



Gofal Cymdeithasol Cymru Social Care Wales

CYFARFOD BWRDD CYHOEDDUS

20 Hydref 2022

Cyfarfod hybrid, Swyddfeydd Gofal Cymdeithasol Cymru, Caerdydd & Zoom
09:00 – 13:00

09:00 **Sesiwn prefiat** – Aelodau Bwrdd yn unig

Sesiwn gyhoeddus			Tudalen
09:30	1.	Croeso a sylwadau agoriadol gan y Cadeirydd	Llafar
09:35	2.	Ymddiheuriadau a Datgan Buddiannau	Llafar
09:40	3.	Cofnodion cyfarfod Bwrdd 21 Gorffennaf 2022 I'w cymeradwyo	SCW/22/27 3
09:45	4.	Log gweithredu a materion yn codi	SCW/22/28 24
09:50	5.	Diweddariad gan Gadeiryddion y Pwyllgorau I'w nodi a derbyn	Llafar
10:00	6.	Atebolrwydd gyda'r Dirprwy Weinidog Gwasanaethau Cymdeithasol, Julie Morgan AS	Llafar
11:00 – 11:15 Egwyl			
11:15	7.	Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr I'w nodi a derbyn	Llafar
11:30	8.	Adroddiad cynnydd Cynllun Business chwarter 2 I'w ystyried a chymeradwyo	SCW/22/29 30
11:55	9.	Cylchlythyr grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol 2023-2024 I'w ystyried a chymeradwyo	SCW/22/30 61
12:10	10.	Adroddiad Effaith 2021-22 I'w ystyried a chymeradwyo	SCW/22/31 80
12:30	11.	Adroddiad Cydraddoldeb Blynyddol 2021-22 I'w ystyried a chymeradwyo	SCW/22/32 101

Er gwybodaeth yn unig:

12. [Crynodeb o sesiynau datblygu Bwrdd](#)
I'w nodi

SCW/22/33

119

12:45 – 12:50 Egwyl

I'w drafod:

- 12:50 13. Effeithiolrwydd y cyfarfod
I'w drafod

Llafar

- 12:55 14. Unrhyw fusnes arall

Llafar

Dyddiad cyfarfod nesaf:

Dydd Iau 02 Chwefror 2023 – trwy Zoom



Gofal Cymdeithasol Cymru Social Care Wales

CYFARFOD BWRDD CYHOEDDUS 21 Gorffennaf 2022 Cyfarfod rhithwir drwy Zoom 09:30 - 13:00

Presennol:

Aelodau'r Bwrdd:

Mick Giannasi, Cadeirydd
Abigail Harris
Carl Cooper
Damian Bridgeman
Emma Britton
Grace Quantock
Helen Mary Jones
Jane Moore
Maria Battle (Eitemau 1-9 a
14-15)
Peter Max
Simon Burch
Trystan Pritchard

Swyddogion Gofal Cymdeithasol Cymru:

Sue Evans (Prif Swyddog Gweithredol)
Andrew Lycett (Cyfarwyddwr Cyllid, Strategaeth a
Gwasanaethau Corfforaethol)
David Pritchard (Cyfarwyddwr Rheoleiddio)
Sarah McCarty (Cyfarwyddwr Gwella a Datblygu)
Geraint Rowlands (Cyfarwyddwr Cynorthwyol Cyllid a
TG)
Kate Salter (Cyfarwyddwr Cynorthwyol Gwasanaethau
Corfforaethol)
Liz Parker (Cadeirydd Cyngor Partneriaeth Staff)
Llinos Bradbury (Ysgrifennydd y Bwrdd - cofnodion)

Yn bresennol:

Aled Jones, Cymen (cyfieithu ar y pryd)
Marianne Halstead (Cymorth Cynorthwydd Personol i
Damian Bridgeman)

Sesiwn gyhoeddus:

1. **Croeso a Sylwadau Agoriadol gan y Cadeirydd**
 - i. Croesawodd y Cadeirydd bawb i'r cyfarfod ac estynnodd groeso cynnes yn arbennig i Liz Parker fel Cadeirydd y Cyngor Partneriaeth Staff a oedd yn mynychu yn dilyn penderfyniad yng nghyfarfod diwethaf y Bwrdd i wahodd Cadeirydd y Cyngor i gyfarfodydd fel sylwedydd cyfranogol. Croesawyd Meg Kenward hefyd sydd wedi ymuno â'r tîm Cyfathrebu'n ddiweddar fel swyddog cynnwys. Soniodd y Cadeirydd hefyd mai dyma gyfarfod Bwrdd cyntaf HMJ ers ei phenodi yn aelod o'r Bwrdd ar 1 Mai 2022.
 - ii. Anogodd y Cadeirydd gyfraniadau yn y Gymraeg gan ddefnyddio'r gwasanaeth cyfieithu ar y pryd oedd ar gael.
 - iii. Dywedodd y Cadeirydd wrth aelodau'r Bwrdd y byddai Jamboard yn cael ei ddefnyddio i gasglu adborth am effeithiolrwydd y cyfarfod. Roedd tri chwestiwn wedi'u

gofyn; gofynnwyd i'r aelodau gyfrannu eu sylwadau wrth i'r cyfarfod fynd rhagddo a byddai'r rhain yn cael eu trafod ar ddiwedd y cyfarfod.

2. Ymddiheuriadau a Datgan Buddiannau

- i. Cafwyd ymddiheuriadau gan Jo Kember a Donna Hutton. Nododd y Cadeirydd ymddiheuriadau hefyd gan Tracy Veale, Archwilio Cymru a oedd yn siomedig nad oedd yn gallu bod yn bresennol i gyflwyno Adroddiad Archwiliad o Gyfrifon a Llythyr Rheoli yr Archwilydd Cyffredinol, ond roedd yr Archwilydd Cyffredinol yn cynnig barn ddiamod heb unrhyw ddiwygiadau nac argymhellion. Roedd hefyd am ddiolch i GR a'r tîm am eu cymorth yn ystod yr archwiliad.
- ii. Nodwyd datganiadau o fuddiannau gan:
 - GQ a oedd newydd ei benodi'n Is-gadeirydd Corff Llais y Dinesydd Cymru. Llongyfarchwyd GQ a hysbysodd y Cadeirydd y Bwrdd fod trafodaethau wedi'u cynnal â'r Uned Cyrff Cyhoeddus i gadarnhau nad oedd unrhyw wrthdaro buddiannau uniongyrchol rhwng y rolau.
 - PM, a ailadroddodd ei ddatganiad fel darparwr a fydd yn cael ei effeithio gan y newidiadau i'r Rheolau yn eitem 11 ar agenda cyfarfod heddiw.

3. Cofnodion Cyfarfod y Bwrdd ar 28 Ebrill 2022

- i. Cafodd cofnodion cyfarfod 28 Ebrill 2022 eu trafod a'u cymeradwyo gan y Bwrdd fel cofnod cywir o'r cyfarfod.

4. Log Gweithredu a Materion yn Codi

- i. Tynnwyd sylw'r aelodau at y log gweithredu parhaus sy'n rhoi'r wybodaeth ddiweddaraf am y cynnydd a wnaed yn erbyn camau gweithredu sydd ar y gweill ers y cyfarfod diwethaf.
- ii. Rhoddodd AL ddiweddariad ar risg y newid yn yr hinsawdd (cam gweithredu 04/22/SCW), gan ddweud bod map llwybr gofal cymdeithasol Llywodraeth Cymru tuag at sero net wedi'i gyhoeddi a'i rannu ag aelodau'r Bwrdd.
- iii. Nid oedd dim sylwadau na chwestiynau pellach ar y log gweithredu a chytunodd yr aelodau eu bod wedi **nodi a derbyn** y diweddariadau yn erbyn y camau gweithredu.
- iv. Cododd y Cadeirydd Gam Gweithredu'r Cadeirydd a gymerwyd ym mis Mehefin, ac roedd y manylion amdano wedi'u cynnwys yn y papurau ac yn ymwneud â'r posibilrwydd o ehangu cylch gwaith Gofal Cymdeithasol Cymru i gynnwys y gweithlu chwarae. Roedd hyn yn dilyn cais hysbysiad byr gan Lywodraeth Cymru i gael safbwynt y Bwrdd ar y cyfle i wneud newidiadau i'r ddeddfwriaeth. Hysbyswyd yr aelodau ar y pryd o'r angen i gymryd Cam Gweithredu'r Cadeirydd ac i roi adborth a oedd yn adlewyrchu'r drafodaeth a'r canlyniad yn ystod y cyfarfod. Penderfynodd

Grŵp Gweithredu'r Cadeirydd gefnogi'r cynnig ond dywedodd y byddai angen adnoddau ychwanegol er mwyn ehangu cylch gwaith y sefydliad.

- v. Roedd HMJ yn cefnogi'r penderfyniad ond yn teimlo ei fod yn benderfyniad pwysig i'w wneud ar fyr rybudd a thu allan i gyfarfodydd arferol y Bwrdd. Roedd yn ystyried tybed a oedd yna gyfle i drafod â Llywodraeth Cymru i osgoi gofod gwneud penderfyniadau cyflym o'r fath yn y dyfodol.
- vi. Dywedodd DP fod yna gyfle i wneud diwygiadau i'r ddeddfwriaeth, sef Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol, ac mai'r Senedd sydd i benderfynu a ddylid diwygio'r ddeddf ai peidio, ond bod Llywodraeth Cymru yn ystyriol trwy ofyn i'r Bwrdd am ei farn. Yn y cam hwn, posibilrwydd yn unig yw ehangu'r cylch gwaith a bydd yn cael ei drafod â Llywodraeth Cymru drwy'r trafodaethau llythyr cylch gwaith blynyddol arferol.
- v. **Nododd** y Bwrdd fod Cam Gweithredu'r Cadeirydd wedi'i gwblhau.

5. Yr Wybodaeth Ddiweddaraf gan Gadeiryddion y Pwyllgorau

- i. Gwahoddodd y Cadeirydd CC fel Cadeirydd y Pwyllgor Archwilio a Risg i roi trosolwg o drafodaeth y Pwyllgor yn ei gyfarfod ym mis Mehefin; tynnodd sylw at y canlynol:
 - Roedd y berthynas waith â'r Archwilwyr Mewnol newydd (TIAA) wedi cychwyn ac roeddynt wedi darparu'r Strategaeth Archwilio a chynllun ar gyfer 2022-23 i'r Pwyllgor;
 - Yn dilyn pryderon a godwyd yn y cyfarfod blaenorol am y nifer o bolisiau corfforaethol a oedd wedi dyddio neu angen eu hadolygu, roedd y Pwyllgor wedi derbyn diweddariad ar y gofrestr polisi corfforaethol. Roedd nifer o bolisiau wedi'u hadolygu ac roedd y Pwyllgor yn hyderus y bydd yr holl bolisiau perthnasol yn cael eu diweddarau yn y misoedd nesaf;
 - Roedd y Pwyllgor wedi dechrau trafod ei anghenion datblygu ei hun ochr yn ochr ag amserlen sesiynau datblygu'r Bwrdd i sicrhau bod y Pwyllgor yn parhau i fod mor effeithiol â phosibl;
 - Mae'r Pwyllgor yn parhau i ddefnyddio a mireinio'r Gofrestr Risg newydd a'r mecanwaith adrodd newydd ar gyfer risg; o ganlyniad, mae'r Pwyllgor yn teimlo bod y mecanwaith a'r dull ar gyfer adrodd ar risg yn fwy effeithiol nag o'r blaen;
 - Cymeradwyodd y Pwyllgor y broses ar gyfer recriwtio dau Aelod Annibynnol i'r Pwyllgor gydag un â phrofiad o seiberddiogelwch a'r llall yn unigolyn â chefnid ym maes cyfrifeg, yr olaf yn disodli swyddog cyfredol y mae ei thymor yn dod i ben ym Mawrth 2023.
- ii. Fel Cadeirydd y Pwyllgor Gwella, rhoddodd PM grynodedb o gyfarfod Pwyllgor mis Mehefin a thynnu sylw at y canlynol: -
 - Roedd trafodaeth dda wedi'i chynnal ar gefnogi'r newid i ymarfer seiliedig ar gryfderau;
 - Derbyniwyd diweddariad ar y rhaglen waith i gefnogi rhyddhau o'r ysbyty gyda gwerthusiad i'w gwblhau; roedd y Pwyllgor yn teimlo y gallai'r gwaith hwn gael ei rannu ar draws awdurdodau lleol a byrddau iechyd;

- Cafwyd trafodaeth yn dilyn diweddariad ar y nifer sy'n manteisio ar hyfforddiant ymarfer seiliedig ar gryfderau gan awdurdodau lleol;
- Derbyniwyd trosolwg o'r Gwasanaeth Cymorth i Gyflogwyr arfaethedig;
- Cafwyd trafodaeth ar Gynllun y Gweithlu Gofal Uniongyrchol a oedd yn amlygu problemau gyda thelerau ac amodau, gyda gwaith yn cael ei ddatblygu gan y Fforwm Gwaith Teg. Nododd yr aelodau'r angen i ystyried nifer y gweithwyr rhan-amser o gofio bod canran uchel o'r gweithlu'n rhan-amser ac y bydd eu hanghenion yn wahanol o ganlyniad;
- Roedd y Pwyllgor yn awyddus hefyd i annog cyfathrebu arferion gorau'n ehangach ac i sicrhau bod arweinwyr ar draws gofal cymdeithasol, iechyd a Llywodraeth Cymru'n rhan o hyn.

iii. Fel Dirprwy Gadeirydd y Pwyllgor Rheoleiddio a Safonau dywedodd GQ fod trafodaethau cyfarfod mis Mehefin wedi canolbwyntio ar y canlynol:

- Cofrestrriad gorfodol gweithwyr cartrefi gofal i oedolion;
- Ceisiadau sy'n aros i'w cofrestru ac a oes gan y Tîm Cofrestru'r adnoddau angenrheidiol i ymdrin â'r cynnydd mewn ceisiadau cofrestru dros y misoedd nesaf. Rhoddwyd sicrwydd i'r Pwyllgor bod yr adnoddau angenrheidiol ar gael a bod yna gynllun i reoli nifer y gweithwyr sydd angen eu cofrestru;
- Diweddariad ar yr arolwg gweithlu;
- Diweddariad ar ehangu a chynnal y gofrestr.

iv. Ni chafwyd unrhyw sylwadau na chwestiynau pellach gan yr aelodau ar y diweddariadau a ddarparwyd.

6. Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr

i. Rhoddodd SE y cyd-destun ar gyfer y cyfarfod, gan ategu'r ddogfen friffio a rannwyd ag aelodau'r Bwrdd cyn y cyfarfod gyda diweddariadau llafar. Tynnodd sylw at y materion canlynol a fyddai, yn ei barn hi, o ddiddordeb arbennig i aelodau:

- Derbyniwyd Llythyr Cylch Gwaith y Blynyddoedd Cynnar a Gofal Plant; roedd Llythyr Cylch Gwaith Gofal Cymdeithasol i ddod a byddai'n cael ei drafod yng nghyfarfod monitro chwarter 1 gyda'r Tîm Noddi yn Llywodraeth Cymru ar 22 Gorffennaf. Credwyd ei fod yn gwneud ei ffordd drwy'r broses graffu yn Llywodraeth Cymru. Byddai'r broses o recriwtio i swyddi ychwanegol yn parhau wrth aros am y llythyr cylch gwaith.
- Sicrhawyd £464,000 o gyllid ychwanegol i gefnogi'r sector i arloesi;
- Sicrhawyd £25,000 hefyd i gynnal ymarfer cwmpasu i weld beth y gellid ei wneud i gefnogi Penaethiaid Gwasanaethau Plant ymhellach ac i wella'r system; rhagwelwyd y byddai achos busnes am ragor o gyllid yn cael ei gyflwyno i Lywodraeth Cymru unwaith y byddai'r ymarfer cwmpasu wedi'i gwblhau;
- Sicrhawyd cyllid ychwanegol i gefnogi'r gwaith o feithrin capasiti ymchwil, gan gydnabod bod swm y cyllid ymchwil o fewn gofal cymdeithasol yn fychan o gymharu â'r GIG;
- Roedd digwyddiadau wyneb yn wyneb Strategaeth y Gweithlu wedi'u cynnal ar y cyd ag AaGIC gyda thua 200 o bobl o bob cwr o'r sector gofal cymdeithasol

ac iechyd yn mynychu a 2 ddigwyddiad rhithwir arall wedi'u trefnu ar gyfer mis Medi;

- Roedd y tîm Arwain wedi bod yn trafod ymgysylltu â rhanddeiliaid a sut y gellir dangos hyn yn well i'r Bwrdd yn y dyfodol. Bydd y Rheolwr Cyfathrebu a Materion Cyhoeddus yn diweddarau'r Bwrdd ar y strategaeth Farchnata a Chyfathrebu yn un o sesiynau datblygu'r Bwrdd yn y dyfodol;
- Cadarnhawyd y bydd sesiwn galw i mewn yn cael ei chynnal yn y Senedd ar 17 Tachwedd yn dilyn adborth mewn arolwg diweddar o ganfyddiadau Aelodau'r Senedd;
- Roedd disgwyl i adroddiad Grŵp Arbenigol y Gwasanaeth Gofal Cenedlaethol gyrraedd ddiwedd mis Gorffennaf;
- Roedd yr Adroddiad Blynyddol a'r Cyfrifon ar yr agenda ar gyfer y cyfarfod gydag adroddiad diamod gan yr Archwilydd Cyffredinol;
- Roedd diweddariad Cynllun Busnes Chwarter 1 yn darparu tystiolaeth o gynnydd yn erbyn gweithgareddau'r Cynllun Busnes ar gyfer 2022-23;
- Roedd y newidiadau i'r rheolau yn ddarn cymhleth o waith a diolchodd SE i'r Tîm Rheoleiddio am ei waith ar hyn;
- Roedd yr adroddiad AD llawn ar gael ar y porth ac roedd yr Adroddiad Cyflog Cyfartal yn dangos bod y bwlch cyflog rhwng y rhywiau wedi cau rhywfaint;
- Derbyniwyd cadarnhad bod ymarfer cydraddoldeb cyflogau Llywodraeth Cymru wedi'i gwblhau gyda thua 25 o aelodau staff Gofal Cymdeithasol Cymru yn cael eu heffeithio'n gadarnhaol yn dilyn y cyhoeddiad;
- Roedd Jim Widdett, Rheolwr Gwella a Datblygu ac arweinydd iechyd meddwl wedi cael gwahoddiad i fynychu Grŵp Goruchwyllo a Chyflawni Iechyd Meddwl y Dirprwy Weinidog yn dilyn cyflwyniad a wnaed ar y cyd gyda Phrif Swyddog Gweithredol AaGIC;
- Dyrannwyd £1.5 miliwn y flwyddyn i Ymchwil Iechyd a Gofal Cymru ar gyfer iechyd, gofal cymdeithasol ac iechyd y cyhoedd i gynyddu capasiti y tu hwnt i ymchwil clinigol;
- Byddai digwyddiad yn cael ei gynnal yn yr Eisteddfod Genedlaethol ar 1 Awst i hyrwyddo Gwobr Gofalu yn y Gymraeg y Gwobrau; gwahoddwyd Swyddogion i fynychu digwyddiad i gofio Aled Roberts, cyn aelod o'r Bwrdd a Chomisiynydd y Gymraeg; roedd cynllun gwaith newydd Mwy na Geiriau'n cael i lansio hefyd;
- Darparwyd tystiolaeth o ddiffyg cydraddoldeb ar gyfer bwrsariau i israddedigion ac ôl-raddedigion i Lywodraeth Cymru ac roedd disgwyl cyhoeddiad ar gynllun bwrsari gwaith cymdeithasol yn fuan;
- Roedd Gweinidogion yn awyddus i gael mwy o gapasiti yn y gymuned ar draws iechyd a gofal cymdeithasol ac i greu 1,000 o welyau eraill cyn y gaeaf; roedd swyddogion yn rhan o gyfarfodydd wythnosol i gefnogi'r gwaith hwn.

ii. Diolchodd y Cadeirydd i SE am y diweddariad a gofynnodd am unrhyw gwestiynau neu sylwadau. Codwyd y materion canlynol:

- Roedd TP yn cydnabod sylwadau SE ar y Llythyr Cylch Gwaith a bod ei gynnwys yn ansicr ar y funud ond gofynnodd am y trafodaethau ynghylch cynyddu cylch gwaith y sefydliad a'i barodwydd i ymgymryd â gwaith ychwanegol. Roedd yn teimlo ei bod hi'n wych bod Llywodraeth Cymru yn ymddiried yn Gofal Cymdeithasol Cymru i wneud y gwaith ychwanegol; fodd bynnag, byddai'n hoffi gweld mwy o eglurder a chysylltiad rhwng y meysydd gwaith ychwanegol a'r adnoddau;

- Dywedodd SE fod y Tîm Rheoli Gweithredol yn adolygu capasiti'r sefydliad yn rheolaidd a phan nad oedd y sgiliau digonol neu angenrheidiol ar gael byddai'r cyllid ychwanegol yn cael ei ddefnyddio i gomisiynu cymorth allanol; roedd hyn yn cydbwysu'r pwysau ar staff ac yn galluogi'r sefydliad i ymateb i geisiadau gan naill ai Llywodraeth Cymru neu'r sector;
- Gofynnodd GQ a yw effaith dirywiad yr hinsawdd a newid yn yr hinsawdd ar y sector yn rhan o ddatblygiad ymchwil y dyfodol. Roedd ganddi ddiddordeb clywed hefyd sut y gallai ymchwil helpu'r sefydliad i arwain a chefnogi'r sector drwy newid yn yr hinsawdd;
- Dywedodd SE nad oedd yn siŵr a oedd newid yn yr hinsawdd yn rhan o'r alwad ymchwil hon ond y byddai'n gofyn y cwestiwn; gall fod yn berthnasol hefyd i gysylltu â'r gwaith yr oedd AL yn arwain arno ar yr hinsawdd a lleihau carbon ar gyfer y sector gofal cymdeithasol ac archwilio a oedd adnoddau ar gael ar gyfer cyllid ymchwil drwy'r gwaith hwnnw;
- Ychwanegodd AL nad oedd ymchwil wedi'i nodi o fewn y map trywydd a gyhoeddwyd gan Lywodraeth Cymru. Efallai y bydd yn cael ei ymgorffori mwy o fewn y fframweithiau gwasanaeth cenedlaethol a'r fframwaith comisiynu cenedlaethol i gael datgarboneiddio wedi'i ymgorffori o fewn prosesau comisiynu'r dyfodol. Mae'r gwaith comisiynu'n cael ei arwain gan y Bwrdd Comisiynu Cenedlaethol a rhagwelir y bydd yn cael ei gydgyssylltu gan y swyddfa genedlaethol newydd ar gyfer gofal cymdeithasol, pan fydd honno'n cael ei sefydlu. Yn fewnol, roedd gwaith wedi symud ymlaen gyda sesiwn ddiweddar wedi'i chynnal â'r Cyngor Partneriaeth Staff i ystyried sut y gellid ymwreiddio'r gwaith hwn o fewn y sefydliad ac o fewn agenda ymchwil y sefydliad;
- Diolchodd GQ i'r swyddogion am y diweddariad ond roedd yn dal i bryderu bod yna fwch o ran ymchwil ar effaith newid yn yr hinsawdd a gofynnodd am gynnal sesiwn ddatblygu ar gyfer y Bwrdd yn y dyfodol i edrych ar beth allai'r sefydliad ei wneud ar y mater hwn gan ei bod hi'n poeni am yr effaith;
- Dywedodd SMC fod dylanwadu ar flaenoriaethau ymchwil yn heriol; cwblhawyd gwaith y llynedd gyda'r James Lind Alliance i nodi blaenoriaethau ymchwil y sector ar gyfer y boblogaeth dros 65 oed, ond ni chafodd newid yn yr hinsawdd ei nodi. Mae blaenoriaethau ymchwil yn cael eu hystyried ar gyfer plant a phobl ifanc ac mae angen edrych sut i gadw'r blaenoriaethau'n gyfredol. Ar gyfer rhai pynciau bydd hi'n werth gweithio gyda phartneriaid yn y DU, gan gydnabod bod cyllideb Ymchwil Iechyd a Gofal Cymru yn gymharol fach o gymharu â chyllidwyr eraill y DU. Yn ei gyfarfod nesaf, byddai'r Pwyllgor Gwella'n ystyried y Strategaeth Ymchwil ac Arloesi a fydd yn edrych hefyd ar flaenoriaethau ymchwil wrth symud ymlaen, sut y gellir adnabod y rhain a pha ymateb ddylid ei roi ar waith. Fodd bynnag, roedd hi'n bwysig bod gan Gofal Cymdeithasol Cymru rôl ddylanwadu yn hytrach na rôl gomisiynu mewn perthynas ag ymchwil;
- Dywedodd SE y byddai EMT yn ystyried sut i godi mater newid yn yr hinsawdd yn uwch ar yr agenda i gydnabod bod sectorau eraill fel y diwydiant rheilffyrdd a'r gwasanaeth tân yn ailystyried eu dull strategol yn sgil y tywydd poeth diweddar;
- Awgrymodd PM y dylid ychwanegu newid yn yr hinsawdd at gylch gorchwyl un neu fwy o'r Pwyllgorau. Cytunodd y Cadeirydd â'r awgrym hwn a gofynnodd i LIB i drefnu ei fod yn cael ei drafod gan Grŵp Cydgysylltu'r Cadeiryddion;

