 oed ac iau, **19.1%** rhwng 26-44 oed, **47.3%** rhwng 45-64 oed a **31.4%** yn 65 oed a throsodd.

### Rhyw

Roedd **34.8%** o ymatebwyr yr arolwg yn nodi eu hunain yn ferched, gyda **62.2%** yn nodi eu hunain yn ddynion. Roedd yn well gan **2.2%** beidio â dweud gyda **0.9%** arall yn dweud byddai'n well ganddynt ddefnyddio eu term eu hunain. I'r rhai fyddai'n well ganddynt ddefnyddio term eu hunain, rhoddwyd yr atebion canlynol:-

*“Fy musnes i yw hynny”*

*“Ddim yn berthnasol i'r cwestiwn”*

*“Abimegender”*

Roedd **0.6%** o ymatebwyr yr arolwg o'r farn eu bod yn drawsryweddol, gyda **4.0%** yn well ganddynt beidio â dweud. Nid oedd **95.3%** yn ystyried eu hunain yn drawsryweddol.

## Rhywioldeb

Roedd **81.0%** yn ystyried eu hunain yn heterorywiol, **3.9%** yn ddeurywiol, **5.2%** yn hoyw/lesbiaidd (neu gyfunrywiol). Roedd yn well gan **6.9%** beidio â dweud tra bod **3.0%** arall yn dewis 'Arall (nodwch)'. I'r rhai a ddewisodd Arall, dyma rai o'r atebion a roddwyd (sampl yw hyn o'r atebion a gafwyd. Mae'r holl ymatebion ar gael ar gais):-

*"Normal"*

*"Does dim gwahaniaeth beth rwy'n ystyried fy hun"*

## Ethnigrwydd

Roedd **96.1%** o ymatebwyr yr arolwg yn nodi eu hunain yn wyn. **1.0%** yn Asiaidd, **0.6%** yn Gymysg/Aml-Ethnig, **0.3%** yn Ddu/Affricanaidd/Caribiaidd ac **1.9%** yn nodi eu hunain o darddiad ethnig arall.

## Anabledd

Roedd **70.5%** o ymatebwyr i'r cwestiwn hwn yn dweud nad oedd ganddynt gyflwr neu anabledd iechyd corfforol neu feddyliol hirsefydlog (unrhyw beth sydd wedi para o leiaf 12 mis neu sy'n debygol o bara o leiaf 12 mis). Dywedodd **23.6%** fod ganddynt gyflwr neu anabledd iechyd corfforol neu feddyliol hirsefydlog, gyda **5.9%** yn well ganddynt beidio â dweud.

Dywedodd **37.6%** fod ganddynt anabledd corfforol, **26.9%** yn dweud bod ganddynt gyflwr meddygol (e.e. canser) a **17.2%** ag anableddau iechyd meddwl. Dywedodd **11.8%** fod ganddynt anabledd synhwyrdd, **3.2%** ag anabledd dysgu a **3.2%** yn well ganddynt beidio â dweud.