GWEITHREDU

- Nododd JM y bydd y gwaith i gefnogi Penaethiaid Gwasanaethau Plant yn faes cymhleth a sensitif o ystyried safbwynt y Llywodraeth ar blant sy'n derbyn gofal'
- Roedd JM yn meddwl bod yna berygl posibl i Gofal Cymdeithasol Cymru gael ei ddal rhwng barn y Llywodraeth a Phenaeithiaid Gwasanaethau Plant. Ar y llaw arall, roedd gan y maes gwaith hwn y posibilrwydd i ddangos effaith Gofal Cymdeithasol Cymru i'r sector a gallai arwain at rywbeth ystyrion a real i'r sector a phlant sy'n agored i niwed a'u teuluoedd;
- Roedd SE yn cydnabod fod hon wedi bod yn broblem ledled y DU ac yng Nghymru am flynyddoedd lawer a bod Gweinidogion am weld newid yn digwydd. Roedd y sector wedi bod o dan bwysau aruthrol, yn enwedig dros y blynyddoedd diwethaf ac angen cefnogaeth a chymorth i gael amser i oedi, myfyrio ac ailgynllunio dulliau ymyrryd cynnar ac atal. Bydd yr ymarfer cwmpasu gyda rhanddeiliaid allweddol yn casglu gwybodaeth a thystiolaeth, gyda Gofal Cymdeithasol Cymru'n gweithredu fel brocer a ffrind critigol, yn ceisio cydbwysu'r pwysau yn y sector a disgwyliaidau'r Llywodraeth. Roedd Grŵp Cynghori'r Gweinidog, a oedd â chadeirydd annibynnol, wedi enwi Gofal Cymdeithasol Cymru fel y sefydliad arwain i helpu i wneud gwelliannau yn y system ar gyfer plant sy'n agored i niwed, a oedd yn gam cadarnhaol ymlaen ac yn gydnabyddiaeth i'r sefydliad;
- Roedd AH am sôn am ddiwyddiadau Strategaeth y Gweithlu a'r cynnig i siarad â Chadeiryddion y Byrddau Partneriaeth Rhanbarthol. Roedd Bwrdd Caerdydd a'r Fro wrthi'n cwblhau ei adroddiad ar sefydlogrwydd y farchnad a oedd yn dangos bylchau sylweddol mewn darpariaeth yn y farchnad ac yn dangos bod angen newid y balans i fwy o ddarpariaeth uniongyrchol a darpariaeth fewnol; er enghraifft, 80% o'r plant sy'n derbyn gofal yn gorfod cael eu lleoli y tu allan i'r ardal. O ganlyniad, byddai angen gwneud llawer o waith i newid o ddarpariaeth wedi'i chomisiynu i ddarpariaeth fewnol a gallai gwaith gwella Gofal Cymdeithasol Cymru fod yn werthfawr i helpu'r newid angenrheidiol hwnnw;
- Roedd AH yn teimlo bod yna gyfle i allu sicrhau bod yna un gweithlu ar draws iechyd a gofal cymdeithasol a bod y rhwystrau a'r telerau a'r amodau'n cael sylw. Wrth gyfeirio at sgwrs gynharach ar yr hinsawdd roedd AH yn deall, o safbwynt y GIG, bod angen datblygu cynlluniau addasu gyda chanllawiau disgwylieidig gan y Llywodraeth. Roedd yn teimlo bod angen creu cysylltiadau â thystiolaeth o arferion da llywodraeth leol;
- Cefnogodd CC sylwadau AH ar adroddiadau sefydlogrwydd y farchnad, gan ychwanegu mai un o ddisgwyliaidau'r Llywodraeth ar gyfer yr adroddiad oedd symud darpariaeth gofal preswyl plant o'r "sector er elw" i'r sector cyhoeddus neu sefydliadau "nid-er-elw", a fyddai'n heriol iawn yng Nghymru;
- Gan gyfeirio at gyhoeddiad cynharach GQ fel Is-gadeirydd Corff Llais y Dinesydd, gofynnodd CC pa drafodaethau, os o gwbl, sydd wedi'u cynnal rhwng y sefydliad newydd a Gofal Cymdeithasol Cymru?
- Gofynnodd HMJ am sicrwydd bod lleisiau plant a phobl ifanc yn cael eu clywed yn y gwaith a wneir i gefnogi Penaethiaid Gwasanaethau Plant, waeth a yw'n cael ei wneud yn uniongyrchol gan Gofal Cymdeithasol Cymru neu drwy sefydliadau perthnasol eraill, gan fod yr hyn y mae plant unigol yn ei brofi yn gallu bod yn wahanol iawn i'r darlun cyffredinol;
- Roedd y Cadeirydd yn meddwl bod angen rhoi ystyriaeth bellach i adroddiadau sefydlogrwydd y farchnad y Byrddau Partneriaeth Rhanbarthol a siâp y sector

ac y gellid gwneud hyn orau mewn sesiwn Datblygu'r Bwrdd yn y dyfodol.

GWEITHREDU

- Wrth ymateb i sylwadau AH, dywedodd SE fod Gofal Cymdeithasol Cymru'n aelod o'r Bwrdd Comisiynu Cenedlaethol ac yn ceisio dylanwadu ar yr hyn y gellid ei wneud i gefnogi'r system o safbwynt y gweithlu. Cydnabu SE yr heriau i eithrio darparwyr "er elw", fel y soniodd CC, ond cadarnhaodd swyddogion bod yna drafodaeth yn digwydd â Phenaethiaid Gwasanaethau Plant. Roedd Gofal Cymdeithasol Cymru'n cael trafodaeth reolaidd â gweithwyr cymdeithasol drwy'r Grŵp Proffesiynol Gwaith Cymdeithasol a sefydlwyd ac roeddynt mewn cysylltiad agos â'r rhai a oedd yn wynebu'r heriau ar y rheng flaen;
- O ran Corff Llais y Dinesydd, dywedodd SE fod DP yn aelod o'r Bwrdd Sefydlu; roedd y Cadeirydd a Phrif Weithredwr dros dro y Corff wedi gofyn hefyd am gyfarfod gyda SE a'r Cadeirydd ac wedi gofyn am gymorth gyda rhaglen hyfforddi i'w swyddogion ar ofal cymdeithasol, gan fod gan y rhan fwyaf o'i swyddogion brofiad o'r GIG. Bydd Gofal Cymdeithasol Cymru'n darparu sesiwn hyfforddi i helpu swyddogion i ddeall gofal cymdeithasol a dysgu am rôl Gofal Cymdeithasol Cymru;
- Wrth ymateb i'r cwestiwn gan HMJ, cytunodd SE fod clywed lleisiau plant a phobl ifanc yn sylfaenol. Yn draddodiadol, defnyddiwyd tri llwybr, naill ai drwy Plant yng Nghymru, y Comisiynydd Plant neu drwy Voices from Care. Roedd Grŵp Gorchwyllo'r Gweinidog hefyd yn cynnwys cynrychiolaeth o Vocies from Care i sicrhau bod eu lleisiau'n cael eu clywed.
- Ychwanegodd y Cadeirydd ei fod wedi bod mewn trafodaethau cychwynnol ar-lein â Chadeirydd Corff Llais y Dinesydd a oedd â diddordeb mewn dysgu o drefniadau sefydlu Gofal Cymdeithasol Cymru yn 2017. Roedd yn teimlo y byddai rôl GQ fel aelod o'r ddau Fwrdd yn darparu cyswllt defnyddiol rhwng y ddau sefydliad ar lefel llywodraethu corfforaethol ac yn cyfrannu at beth fyddai'n berthynas strategol ddefnyddiol wrth symud ymlaen.

iii. Ni chafwyd unrhyw sylwadau na chwestiynau pellach a diolchodd y Cadeirydd i SE am y diweddariad cynhwysfawr a **nodwyd** gan y Bwrdd.

7. Gweithgareddau Busnes Newydd ac Arfaethedig a Llythyr Cylch Gwaith - Diweddariad

i. Gan nad oedd y Llythyr Cylch Gwaith wedi cyrraedd eto a bod gweithgareddau busnes newydd wedi'u trafod yn eitem 6, ni thrafodwyd yr eitem hon ymhellach.

8. Cynllun Busnes – Adroddiad Cynnydd Chwarter 1

i. Nododd y Cadeirydd mai dyma'r adroddiad cyntaf yn erbyn Cynllun Busnes 2022-23 ac y byddai'r fformat yn esblygu drwy'r flwyddyn wrth i fwy o wybodaeth gael ei chasglu i gefnogi tystiolaeth y canlyniadau ac effaith gweithgareddau'r Cynllun Busnes.

ii. Esboniodd KS fod yr adroddiad tri mis yn nodi perfformiad yn erbyn y Cynllun Busnes ar gyfer 2022-23 fel yr oedd ar ddiwedd Mehefin 2022, ac yn adeiladu ar y trafodaethau a gynhaliwyd â'r Bwrdd ynghylch datblygu'r fframwaith perfformio.

Roedd y sylwadau perfformio'n canolbwyntio ar feysydd lle nad oedd y targedau wedi'u cyrraedd yn ôl y disgwyl.

- iii. Gofynnodd KS i'r Bwrdd i nodi thema flaenoriaeth un yn arbennig, sef y gweithlu gofal cymdeithasol a'r blynyddoedd cynnar, lle mae ystadegau sydd ar gael wedi'u cynnwys er mwyn gallu nodi unrhyw batrymau neu dueddiadau.
- iv. Diolchodd y Cadeirydd i KS am y trosolwg a chyn mynd i'r cwestiynau a'r sylwadau gofynnodd i SB roi trosolwg o waith y Pwyllgor Rheoleiddio a Safonau a oedd wedi cael cyfrifoldeb dirprwyedig gan y Bwrdd i graffu'n rheolaidd ar y maes hwn o berfformiad y sefydliad.
- v. Sicrhaodd SB yr aelodau fod y Pwyllgor yn teimlo'n hyderus yn y cynnydd sy'n cael ei wneud hyd yma, er gwaethaf statws coch y dangosyddion perfformiad ar gyfer prosesu ceisiadau a nifer y ceisiadau agored. Y rheswm am hyn oedd niferoedd y Gweithwyr Cartrefi Gofal i Oedolion a oedd angen eu cofrestru rhwng nawr a dyddiad cau mis Hydref. Roedd y Pwyllgor wedi gofyn am sicrwydd bod y lefel staffio'n ddigonol i ymdopi â'r galw ac wedi cael y sicrwydd hwnnw, er bod yna oedi rhwng mynd allan i recriwtio, staff newydd yn dechrau, eu cyfnod sefydlu a nhw'n barod i brosesu ceisiadau. Roedd GQ yn teimlo hefyd bod y Pwyllgor wedi darparu craffu manwl ar berfformiad yn y maes hwn yng nghyfarfod mis Mehefin ac er bod y Pwyllgor yn pryderu am y statws coch, roedd swyddogion wedi ymateb yn briodol, gan nodi eu cynlluniau i fynd i'r afael â'r cofrestriadau cynyddol yn ogystal â myfyrio ar ddysgu yn ystod cofrestru gweithwyr gofal cartref.
- vi. Diolchodd y Cadeirydd i SB a GQ am eu sylwadau a gofyn am unrhyw gwestiynau neu sylwadau gan aelodau'r Bwrdd ar thema blaenoriaeth un:
 - Gan gyfeirio at y ddau ddangosydd a gategoreiddiwyd fel rhai coch, gofynnodd AH a oedd angen rhywfaint o hyblygrwydd mewn perthynas â'r targedau o wybod y bydd cyrraedd y targedau hyn yn heriol, o ystyried y twf cyfredol yn y Gofrestr. Gofynnodd hefyd a oedd unrhyw ganlyniadau i'r bobl hynny sy'n aros yn hirach na'r targed o 5 diwrnod i gael eu cofrestru o ystyried bod y cyfartaledd yn 22 diwrnod ar hyn o bryd;
 - Esboniodd SE fod 4,000 o weithwyr cartrefi gofal i oedolion wedi cofrestru ar ddechrau mis Gorffennaf gyda 4,000 o geisiadau eraill wedi'u cyflwyno. Fodd bynnag, rhagwelwyd y byddai'r mwyafrif o'r rhai sydd angen eu cofrestru yn ei gadael hi tan ddiwedd Medi i wneud hynny. Gellid addasu'r targedau ond roedd hi'n well gan SE eu cadw'n gyson gan dderbyn na fyddai'r targedau'n cael eu cyrraedd eto nes bod yr holl weithwyr cartrefi gofal i oedolion wedi'u cofrestru;
 - Ychwanegodd DP fod y targedau a'r mesurau wedi'u pennu fel amodau busnes fel arfer ond o ystyried yr ehangu cyfredol yn y Gofrestr nid oedd hi'n fusnes fel arfer i'r sefydliad ac felly nid oedd y targedau mor berthnasol ag yr oeddynt fel arfer. Wrth ateb y cwestiwn ar ganlyniadau posibl yr oedi mewn cofrestru gweithwyr, cadarnhaodd DP nad oedd unrhyw ganlyniadau yn y rhan fwyaf o achosion gan fod yna gyfnod o ras i weithwyr lle maent yn gallu gweithio yn y sector cyn gorfod cofrestru, sef 12 mis ar hyn o bryd. Cynhaliwyd trafodaethau ag AGC ac roedd yna gydnabyddiaeth ei bod hi'n anochel y byddai yna rai gweithwyr heb gael eu cofrestru ar 1 Hydref os yw mwyafrif y ceisiadau yn

debygol o gael eu cyflwyno ym mis Medi. Byddai AGC yn ystyried hyn yn ystod arolygiadau;

- Roedd DP yn awyddus i beidio â cholli'r olwg gyffredinol ar sut roedd y tîm yn perfformio ond roedd yn cydnabod nad dyma'r set ddata fwyaf defnyddiol o ystyried yr ehangu presennol yn y Gofrestr;
- Diolchodd AH i SE a DP am eu hymatebion gan ychwanegu ei bod hi'n dda gweld niferoedd y bobl sy'n defnyddio'r wefan ac yn chwilio am swyddi ar y dangosfwrdd;
- Mynegodd SB bryderon bod y dangosydd a oedd yn gysylltiedig ag adborth ar ddysgu digidol yn wyrdd, er yr awgrym nad oedd hanner y dysgwyr yn teimlo bod y cyrsiau'n fuddiol. Dywedodd KS mai dyma'r tro cyntaf i'r data hwn gael ei gynnwys yng ngweithgareddau'r Cynllun Busnes ac roedd gwerthusiad dwfn pellach o'r modiwlau dysgu digidol wedi'i gynllunio yn chwarter 2 a fyddai'n darparu darlun gwell ac yn sicrhau bod modd datblygu cyfleoedd eraill. Mae modiwlau dysgu digidol yn faes gwaith newydd i'r sefydliad gan ddefnyddio system gwasanaeth a rennir ac felly mae angen gwerthuso mynediad i ddysgu yn gyffredinol;
- Ychwanegodd DP fod y modiwl haint, atal a rheoli wedi'i gyflwyno i ddarparu lefel gychwynnol eang i'r rhai sy'n newydd i weithio yn y sector. Pe bai dysgwyr mwy profiadol yn ymgymryd â'r dysgu roedd hi'n debygol na fyddai'r maes pwnc hwn yn newydd iddynt. Y gobaith yw, wrth i fwy o bobl newydd sy'n ymuno â'r sector ymgymryd â'r dysgu y bydd y niferoedd sy'n gweld y modiwl yn fuddiol yn cynyddu.

vii. Nid oedd unrhyw sylwadau na chwestiynau pellach ar thema blaenoriaeth un a symudodd KS ymlaen i drafod thema blaenoriaeth 2: rheolwyr, arweinwyr a pherchnogion gofal cymdeithasol a'r blynyddoedd cynnar. Nid oedd unrhyw gwestiynau na sylwadau ar y thema flaenoriaeth hon.

viii. Yna, symudodd KAS ymlaen i thema blaenoriaeth 3: arweinwyr strategol a rhanddeiliaid. Hysbysodd y Bwrdd y bydd gweithgareddau busnes newydd ar gyfer cefnogi arloesedd a Phenaethiaid Gwasanaethau Plant yn cael eu hadrodd o fewn y thema flaenoriaeth hon o chwarter dau ymlaen. Gofynnodd KS am unrhyw gwestiynau neu sylwadau ar y thema hon ac fe godwyd y canlynol:

- Gofynnodd PM am yr adrodd ar ymgysylltu a nodi, er bod rhai digwyddiadau wedi'u cyfeirio, ei bod hi'n ymddangos nad oedd unrhyw ymgysylltu wedi digwydd ag arweinwyr strategol a rhanddeiliaid; fodd bynnag, roedd yn ymwybodol o brofiad personol bod digwyddiadau o'r fath wedi digwydd yn ystod y chwarter diwethaf. Mae'r adroddiad ar y gweithgareddau hyn yn gyfle da i ddangos pa ddigwyddiadau a gynhaliwyd, beth a glywyd yn y digwyddiadau hynny a beth oedd y sefydliad yn ei wneud o ganlyniad. Roedd yn teimlo bod hyn ar goll o'r adroddiad ar hyn o bryd a'i fod yn gyfle a gollwyd i bwysleisio'r gwaith y mae'r sefydliad yn ei wneud ar ymgysylltu;
- Diolchodd KS i PM am ei sylwadau a chyfeirio'n ôl at sylwadau blaenorol SE fod y grŵp arwain yn edrych ar, ac yn ystyried sut i sicrhau bod gweithgarwch ymgysylltu'n cael ei gofnodi'n briodol; roedd yr enghraifft a roddwyd gan PM yn ddefnyddiol i'w gyflwyno i'r Grŵp Arwain i gael trafodaeth bellach ar sut i gyflwyno ymgysylltu i'r Bwrdd drwy'r fframwaith perfformiad chwarterol wrth symud ymlaen.

- ix. Ni chafwyd unrhyw gwestiynau na sylwadau pellach a symudodd KS ymlaen i edrych ar thema blaenoriaeth pedwar; gweithlu Gofal Cymdeithasol Cymru. Fel y soniodd CC eisoes roedd y Pwyllgor Archwilio wedi cytuno ar y cynllun archwilio mewnol ar gyfer 2022-23 a byddai archwiliadau mewnol yn cychwyn yn chwarter 2. Tynnodd KS sylw at y lefel absenoldeb salwch yn y dangosfwrdd, sef 2.38% neu 1.5% o eithrio absenoldeb hirdymor. Gofynnodd KS am unrhyw gwestiynau neu sylwadau ar thema blaenoriaeth pedwar:
- Roedd HMJ wedi nodi bod trosiant staff yn edrych yn llawer uwch yn ystod hanner cyntaf 2022-23 a gofynnodd am sicrwydd nad oedd yna batrwm na thema i'r trosiant a fyddai'n destun pryder ar gyfer y dyfodol;
 - Dywedodd KS, o ystyried mai dyma'r tro cyntaf i drosiant godi'n uwch na'r targed ers sefydlu'r sefydliad, ei fod yn rhywbeth a oedd yn cael ei fonitro i sicrhau nad oedd yna batrwm. Pan mae rhywun yn gadael y sefydliad roedd cyfweiliad gadael yn cael ei gynnal i drafod y rhesymau dros adael ac ar y cam hwn nid oedd dim wedi'i nodi a oedd yn peri pryder;
 - Gofynnodd y Cadeirydd i LP a oedd am ychwanegu unrhyw beth o safbwynt y Cyngor Partneriaeth Staff. Dywedodd LP fod y sefydliad yn cadw mewn cysylltiad â staff y Cyngor yn rheolaidd, gan eu diweddarau fel bo angen ar ddatblygiadau perthnasol; mae yna gyfleoedd i bobl ddatblygu o fewn y sefydliad hefyd. Mae'r Cyngor yn trafod rhesymau dros recriwtio y tu allan i'r sefydliad hefyd;
 - Gofynnodd SB a oedd yna unrhyw ddiweddariad ar seiberddiogelwch ers y diweddariad diwethaf a gafodd y Bwrdd. Dywedodd AL fod waliau tân a Rhwydwaith Preifat Rhithwir (VPN) wedi'u gweithredu yn ystod yr wythnosau diwethaf, a bod y Tîm TG yn bwriadu gweithredu rhywfaint o swyddogaeth y trwyddedau Microsoft newydd a brynwyd, yn arbennig 'In-Tune' a fydd yn galluogi'r sefydliad i ddiweddarau meddalwedd o bell. Cadarnhaodd AL hefyd na fu unrhyw broblemau na digwyddiadau a fyddai'n gofyn am sylw'r Bwrdd;
 - Gofynnodd DB, o ystyried yr argyfwng costau byw a'r tebygolrwydd y byddai pethau'n gwaethgu, a oedd unrhyw arwydd bod hyn wedi cyfrannu at y cynnydd mewn cyfraddau trosiant staff. Gofynnodd hefyd pa gynlluniau wrth gefn oedd ar waith pe bai staff yn profi tloedi tanwydd neu ariannol;
 - Ychwanegodd AL rhywfaint o bersectif ar y gyfradd trosiant trwy ddweud bod 6 aelod staff wedi gadael y sefydliad yn ystod y cyfnod, 2 ohonynt wedi ymddeol; felly, er bod y canran yn uwch nag a welwyd o'r blaen, nid oedd lefel y trosiant yn sylweddol. O ran costau byw, roedd ymarfer cydraddoldeb cyflogau Llywodraeth Cymru wedi'i gwblhau a'i gyhoeddi yn gynharach yn yr wythnos. Byddai hwn yn codi pwyntiau meingefn cyntaf graddau cyflogau Gofal Cymdeithasol Cymru i fod yn gyfwerth â chyflogau Llywodraeth Cymru, a fydd yn rhan o ddyfarniad cyflog eleni. Roedd cyhoeddiad wedi'i wneud yr wythnos hon hefyd ar yr adolygiad o gyflogau ar gyfer cyrff cyhoeddus ar lefel y DU. Bydd cyfarfod o'r Pwyllgor Cydnabyddiaeth Ariannol yn cael ei drefnu cyn gynted â phosibl i edrych ar y paramedrau a bennwyd ond mae cylch gwaith Llywodraeth Cymru ar gyflogau yn dal ar waith ar hyn o bryd sy'n capio dyfarniadau cyflog ar 3%; gobeithio y bydd diweddariad ar gael yn dilyn y cyhoeddiad ar lefel y DU;
 - Diolchodd DB i AL am y diweddariad ond roedd ganddo ddiddordeb arbennig yn y cymorth oedd ar gael i staff pe baent yn wynebu problemau costau byw;

- Dywedodd AL nad oedd unrhyw aelod o staff y sefydliad yn derbyn cyflog oedd yn llai na'r cyflog byw cenedlaethol ac felly ni ragwelwyd y byddai'r sefydliad yn cael ei effeithio i'r un graddau ag eraill yn y sector gofal a oedd â llawer o staff ar gyflogau isel;
- Roedd DB am gael sicrwydd bod y sefydliad yn ystyried y rhai a allai fod ar ffin tlodi tanwydd neu ariannol a'r effaith y gallai hyn ei chael ar eu lles meddyliol. Pwysleisiodd mai nid pobl ar gyflogau is yn unig fyddai'n cael eu heffeithio;
- Atgoffodd y Cadeirydd yr aelodau fod yna Raglen Cymorth i Weithwyr a ffocws ar lesiant ac y gallai staff a oedd yn wynebu anawsterau fanteisio ar fecanweithiau penodol. Fodd bynnag, roedd yn cytuno, o ystyried yr hinsawdd economaidd sydd ohoni, y byddai'n amserol ystyried a oedd y polisïau a'r mecanweithiau cymorth priodol ar waith a chytunodd i drefnu trafodaeth bellach ar y mater yng nghyfarfod nesaf y Pwyllgor Cydnabyddiaeth Ariannol.

GWEITHREDU

- Gofynnodd PM a oedd hi'n syndod mai dim ond 10 o blith 60 o Aelodau'r Senedd a fynychodd lansiad y Cynllun Strategol yn y Senedd ym mis Ebrill. Dywedodd HMJ, wrth fyfyrio ar brofiad blaenorol, fod 10 o blith 60 yn nifer dda o ystyried bod yna 6 digwyddiad arall yn y Senedd y diwrnod hwnnw, 2 ohonynt ym maes iechyd a gofal cymdeithasol. Roedd hi'n gadarnhaol hefyd bod cymaint wedi aros i wrando ar yr areithiau a chymryd rhan yn y drafodaeth;
 - Ychwanegodd y Cadeirydd fod arolwg canfyddiadau diweddar wedi'i gynnal gydag ASau a fyddai'n cael ei rannu â'r Bwrdd maes o law. O ganlyniad, mae sesiwn galw i mewn arall wedi'i threfnu ar gyfer 16 Tachwedd yn y Senedd.
- x. Rhoddodd GR drosolwg o bapur y gyllideb a phwysleisiodd fod dyraniad y gyllideb yn seiliedig ar y dyraniad ar gyfer Gofal Cymdeithasol Cymru o fewn cyllideb gyhoeddedig Llywodraeth Cymru gan nad yw'r Llythyr Cylch Gwaith wedi cyrraedd eto. Roedd incwm ychwanegol a dderbyniwyd i gefnogi arloesedd wedi'i ychwanegu at y gyllideb hefyd a'r arian blynnyddoedd cynnar oedd yn uwch na'r hyn y cyllidebwyd ar ei gyfer yn wreiddiol, yn adlewyrchu'r cynnydd o £811,000 yn y gyllideb. Mae tanwariant o £239,999 yn y gyllideb ar hyn o bryd yn sgil tanwariant cyflogau, cyflogau aelodau'r panel a phrosiectau Gwella a Datblygu sy'n ymwneud ag amseru yn gysylltiedig â gwaith porth data'n bennaf. Nid oedd unrhyw bryderon ar hyn o bryd; fodd bynnag, roedd y gyllideb gwrandawriadau'n cael ei monitro'n ofalus a niferoedd y myfyrwyr ar ddiwedd chwarter dau. Roedd y Tîm Rheoli Gweithredol yn teimlo hefyd bod y ffactor swyddi gwag o 4% ar gyfer cyflogau yn rhy isel ac wedi'i newid i 8%. Dywedodd y byddai recriwtio'n cael ei fonitro'n ofalus.
- xi. Ni chafwyd unrhyw gwestiynau na sylwadau ar adroddiad y gyllideb.
- xii. Cytunodd yr aelodau eu bod wedi **crffu a chymeradwyo'r** cynnydd yn erbyn Cynllun Busnes 2022-23 ar y cam tri mis.

9. Adroddiad Blynnyddol a Chyfrifon Drafft 2021-2022, Adroddiad Archwilio Cyfrifon a Llythyr Rheoli

- i. Ailadroddodd y Cadeirydd fod ymddiheuriadau wedi'u derbyn gan Tracy Veale, Archwilio Cymru ar gyfer yr eitem hon a throsglwyddodd ei diolch i GR a'r tîm cyllid am hwyluso gwaith Archwilio Cymru.

- ii. Pe bai wedi bod yn bresennol, byddai wedi pwysleisio'r farn ddiamedod ar y cyfrifon a dweud nad oedd angen unrhyw addasiadau neu ddiwygiadau.
- iii. Fel Cadeirydd y Pwyllgor Archwilio a Risg, cadarnhaodd CC ei fod yn hapus i ddarparu sicrwydd i'r Bwrdd bod y Pwyllgor Archwilio a Risg wedi treulio llawer o amser yn craffu ar y datganiad ariannol a'r adroddiadau cysylltiedig. Gan fod yr Archwilwyr Allanol yn bresennol, teimlwyd y byddai'n ddoeth i'r Pwyllgor ganolbwyntio ar graffu ar agwedd ariannol yr adroddiad. Roedd ychydig o fân newidiadau i'r adroddiad wedi'u hawgrymu yn ystod cyfarfod y Pwyllgor a oedd wedi'u hadlewyrchu wedyn yn y fersiwn a oedd gerbron y Bwrdd. Derbyniodd y Pwyllgor sicrwydd gan yr Archwilwyr Allanol ar y cyfrifon a chanmolodd waith y tîm cyllid yn llunio'r cyfrifon. O ganlyniad, roedd y Pwyllgor yn hapus i gymeradwyo'r adroddiad i'w ystyried gan y Bwrdd ac fel Cadeirydd, roedd CC yn hapus i argymhell ei fod yn cael ei gymeradwyo i'r Bwrdd.
- iv. Rhoddodd GR drosolwg o'r adroddiad i'r Bwrdd a thynnu sylw at y materion canlynol yn arbennig:
- Pe bai'r Bwrdd yn cymeradwyo'r cyfrifon byddent yn cael eu llofnodi gan SE fel y Swyddog Cyfrifyddu ddydd Mercher 27 Gorffennaf, eu llofnodi wedyn gan yr Archwilydd Cyffredinol ddydd Gwener 29 Gorffennaf a'u cyflwyno gerbron y Senedd yr un diwrnod;
 - Mae'r papur ar gyfer y cyfarfod yn cynnwys yr adroddiad archwilio gan Archwilio Cymru a'r llythyr cynrychioli a fyddai'n cael ei lofnodi gan SE a CC fel Cadeirydd y Pwyllgor Archwilio a Risg ar ôl cael ei gymeradwyo gan y Bwrdd;
 - Darparodd y datganiad o wariant net cynhwysfawr drosolwg o wariant; gwelwyd cynnydd mewn costau staffio (25% o gynnydd) sy'n adlewyrchu'r cynnydd yn nifer y staff yn y sefydliad ond hefyd addasiad pensiwn. Cafwyd cynnydd hefyd mewn gwariant nad yw'n grantiau, gan adlewyrchu'r cynnydd mewn Cymorth Grant a dderbyniwyd ac incwm ychwanegol a dderbyniwyd yn arbennig mewn perthynas ag ymgyrch Gofalwn Cymru;
 - O safbwynt incwm (nid Cymorth Grant) cafwyd cynnydd mewn incwm ffioedd cofrestru gan adlewyrchu'r flwyddyn olaf o gynnydd mewn lefelau ffioedd;
 - Cafwyd cynnydd sylweddol mewn asedau diriaethol ar y datganiad o'r sefyllfa ariannol a oedd yn ymwneud â datblygiad i system Carreg a'r porth data;
 - Roedd yna newid yn symud o gronfeydd wrth gefn negatif o £1.193 miliwn yn y flwyddyn ariannol ddiwethaf i gronfeydd wrth gefn positif o £1.144 miliwn sy'n adlewyrchu sefyllfa positif y gronfa bensiwn.
- v. Ychwanegodd SE fod cyfraniadau blaenorol aelodau'r Bwrdd wedi galluogi swyddogion i ganolbwyntio ar y meysydd roeddynt am eu gweld yn cael eu blaenoriaethu yn yr adroddiad. Bydd adroddiad effaith ar wahân yn cael ei ysgrifennu yn yr hydref a fydd yn haws i'w ddeall ac yn hyrwyddo mwy o wybodaeth a gweithgareddau.
- vi. Manteisiodd SE ar y cyfle i ddiolch i'r holl wahanol dimau a oedd yn gwneud y gwaith a dywedodd y gallent fod yn falch o'r hyn a gyflawnwyd gan geisio sicrhau gwelliannau parhaus yr un pryd.

vii. Gofynnodd y Cadeirydd am unrhyw gwestiwn neu sylwadau:

- Gofynnodd PM a ddylai pennawd y paragraff olaf ar dudalen 105 gyda'r teitl 'tueddiadau gwariant hir' fod yn 'tueddiadau gwariant tymor hir'. Cadarnhaodd GH y dylai fod yn dueddiadau gwariant tymor hir ac y byddai'n cael ei newid. Gofynnodd hefyd a oedd swyddogion yn hyderus y byddai bylchau cyllid yn y dyfodol yn cael eu hariannu o ystyried y llythyr cylch gwaith ac nad yw'r dyraniad ariannol ar gyfer 2022-23 wedi'i gadarnhau eto;
- Esboniodd SE fod y sefydliad wedi derbyn ymrwymiad cyllideb tair blynedd yn flaenorol ac felly roedd ganddo rywfaif o sicrwydd o ran y dyraniad ariannol am y tair blynedd nesaf: roedd y ffaith nad oedd y Llythyr Cylch Gwaith wedi cyrraedd eto yn cyflwyno elfen o ansicrwydd ond mae'n bwysig gweithio ar sail beth sy'n hysbys ac felly, ystyrir bod y risg yn isel. Mewn blynyddoedd a fu, fel eleni, yn sgil rheoli ariannol darbodus mae yna danwariant rhagolygol bob amser ar ganol y flwyddyn, sydd wedi'i ddefnyddio i ariannu gwaith datblygiadol pellach ar gyfer y sector gyda chytundeb y Bwrdd. Mae hyn yn darparu rhywfaint o hyblygrwydd os oes amrywiadau annisgwyl mewn dyraniadau cyllid;
- Wrth gyfeirio at yr adroddiad ar berfformiad, mynegodd PM bryder sylfaenol fod yna feysydd lle nad yw effaith gwaith y sefydliad yn glir. Er enghraifft, roedd yr adroddiad yn crybwyll yr adolygiad Addasrwydd i Ymarfer ond nid oedd yn esbonio pa newid a gyflwynwyd o ganlyniad. Roedd nifer o gyfeiriadau at recriwtio hefyd, ond yn yr asesiad risg, ni soniwyd am gapasiti sef y risg fwyaf sy'n wynebu'r sector ar hyn o bryd ym marn PM;
- Diolchodd SE i PM am ei sylwadau a chydabu bod yr adolygiad Addasrwydd i Ymarfer yn enghraifft dda gan fod y gwaith ar weithredu'r camau gweithredu a oedd yn codi o'r adolygiad yn cael ei gyflawni yn y flwyddyn ariannol gyfredol ac y byddai adroddiad arnynt yn adroddiad 2022-23. O ran risg, gan gydnabod yn llawn yr heriau roedd y sector yn eu hwynebu ar hyn o bryd, roedd y risgiau a nodwyd yn yr adroddiad yn ymwneud â Gofal Cymdeithasol Cymru fel sefydliad yn hytrach na'r sector;
- Cytunodd GR i adolygu'r sylwadau ar berfformiad ac ychwanegu brawddegau pan fo angen i nodi'r mentrau hynny lle bydd datblygiadau'n cael eu hadrodd yn yr adroddiad ar gyfer 2022-23;
- Dywedodd DB nad oedd y rhai oedd yn darllen yr adroddiad ar sgrin yn gallu darllen y graffiau. Ei gyngor i'r rhai sy'n defnyddio Office 365 oedd bod yna wiriwr hygyrchedd ar gael i wirio hygyrchedd tablau a graffeg o'r fath. Cytunodd GR i drafod hygyrchedd yr adroddiad gyda'r dylunwyr;
- Cyfeiriodd AH at yr iaith a ddefnyddiwyd wrth adrodd ar y sicrwydd a ddarparwyd yn dilyn archwiliadau mewnol (h.y. sylweddol, cymedrol a chyfyngedig). Mewn termau archwilio, mae cymedrol yn golygu rhesymol ond efallai nad yw'r derminoleg yn cyfleu hynny i'r cyhoedd. Byddai felly'n croesawu trafodaeth gyda'r archwilwyr mewnol newydd i ddeall pa iaith roeddynt yn bwriadu ei defnyddio wrth adrodd ar ganlyniad archwiliad mewnol;
- Croesawodd CC sylwadau AH ac ychwanegodd mai'r adborth gan yr archwilwyr mewnol oedd bod cymedrol yn golygu da iawn. Roedd hynny'n pwysleisio pwysigrwydd y pwynt a godwyd gan y gallai cymedrol heb esboniad gael ei weld fel rhywbeth sy'n llai na boddhaol;

- Cytunodd AL i edrych ar y derminoleg a ddefnyddir gan yr archwilwyr mewnol newydd i sicrhau bod adroddiadau'r dyfodol yn realistig ac ystyrlon;
GWEITHREDU
- Soniodd EB am drafodaeth a gafwyd yn y cyfarfod diwethaf lle dywedwyd wrth y Pwyllgor Archwilio a Risg fod hwn yn ddull cenedlaethol safonol; ar ôl dweud hynny, roedd yn croesawu trafodaeth â'r archwilwyr mewnol newydd ar yr iaith a'r geiriau a ddefnyddir yn eu hadroddiadau;
- Ychwanegodd TP nad oedd yn teimlo bod yr iaith yn gyson gan fod rhesymol wedi'i gysylltu â sicrwydd sylweddol hefyd wrth edrych ar y diffiniadau, os oedd cymedrol yn golygu da yna efallai y byddai brawddeg fer ar ôl y sgôr 'mae hyn yn dda' yn ddigonol.

- vii. Ni chafwyd unrhyw gwestiynau na sylwadau pellach a diolchodd y Cadeirydd yn ffurfiol i GR a'r tîm am eu gwaith nid yn unig yn llunio'r adroddiad ond hefyd yn sicrhau bod y systemau a'r prosesau ar waith i sicrhau barn ddiamod ar y cyfrifon.
- viii. Cytunodd aelodau'r Bwrdd eu bod wedi **crffu** ar yr Adroddiad Blynyddol a Chyfrifon Drafft a'u **cymeradwyo** ac wedi **crffu** ar Adroddiad yr Archwiliad o Gyfrifon a'i **gymeradwyo**.

10. Adroddiad Sicrwydd Blynyddol Cadeirydd y Pwyllgor Archwilio a Risg i'r Bwrdd

- i. Cyflwynodd CC yr adroddiad hwn a oedd yn crynhoi gwaith y Pwyllgor Archwilio a Risg yn ystod 2021-22. Wrth wneud hynny, cydnabu ei fod yn cyflwyno ar ran Rhian Watcyn Jones a oedd yn y Gadair yn y cyfnod hwnnw. Roedd yr adroddiad yn fanwl, a hunanesboniadol gobeithio, ac felly nid oedd yn bwriadu ailadrodd y cynnwys. Fodd bynnag roedd yn hapus i dderbyn unrhyw gwestiynau neu sylwadau.
- ii. Cyn gwneud hynny, roedd CC am dynnu sylw at ambell fater allweddol, sef penodi archwilwyr mewnol newydd a oedd eisoes wedi'i grybwyll, y trosolwg o adroddiadau sicrwydd archwilio mewnol a'r ffaith bod y Pwyllgor wedi ysgwyddo rôl ychwanegol mewn perthynas â seiberddiogelwch a TGCh. Yn olaf, tynnodd CC sylw'r Bwrdd at sylwadau personol Rhian am ei hamser fel Cadeirydd y Pwyllgor yn y paragraffau olaf a diolchodd iddi am ei gwaith dros y flwyddyn ddiwethaf ac yn ystod ei hamser fel Cadeirydd y Pwyllgor.
- iii. Fel aelod o'r Pwyllgor, roedd TP am dynnu sylw'r Bwrdd at yr amrywiaeth o feysydd gwaith a oedd wedi bod yn destun archwiliadau mewnol yn ystod y flwyddyn; roedd yn gobeithio y byddai hyn yn rhoi sicrwydd ar hyd a lled y trafodaethau a gynhaliwyd yng nghyfarfodydd y Pwyllgor. Canmolodd y ffordd y cafodd yr adroddiadau archwilio mewnol eu cyflwyno hefyd a oedd yn ei alluogi ef fel aelod llewyg i ganolbwyntio cwestiynau ar y meysydd cywir.
- iv. Nid oedd unrhyw gwestiwn na sylwadau pellach a chytunodd y Bwrdd ei fod wedi trafod a chymeradwyo Adroddiad Sicrwydd Blynyddol Cadeirydd y Pwyllgor Archwilio a Risg.

11. Newidiadau i Reolau Cofrestru ac Addasrwydd i Ymarfer Gofal Cymdeithasol Cymru

- i. Darparodd DP gyd-destun yr eitem hon i'r Bwrdd. Mae'r Rheolau ar brosesau rheoliadol y sefydliad yn rhan o fframwaith cyfreithiol a bennwyd o fewn Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru). Islaw hyn, mae yna reoliadau y mae'r Senedd yn eu cymeradwyo sy'n pennu'r cyd-destun ar gyfer ysgrifennu'r Rheolau ar gyfer rheoleiddio. Yna, y Bwrdd sy'n gyfrifol am ddatblygu a chymeradwyo'r Rheolau eu hunain. Esboniodd DP hefyd fod yna bolisiau a gweithdrefnau islaw'r Rheolau sy'n rhoi manylion sut mae'r sefydliad yn gweithredu. Roedd angen i'r Bwrdd ystyried saith set o Reolau. Roedd y rhain wedi mynd trwy broses fewnol drylwyr ac wedi'u cyd-baratoi gyda chynghorwyr cyfreithiol y sefydliad. Roedd yn hyderus felly eu bod yn bodloni disgwyliadau.
- ii. Roedd DP yn cydnabod ei bod hi'n ddogfen anodd i'w hystyried gan ei bod mor hir a chymhleth; fodd bynnag, roedd fersiwn gyda newidiadau wedi'u hamlygu wedi'i darparu gyda thabl esboniadol yn nodi'r newidiadau a wnaed a'r rhesymau drostynt. Roedd y rhan fwyaf o'r newidiadau'n deillio o'r rheoliadau newydd a oedd yn dod i rym ar 1 Hydref 2022 a oedd yn ei gwneud hi'n ofynnol i weithwyr cartrefi gofal i oedolion a gweithwyr canolfannau preswyl gofrestru. Er mai dyna'r prif reswm dros ddiwygio, manteisiwyd ar y cyfle i ddarparu eglurder pellach lle bo angen, i ddiweddarau hyperddolenni a lle bo'n bosibl, i adlewyrchu realiti ymarferol fel gwrandawiadau'n cael eu cynnal yn rhithwir yn lle wyneb yn wyneb. Mae rhai esboniadau o'r gyfraith wedi'u cynnwys hefyd lle maent yn ddefnyddiol ac mae newidiadau sydd wedi deillio o Brexit wedi'u hadlewyrchu hefyd.
- iii. Diolchodd y Cadeirydd i DP am y trosolwg a gofynnodd am unrhyw gwestiynau neu sylwadau:
 - Canmolodd HMJ waith y rhai oedd yn gyfrifol am ailddrafftio'r Rheolau gan ei bod yn gwybod pa mor anodd y gallai'r gwaith fod. Roedd y papur yn cyfeirio at ymgysylltu eang ar y newidiadau i'r Rheolau, a gofynnodd am fwy o wybodaeth am y broses ymgysylltu a ddilynwyd o ystyried sylwadau blaenorol aelodau'r Bwrdd am ymgysylltu â'r sector;
 - Dywedodd DP fod yr uchelgais o gofrestru Gweithwyr Cartrefi Gofal i Oedolion a'r rheoliadau oedd yn cyd-fynd â hynny yn gyfrifoldeb i'r Senedd, ac felly bod yr ymgynghoriad wedi'i gynnal gan Lywodraeth Cymru. Mae Gofal Cymdeithasol Cymru wedi cefnogi'r broses drwy esbonio sut mae rheoleiddio'n gweithio;
 - O safbwynt Gofal Cymdeithasol Cymru, ymgysylltwyd â'r sector dros y flwyddyn ddiwethaf ac ar sail y profiad o gofrestru gweithwyr gofal cartref, crewyd llwybrau cofrestru newydd i gefnogi gweithwyr cartrefi gofal i oedolion i gofrestru. Rhagwelwyd y byddai'r cwestiwn o sut mae'r sefydliad yn rheoleiddio yn parhau i fod yn drafodaeth barhaus â'r sector;
 - Gofynnodd PM a oedd y rhai oedd yn rhan o brosesau addasrwydd i ymarfer y tu allan i'r sefydliad fel aelodau'r panel addasrwydd i ymarfer wedi cael cyfle i roi eu barn?
 - Dywedodd DP fod yna sesiwn ddeuddydd flynyddol yn cael ei chynnal gydag aelodau'r panel lle'r oedd unrhyw newidiadau arfaethedig yn cael eu trafod; roedd nifer dda iawn yn mynychu'r sesiwn hon a'r ymgysylltu'n dda. Roedd

aelodau'r panel yn gallu cyflwyno sylwadau hefyd yn dilyn gwrandawriadau a, lle bo'n briodol, yn gallu trefnu digwyddiadau dysgu ôl-wrandawriad i ddysgu unrhyw wersi. Mae'r holl adborth gan Aelodau'r Panel yn cael ei adlewyrchu yn y Rheolau ond bydd y broses o gasglu eu hadborth yn parhau.

- Gofynnodd y Cadeirydd i DP esbonio beth fyddai'n digwydd nesaf pe bai'r Bwrdd yn cymeradwyo'r Rheolau. Dywedodd DP y byddai'r Rheolau'n cael eu cyhoeddi ac yn dod i rym ar 1 Hydref 2022 pe baent yn cael eu cymeradwyo. Dywedodd hefyd y bydd unrhyw atgyfeiriad sy'n digwydd ar hyn o bryd neu a dderbynnir cyn 1 Hydref yn cael sylw o dan Reolau 2020;
- Gofynnodd PM, o ystyried y newidiadau i'r Rheolau, a oedd yna ddigon o amser i'r gweithlu cofrestredig fod yn ymwybodol o'r newidiadau hynny, o ystyried bod rhai wedi Cofrestru eisoes ac felly o dan Reolau 2020 ar hyn o bryd. Dywedodd DP nad yw'n disgwyl i unigolion ddarllen y rheolau perthnasol. Wrth gofrestru roedd unigolion yn derbyn llythyr croesawu a oedd yn nodi cyfrifoldeb y person cofrestredig a chyfrifoldebau'r sefydliad iddyn nhw. Roedd y gweithlu cofrestredig yn cael eu hannog i ddilyn y Cod Ymarfer Proffesiynol ac felly, ni fyddai disgwyl iddynt fod yn ymwybodol o'r Rheolau, oni bai fod yna broblemau ynghylch eu cofrestrriad neu eu haddasrwydd i ymarfer. Bryd hynny, byddent yn cael gwybod am y Rheolau perthnasol.

iii. Diolchodd y Cadeirydd i'r aelodau am eu cwestiynau a'u sylwadau a **chymradwydd** y Bwrdd y newidiadau i Reolau Gofal Cymdeithasol Cymru.

12. Adroddiad Adolygiad Cyflog Cyfartal 2022

- Atgoffodd y Cadeirydd y Bwrdd eu bod wedi'u hysbysu eisoes fod adolygiad o gyflog cyfartal yn cael ei gynnal bob blwyddyn i nodi a oedd unrhyw anghydraddoldebau gwirioneddol neu bosibl yn ymwneud â chyflogau yn y sefydliad. Nid oes rheidrwydd ar y sefydliad i wneud hynny gan nad yw'n cyrraedd y trothwy ar gyfer nifer gweithwyr. Fodd bynnag, roedd yn ei ystyried yn fater pwysig ac felly roedd yn cynnal adolygiad bob blwyddyn. Yn absenoldeb y Pennaeth Adnoddau Dynol, gofynnodd y Cadeirydd i KS ddarparu trosolwg o'r papur i'r Bwrdd.
- Pwysleisiodd KS y tair neges allweddol i'r sefydliad, sef:
 - Nid oedd unrhyw dystiolaeth o wahaniaethu ar sail cyflog yn seiliedig ar nodweddion gwarchoddedig;
 - Roedd y bwch cyflog rhwng y rhywiau wedi lleihau o 23.52% ym Mawrth 2021 i 16.64% ym Mehefin 2022;
 - Er ei bod hi'n gadarnhaol bod y bwch cyflog rhwng y rhywiau wedi lleihau, ni ddylai'r sefydliad fynd yn hunanfodlon a dylai barhau i fonitro ac adrodd bob blwyddyn.
- Tynnodd KS sylw'r Bwrdd at y cynnydd mewn ymateb gan staff wrth ddiweddarau eu data cydraddoldeb (cyfradd ymateb o 70% o gymharu â 63% cynt) sy'n glod i'r gwaith a wnaed gan y Grŵp Cydraddoldeb, Amrywiaeth a Chynhwysiant yn y sefydliad i esbonio'r sail resymegol dros gasglu'r data a sut y byddai'n cael ei ddefnyddio.

- iv. Ychwanegodd AL fod cynllun gwerthuso swyddi'n cael ei weithredu yn y sefydliad sy'n niwtral o ran y rhywiau a nodweddion wrth edrych ar rolau. Wrth edrych ar yr adroddiad, mae'r newid i'r bwlch cyflog rhwng y rhywiau'n deillio o recriwtio mwy o ddynion ar y graddau is yn y sefydliad dros y flwyddyn ddiwethaf.
- v. Gofynnodd y Pwyllgor Cydnabyddiaeth Ariannol i'r sefydliad adolygu'r cynllun gwerthuso swyddi presennol a fydd yn cael ei gynnal dros y flwyddyn ac mae gwaith wedi dechrau ar hyn drwy edrych ar Gynllun Graddio Gwerthuso Swyddi Llywodraeth Cymru fel rhan o'r awydd i symud tuag at gydraddoldeb o ran cyflogau ar draws y sector cyhoeddus yng Nghymru.
- vi. Gofynnodd y Cadeirydd a oedd LP am wneud sylw o gwbl o safbwynt y gweithlu. Dywedodd LP fod trafodaethau ar y cynllun gwerthuso swyddi wedi'u cynnal yng nghyfarfodydd yr SPC a bod staff yn teimlo'n gryf y dylai hyn ddigwydd. Bydd trafodaethau'n parhau gan y bydd yn effeithio ar staff a bydd ymgynghoriad eang yn cael ei gynnal â staff os oes yna unrhyw newidiadau arfaethedig, pan fydd yr amser yn briodol.
- vii. Diolchodd y Cadeirydd i LP am ei sylwadau a gofynnodd i'r Bwrdd am unrhyw gwestiynau neu sylwadau:
- Dywedodd GQ ei bod hi'n dda gweld cynnydd yn cael ei wneud yn y maes hwn a gofynnodd a oedd niwrowahaniaethau fel awtistiaeth yn cael eu cynnwys o fewn y diffiniad o anabledd gan fod astudiaethau wedi dangos bwlch cyflog ehangach i'r rhai ag awtistiaeth o gymharu ag anableddau eraill. Diolchodd KS i GQ am y cwestiwn ond byddai angen dadansoddiad pellach i weld a yw awtistiaeth yn cael ei gynnwys. Ar ôl cwblhau hynny, byddai'r ymateb yn cael ei rannu drwy borth y Bwrdd ar gyfer holl aelodau'r Bwrdd; **GWEITHREDU**
 - Roedd HMJ yn pryderu, er nad oedd y papur yn awgrymu bod yna dystiolaeth o wahaniaethu ar sail cyflog ar sail nodweddion, bod yna fwlch cyflog sylweddol yn parhau rhwng menywod a dynion ac felly gall fod angen i'r sefydliad fod yn fwy rhagweithiol i leihau'r bwlch cyflog presennol rhwng y rhywiau, yn hytrach na dibynnu ar gyflogi mwy o ddynion ar y graddau is. Mae yna fentrau ymarferol y gellid eu cyflwyno, fel annog menywod i wneud cais am ddyrchafiad, targedu menywod i weithio mewn meysydd mwy anhraddodiadol fel seiber. Er bod yr adroddiad yn dweud nad oedd y sefydliad yn mynd i fod yn hunanfodlon, roedd yn teimlo felly braidd gan nad oedd gan y sefydliad gamau gweithredu penodol wrth symud ymlaen.
 - Gofynnodd HMJ hefyd am fframio'r nodweddion sydd wedi'u rhestru ym mhroffil amrywiaeth y sefydliad yn yr un ffordd â'r rhai mewn deddfwriaeth (h.y. rhyw yn hytrach na rhywedd);
 - O ystyried bod ymchwil yn dangos bod dynion 75% yn fwy tebygol o ofyn am gael dechrau yn uwch nag isafswm cyflog swydd o gymharu â menywod, gofynnodd HMJ am sicrwydd bod y Tîm Rheoli Gweithredol yn edrych ar fanylion pwy sy'n gofyn i gychwyn yn uwch na'r isafswm cyflog ar gyfer pob swydd i weld a yw hyn yn wir am geisiadau yn Gofal Cymdeithasol Cymru. Os mai dyna'r achos byddai angen adolygu'r arfer o dderbyn ceisiadau o'r fath i sicrhau bod y swydd yn cael ei hysbysebu ar y cyflog priodol, yn enwedig os ydynt yn swyddi anodd recriwtio iddynt;

- Dywedodd AL unwaith y bydd swydd yn cael ei graddio drwy'r cynllun gwerthuso swyddi, mae'n cael ei gosod yn y strwythur cyflogau, gyda phob gradd gyflog yn cynnwys tri phwynt meingefn y mae pobl yn symud trwyddynt yn ystod hyd eu gwasanaeth, heb ystyried pwy sydd yn y rôl. Mae'r cynllun gwerthuso swyddi'n niwtral, ac mae gan bob gradd gyflog wedi'i gysylltu â hi. Ni amlygodd yr adroddiad meincnodi allanol a gynhaliwyd y llynedd feysydd penodol lle roeddynt yn teimlo bod y graddau cyflog y tu allan i amrediad y farchnad. Mae'r sefydliad yn sicrhau bod y paneli penodi yn gymysgedd o fenywod a dynion;
- Nid oes proses gyfunol o adrodd am geisiadau i ddechrau uwchben isafswm graddfa; fodd bynnag, pan wneir cais mae'r Cyfarwyddwr perthnasol yn gofyn am sail resymegol glir ar gyfer y cais;
- Ychwanegodd KS fod yr adroddiad yn cynnwys manylion ceisiadau a wnaed i ddechrau uwchben yr isafswm cyflog, ar ddiwedd pob graddfa gyflog ac mai menywod sy'n gwneud hyn yn bennaf yn y sefydliad. Mae'r tîm arwain yn derbyn diweddariadau perfformiad chwarterol yn y maes hwn a byddai KS yn gobeithio ymgorffori hyn yn yr adroddiad monitro AD chwarterol, yn hytrach nag aros nes diwedd y flwyddyn i sicrhau ei fod yn cael ei fonitro
- Wrth ymateb i bwynt AL ar amrediad y farchnad dywedodd HMJ fod yr amrediad o fewn y farchnad yn parhau i greu anghydraddoldeb ac fel sefydliad sy'n ceisio bod yn well, y byddai'n dda gweld canlyniad y gwaith ar fframwaith cyflogau'r sefydliad yn adlewyrchu hyn wrth symud ymlaen;
- Ychwanegodd SE fod y grŵp Arwain yn ymfalchïo mewn hyrwyddo cydraddoldeb, tegwch a thryloywder a phan dderbynnir ceisiadau mae yna her gan gymheiriaid i ddeall y rhesymau dros y cais.

vii. Nid oedd unrhyw gwestiynau na sylwadau pellach ar y papur a chytunodd y Bwrdd ei fod wedi **nodi a thrafod** yr adroddiad.

13. Crynodeb o Sesiynau Datblygu'r Bwrdd

- i. Nododd y Cadeirydd fod hon yn eitem sefydlog newydd i gyfarfodydd y Bwrdd wrth symud ymlaen, yn dilyn awgrym gan aelod o'r Bwrdd yn seiliedig ar brofiadau mewn manau eraill. Byddai crynodeb o'r pynciau sy'n cael eu trafod yn sesiynau datblygu'r Bwrdd a gynhaliwyd ers y cyfarfod Bwrdd diwethaf yn cael ei gyhoeddi i gyfleu gwaith y Bwrdd rhwng cyfarfodydd ffurfiol y Bwrdd i gynulleidfa gyhoeddus.
- ii. Nid oedd bwriad i drafod yr eitem oni bai fod aelod yn dymuno hynny. Nododd y Bwrdd y wybodaeth yn y papur.

14. Effeithiolrwydd y Cyfarfod

- i. Gofynnwyd i'r aelodau gyfrannu eu harsylwadau at Jamboard wrth i'r cyfarfod fynd rhagddo fel y gellir gwerthuso effeithiolrwydd y cyfarfod.
- ii. Gofynnwyd tri chwestiwn, fel a ganlyn: -

- (i) A oes unrhyw beth y byddech wedi hoffi canolbwyntio mwy arno yn y cyfarfod hwn?
- (ii) A oes un rhyw beth y credwch y dylem fod wedi canolbwyntio llai arno yn y cyfarfod hwn?
- (iii) Ydych chi'n teimlo bod herio digonol yn y cyfarfod?

iii.

I grynhoi, dyma awgrymodd y sylwadau ar y Jamboard:

- Roedd yna gydbwysedd da yn nhrefodaethau'r cyfarfod o ystyried yr amser a roddwyd i eitemau agenda allweddol;
- Roedd cael y rhan fwyaf o'r wybodaeth ymlaen llaw yn golygu bod angen llai o amser i gyflwyno papurau a bod mwy o amser ar gyfer trafod a chwestiynau;
- Mae'r aelodau'n dymuno gweld y Bwrdd yn cadw golwg fanwl ar faterion cydraddoldeb a gwybod mwy am nodweddion y rhai sy'n cael eu cyflogi fel ymgynghorwyr ar ran y sefydliad;
- Teimlwyd y dylid rhoi mwy o sylw i'r argyfwng yn y sector iechyd a gofal, er nad yw'r sefydliad yn ddarparwr gwasanaethau gofal;
- Mae gwybodaeth cyn y cyfarfod yn helpu i nodi meysydd i'w harchwilio ymhellach;
- Lle bo'n bosibl, dylai'r Bwrdd sicrhau bod dogfennau sy'n dangos newidiadau ar gael er mwyn ei gwneud i'n haws i aelodau weld newidiadau;
- Roedd herio digonol yn y cyfarfod;
- Efallai y byddai'n fuddiol archwilio dulliau eraill o gasglu adborth / asesu effeithiolrwydd fel defnyddio mentimeter. **GWEITHREDU**

iv. Diolchodd y Cadeirydd i'r aelodau am eu cyfraniadau a dywedodd y byddai'r adborth yn cael ei ystyried gan GCC yn ei gyfarfod nesaf er mwyn nodi unrhyw gamau sydd angen eu cymryd.

15. Unrhyw Fater Arall

i. Ni thrafodwyd unrhyw fater arall.

Dyddiad y Cyfarfod Nesaf:

Dydd Iau 20 Hydref 2022

Camau Gweithredu

Rhif	Eitem	Cam Gweithredu	Pwy
08/22/SCW	Eitem 6 – Pennu Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr	GCC i ystyried a ddylid ychwanegu newid yn yr hinsawdd i gylich gorchwyl Pwyllgorau perthnasol	Aelodau GCC

09/22/SCW	Eitem 6 – Pennu Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr	Trefnu archwiliad pellach o Adroddiadau Sefydlogrwydd y Farchnad mewn Sesiwn Datblygu'r Bwrdd yn y dyfodol	Llinos Bradbury
10/22/SCW	Eitem 8 – Adroddiad Cynnydd Ch1 y Cynllun Busnes	Trafodaeth bellach yng nghyfarfod nesaf y Pwyllgor Cydnabyddiaeth Ariannol i sicrhau bod y polisïau a'r cymorth priodol ar waith i gefnogi staff drwy'r argyfwng costau byw presennol	Aelodau'r Pwyllgor Cydnabyddiaeth Ariannol
11/22/SCW	Eitem 9 – Adroddiad Blynyddol a Chyfrifon Drafft 2021-22, adroddiad archwiliad o gyfrifon a Llythyr Rheoli	Gwirio pa dermau a geiriau a ddefnyddir gan yr archwilwyr mewnol newydd ar y sicrwydd canlyniadau i sicrhau eu bod yn hawdd eu darllen yn y dyfodol	Andrew Lycett
12/22/SCW	Eitem 12 – Adroddiad yr Adolygiad o Gyflog Cyfartal 2022	Cadarnhau a yw niwrowahaniaethau fel awtistiaeth yn cael eu cynnwys yn y diffiniad o anabledd	Kate Salter
13/22/SCW	Eitem 14 – Effeithiolrwydd y cyfarfod	Archwilio dulliau eraill ar gyfer casglu adborth ar effeithiolrwydd y cyfarfod	Llinos Bradbury

Gweithrediadau cyfarfodydd Bwrdd Gofal Cymdeithasol Cymru

Log gweithredu 2022-23

Rhif gweithred	Dyddiad cyfarfod	Eitem	Gweithred	Gweithred gan	Dyddiad targed	Canlyniad / diweddariad	Statws cyfredol	Dyddiad cwblhau
08/22/SCW	21.07.22	Eitem 6 - Gosod Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr	GCC i ystyried a ddylid ychwanegu newid hinsawdd i gylch gorchwyl y Pwyllgorau perthnasol	Aelodau GCC	Tachwedd	Aeth cyfarfod GCC mis Medi drosodd ac felly mae hyn wedi ei ychwanegu at gyfarfod mis Tachwedd i'w drafod.	Ar agor	
09/22/SCW	21.07.22	Eitem 6 - Gosod Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr	Trefnu trafodaeth pellach o Adroddiadau Sefydlogrwydd y Farchnad mewn Sesiwn Datblygu Bwrdd yn y dyfodol	Llinos Bradbury	Awst	Wedi'i drefnu ar gyfer sesiwn datblygu Ionawr 2023	Caewyd	Medi 2022
10/22/SCW	21.07.22	Eitem 8 - Adroddiad cynnydd Cynllun Busnes Ch1	Trafodaeth bellach yng nghyfarfod nesaf y Pwyllgor Tâl i sicrhau bod y polisiau a'r cymorth cywir ar waith i gefnogi staff drwy'r argyfwng costau byw presennol	Aelodau'r Pwyllgor Tâl	Medi	Derbyniodd y Pwyllgor gopi o'r polisi Llesiant Ariannol drafft sydd wedi'i ddatblygu ar gyfer y sefydliad, roedd cefnogaeth gan y Pwyllgor i'r polisi hwn ac mae trafodaethau pellach yn cael eu cynnal rhwng	Caewyd	27.09.22

						swyddogion cyn cymeradwyo'r polisi.		
11/22/SCW	21.07.22	Eitem 9 - Adroddiad Blynyddol a Chyfrifon Drafft 2021-22, adroddiad archwilio cyfrifon a Llythyr Rheoli	Gwirio pa dermau a geiriad a ddefnyddir gan yr archwilwyr mewnol newydd ar y sicrwydd canlyniad i sicrhau darllenadwyedd yn y dyfodol	Andrew Lycett	Awst	Mae TIAA yn defnyddio'r canlynol yn eu Fframwaith Adrodd ar Archwilio: -Sicrwydd sylweddol -Sicrwydd rhesymol -Sicrwydd cyfyngedig -Dim sicrwydd	Caewyd	Hydref 2022
12/22/SCW	21.07.22	Eitem 12 - Adroddiad Adolygu Cyflog Cyfartal 2022	Cadarnhewch a yw niwrowahaniaethau fel awtistiaeth wedi'u cynnwys yn y diffiniad o anabledd	Kate Salter	Awst	Ymateb a anfonwyd at Grace Quantock: Ystyrir bod person yn anabl o dan Ddeddf Cydraddoldeb 2010 os oes ganddo nam corfforol neu feddyliol sy'n cael effaith negyddol 'sylweddol' a 'hirdymor' ar eich gallu i wneud gweithgareddau dyddiol arferol. Mae person yn bodloni'r diffiniad anabledd yn awtomatig o dan Ddeddf Cydraddoldeb 2010 o'r diwrnod y cewch	Caewyd	Awst 2022

					<p>ddiagnosis o haint HIV, cancer neu sglerosis ymledol, ond heblaw am y cyflyrau penodol iawn hynny nid oes rhestr ragnodol o'r hyn a gwmpesir gan y diffiniad, er bod yw rhai cyflyrau na ddylid eu hystyried yn namau at ddibenion y Ddeddf. e.e. caethiwed i gyffuriau neu alcohol heb eu rhagnodi, ond mae rhestr benodol a chilir iawn o'r eithriadau hyn.</p> <p>Mae'r diffiniad o anabledd yn eithaf eang, ac er nad oes ateb ie/na clir felly i'r cwestiwn, byddwn yn awgrymu ei bod yn rhesymol tybio y gallai person gael ei gynnwys yn y diffiniad os oes ganddo anhawster dysgu, dyslecsia neu awtistiaeth. er enghraifft.</p>		
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13/22/SCW	21.07.22	Eitem 14 – Effeithiolrwydd cyfarfodydd	Archwilio dulliau amgen o gasglu adborth ar effeithiolrwydd y cyfarfodydd	Llinos Bradbury	Hydref	Mae'r defnydd o fentimedr yn cael ei ystyried ochr yn ochr â dulliau eraill gyda'r bwriad o'i ddefnyddio yng nghyfarfod rhithwir nesaf y Bwrdd ym mis Chwefror 2023.	Ar agor	
06/22/SCW	28.04.22	Eitem 8 – Cofrestr Risg Strategol	Newid hinsawdd i'w drafod wedi'i amserlennu ar gyfer diwrnod datblygu yn y dyfodol	Andrew Lycett	Medi	Ychwanegwyd trafodaeth newid hinsawdd at y blaengynllun ar gyfer sesiwn datblygu Bwrdd (dyddiad i'w gadarnhau)	Ar agor	

04/22/SCW	28.04.22	Eitem 10 - Adolygiad Meincnodi Tâl a Gwobrwyon Annibynnol	Adolygu'r mecanwaith cyflog a'r cynllun gwerthuso swyddi ar gyfer y sefydliad	Sue Evans	2022-23	Mae hwn yn amcan tymor canolig ac mae gwaith wedi dechrau i gael gwell dealltwriaeth o gynllun JEGS Llywodraeth Cymru (darparwyd hyfforddiant i ddetholiad o Gyfarwyddwyr Cynorthwyol ac aelodau o SPC ar 6-7 Hydref ar y cynllun JEGS), o ystyried cyfeiriad polisi Llywodraeth Cymru ar gyfer alinio graddfeydd cyflog yn well yn y dyfodol.	Ar agor	
03/21/SCW	29.04.21	Eitem 6 - Gosod Cyd-destun a Negeseuon Allweddol gan y Prif Weithredwr	Trafod ymhellach waith ymgysylltu Gofal Cymdeithasol Cymru a sut i ymgysylltu'n well â'r Byrddau Partneriaeth Rhanbarthol ac archwilio manteision	Mick Giannasi & Sue Evans	2022-23	Rydym wedi ysgrifennu at gadeiryddion y Byrddau Partneriaeth Rhanbarthol, yn cynnig cyflwyniad a thrafodaeth ar y Cynllun Strategol newydd. Ar hyn o bryd mae Byrddau Partneriaeth Rhanbarthol yn	Ar agor	

			partneriaeth gryfach.			canolbwyntio ar ymateb i heriau gweithredol presennol i greu capasiti cymunedol ychwanegol cyn y gaeaf. Mae swyddogion yn parhau i gyfarfod ag arweinwyr perthnasol i lywio datblygiadau'r gweithlu a gwasanaethau. Cyfarfûm â deiliaid portffolio newydd i rannu'r Cynllun Strategol, presenoldeb o 65% gan Awdurdodau Lleol – trafodaeth dda a chais i ddychwelyd ymhen 6 mis i ganolbwyntio ar y gweithlu. Rydym yn dal i aros am adroddiad y Grŵp Cyfeirio Arbenigol.		
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CYFARFOD / MEETING	Cyfarfod Bwrdd				
	PREIFAT / PRIVATE		CYHOEDDUS / PUBLIC		
					√
DYDDIAD / DATE	20.10.22				
EITEM AGENDA AGENDA ITEM	8				
TEITL / TITLE SCW/22/29	Cynllun Busnes 2022-23: Diweddariad chwarter 2				
AWDUR / AUTHOR	Sue Evans, Prif Weithredwr				
CYFRANIADAU GAN/ CONTRIBUTIONS FROM:					
PAPURAU CEFNOGOL / SUPPORTING PAPERS	Atodiad 1 - Cynnydd y Cynllun Busnes: Diweddariad chwech mis Atodiad 2 - Adroddiad Cyllideb am y cyfnod hyd at 30 Medi 2022 Atodiad 3 - Dangosfwrdd chwech mis Adnoddau Dynol				
GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY	Holl weithgareddau'r Cynllun Busnes.				
GWEITHRED / ACTION REQUIRED	CYMERADWYAETH / APPROVAL	DARPARU LLYW / PROVIDE A STEER	DARPARU SICRWYDD / PROVIDE ASSURANCE	TRAFODAETH / DISCUSSION	CRAFFU / SCRUTINISE
	×	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	×
ARGYMHELLIAD / RECOMMENDATION	Gofynnir i aelodau graffu a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2022-23 yn y cyfnod chwech mis.				
PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION;	Mae'r adroddiad perfformiad hwn yn darparu diweddariad yn erbyn: <ul style="list-style-type: none">• gynnydd yn erbyn yr holl amcanion yn atodiad 1 gan gynnwys adrodd ar eithriadau o weithgareddau melyn a hoch.• ein sefyllfa ariannol ar ôl chwech mis yn Atodiad 2• dangosfwrdd perfformiad lefel uchel o'n hadroddiad Adnoddau Dynol chwech mis yn Atodiad 3				

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

Cynllun Busnes 2022-23: Diweddariad chwarter 2

1. Pwrpas yr adroddiad a'r argymhelliadau

- 1.1 Mae'r adroddiad hwn yn rhoi'r cynnydd chwech mis yn erbyn ein cynllun busnes yn 2022-23.
- 1.2 Mae sylwebaeth perfformiad fer wedi'i chynnwys ar gyfer pob thema ac adroddiad eithriadau ar weithgareddau ambr a coch.
- 1.3 Ar ol chwech mis, mae'r rhan fwyaf o'r gweithgareddau'n mynd rhagddynt yn dda ac i gynllun. Mae'r dadansoddiad perfformiad ar gyfer pob thema flaenoriaeth yn rhoi rhagor o wybodaeth am unrhyw dargedau ambr.
- 1.4 Gofynnir i'r Aelodau ystyried a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2022-23 yn ystod cyfnod chwech mis.

2. Cyd-destun

- 2.1 Mae'r Cynllun Busnes 2022-23 yn nodi ein hamcanion, ein gweithgareddau a'n cyllideb ar gyfer y flwyddyn. Dyma'r offeryn y mae ein Bwrdd a Llywodraeth Cymru yn ei ddefnyddio i fonitro ein perfformiad wrth gyflawni'r targedau a osodwyd.

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

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

	Gweithgareddau	Ar y trywydd iawn	Angen cymorth ychwanegol	Heb ddechrau
Gweithgareddau	51	33	17	1
% ar ol chwech mis		65%	33%	2%

- 3.2 Y Dangosyddion a ddefnyddir yn yr adroddiad hwn yw asesu pa mor dda rydym yn perfformio fel sefydliad i gyflawni'r gweithgareddau yng Nghynllun Busnes 2022-23. Mae'r Dangosyddion yn darparu data meintiol ar ein gweithgareddau a'n hallbynnau, yn helpu i asesu a yw cerrig milltir allweddol yn cael eu bodloni, cydymffurfiaeth â deddfwriaeth/rheoliadau ac a oes angen cymryd camau adferol mewn rhai meysydd.
- 3.3 Dim ond ar dargedau a gweithgarwch y mae angen cymorth ychwanegol arnynt neu lle mae gennym bryderon mawr y darperir naratif manylach.

4. Rôl y Bwrdd

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

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

Priority theme 1: social care and early years workforce

Quarterly Data Set

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
Processing times of applications (From complete form being received to registration being granted/renewed)	74%	59%	45%	90% within 5 days
Number of open applications (This includes all applications submitted including those awaiting further information etc)	1920	3641	9912	Less than 600 open at any one time
Numbers of total registered – Adult Care Home Workers	2306	3988	8920	On-going
Number of fitness to practise cases open	306	323	311	Last quarter
Percentage of active cases open longer than 18 months	13%	15%	18%	Less than 10%
Number of active cases open longer than 18 months	39	49	56	Previous quarter
Number of appeals lodged to Care Standards Tribunal and % upheld	0	0	1	Previous quarter

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
Hearings Held	60	71	51	Previous quarter
Claims for apprenticeship certification are approved/rejected within 10 working days	100% (2551 applications processed for 21/22)	100%	100%	90% within 10 working days
No. enrolled for the new digital version of the Social Care Worker card	22,186	24,684	29,697.	Increase the number from 22,000 figure to 34,000 by year end.
Digital learning data		<p>Digital technology = 7 users completed; 45% of people will use technology in their day-to-day work</p> <p>Introduction to Infection, Prevention and Control = 128 learners completed; 45% of learners agree their understanding has improved following learning</p> <p>Basic knowledge and application of Infection, Prevention and Control = 87 learners completed; 51% of learners agree their understanding has improved following learning</p> <p>Sound knowledge and understanding of Infection,</p>	<p>Digital technology = 5 users completed; 47% of people will use technology in their day-to-day work</p> <p>Introduction to Infection, Prevention and Control = 168 learners completed; 55% of learners agree their understanding has improved following learning</p> <p>Basic knowledge and application of Infection, Prevention and Control = 122 learners completed; 59% of learners agree their understanding has</p>	Baseline data in 22/23

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
		<p>Prevention and Control = 99 learners completed; 53% of learners agree their understanding has improved following learning</p> <p>Group A Safeguarding eLearning = 1,189 certificates issued following successful completion of module</p>	<p>improved following learning</p> <p>Sound knowledge and understanding of Infection, Prevention and Control = 100 learners completed; 59% of learners agree their understanding has improved following learning</p> <p>Group A Safeguarding eLearning = 793 certificates issued following successful completion of module</p>	

Performance Analysis

During Quarter 2 the number of applications increased significantly from the previous quarter with 9912 open applications compared with the previous figure of 3641. This is significantly more than our business-as-usual target, but due to adult care home worker registration we aren't in a business-as-usual period at the moment. Over the next quarter the priority will be to clear as much of this backlog as possible. We are experiencing an extremely high volume of applications, so as expected the performance targets have been impacted. For this quarter 45% of applications were registered within 5 days of being complete, and 14% applications processed within 5 days of receipt (processed means being worked on by a processor with the applicant being informed of the status). The team are putting in considerable effort to stay on top of work across the board, which includes up to 300 emails and calls per day. We have now held over 100 events, and during this quarter have written to all employers without a registered person. In addition, we have written to every applicant and employer to ensure that they are aware of their responsibilities now that the deadline has passed.

The number of open investigations decreased by 12 in quarter two to 311 cases with 141 of those relating to domiciliary care workers. Additionally, there was an increase of 7 active cases open longer than 18-months to 56. This reflected both the forecasted addition of domiciliary care workers

cases reaching this threshold after registration in 2020, and challenges due to delayed recruitment to the team. This latter has seen recruitment in September and will see increased capacity following induction in the third quarter.

51 hearings were held with one appeal lodged following the decision. The appeal is yet to be considered by the Care Standards Tribunal.

The steady sign-up rate for the Care Worker Card has continued throughout the quarter, placing us in a good position to reach the target of 34,000 by the end of the financial year. Work has started on updating communications to cardholders when they sign up to make sure information is still current. A survey of cardholders to find out their awareness and perceptions of the benefits of having the card has been drafted but not yet distributed. This is now scheduled to go out towards the end of Q3 when the team will hopefully have more available capacity to do the work.

Business plan activity	Narrative	Quarter 2	Quarter 3 Predicted status
Maintain an accurate Register of social care workers	We are experiencing an extremely high volume of applications, so as expected the performance targets have been impacted. For this quarter 45% of applications were registered within 5 days of being complete, and 14% applications processed within 5 days of receipt (processed means being worked on by a processor with the applicant being informed of the status). There are 9,912 outstanding applications. This is significantly more than our business-as-usual target, but due to adult care home worker registration we aren't in a business-as-usual period at the moment.		
Extend professional registration to adult care home workers and new managers	There are 8,920 adult care home workers (ACHW) on our Register (45% of the total expected number of 20,000), with 8,820 applications to be processed.		
Undertake investigations of allegations against social care registered professionals	141 cases relate to domiciliary care workers (45%); 19 adult care home workers. We have 60 cases waiting to be allocated to a case officer. Some case holding officers are fully occupied with investigating ACHW applications to the register and therefore not taking any registered worker cases. There are 100 applications, 66 of these are ACHW. Recruitment for two temporary officers to assist with applications for the extension of the register to ACHWs has been delayed. But now due to be in place from October.		

	<p>The rising level of over 18-month cases reflects capacity within the team. Recruitment has taken longer than expected but we will see the additional staff join from October 2022 onwards.</p>		
<p>Provide financial support for social work students (bursaries)</p>	<p>Expected new student numbers for 2022/23 are down on those for 2021/22 with a maximum number of 165 nominated but with many of those not completed Social Care Wales forms or even enrolled correctly at their Higher Education Institutions yet. Some of the 165 may not proceed.</p> <p>Renewing student numbers are potentially lower with some students already withdrawn or deferred and others currently going through exam boards and either expected to leave the course or facing resitting modules or entire years and not receiving a bursary in 2022/23.</p>		
<p>Promote recognition for the workforce through a Social Care Card</p> <ul style="list-style-type: none"> - Feedback from users on benefits - Implement requirements for 22/23 card 	<p>The steady sign-up rate for the Care Worker Card has continued throughout the quarter, placing us in a good position to reach the target of 34,000 by the end of the financial year. Work has started on updating communications to cardholders when they sign up to make sure information is still current. A survey of cardholders to find out their awareness and perceptions of the benefits of having the card has been drafted but not yet distributed. This is now scheduled to go out towards the end of Quarter 3 when the team will hopefully have more available capacity to do the work.</p> <p>Regular e-mails will start when the survey of cardholders is distributed.</p>		
<p>Develop digital learning modules and resources to support the social care and early years workforce in using and improving their digital skills</p>	<p>Issues with login to the learning@wales platform has seen complications and difficulty in accessing modules this quarter. This following a system upgrade which impacted on all API including the single sign on. This has been an issue for several weeks now. Despite this we are seeing completions from those who had existing learning@wales accounts.</p> <p>Work in underway to complete content for digital learning. 3 workbooks are now in editing stage. Completion of the 5 is anticipated in late October/early November. This is available on Learning@Wales. We will report on figures in Quarter 4, following the launch of the Framework in Q3.</p>		

	<p>The Restrictive Practice social care and early years and childcare project is delayed until 2023/24 due to capacity.</p> <p>In regard to the development/redesign of Welsh language learning resources for Early Years, content is now complete and is currently with our suppliers who are in the process of developing the storyboard for this resource.</p>		
<p>Support the early years and childcare workforce: Continue to support the Welsh Government in its ambitions to further professionalise the early years workforce.</p>	<p>We have joined a Welsh Government steering group to consider registration of the Early Years and Child Care (EYCC) workforce, following the publication of an independent review.</p>	<p>On hold</p>	

Highlighted Marcomms Activities

<p>Marcomms Activity</p>	<p>Quarter 2</p>
<p>Promote the date for registering adult care home workers and revise messages as needed</p>	<p>We have now held over 100 events with approximately 1400 people attending.</p> <p>During this quarter have written to all employers without a registered person. In addition, we have written to every applicant and employer to ensure that they are aware of their responsibilities now that the deadline has passed.</p>
<p>Wellbeing events</p>	<p>Building resilience and wellbeing through peer support - A call for new cohorts has been put out to the sector. We have 12 managers booked on to our facilitation training.</p>

	Delivery of Resilience training for managers - The next four cohorts have been agreed and began in September 2022. 55 of the 56 allocated places have currently been filled.
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Strategic risks	Inherent score	Residual score
There is a risk that IF our wellbeing interventions are not effective, THEN they will not be adopted or accessed, RESULTING in reputational risk to Social Care Wales over our effectiveness and value for money.	Yellow (12)	Green (6)
There is a risk that IF the extension of the register is not aligned with commensurate awareness of regulatory principles, processes and procedures amongst the workforce and providers, THEN there will be potential for inappropriate individuals remaining working in the sector, RESULTING in harm to individuals and to the reputation of Social Care Wales.	Yellow (12)	Yellow (8)
There is a risk that IF the extension of the register is not aligned with increased efficiencies to allow for the expected proportionate fall in income, THEN there will be potential for funds being diverted from other functions of the organisation, RESULTING in inability of Social Care Wales to deliver against its remit.	Yellow (12)	Yellow (8)
There is a risk that IF the sector and partner capacity issues remain, THEN it will not be possible to implement changes or improvements in a timely manner, RESULTING in slower turnaround of projects, inability to work co-productively and significant reputational damage for Social Care Wales.	Orange (16)	Yellow (12)

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

Quarterly Core Data Set

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
WeCare website visitors		33,412	27,549	Base line data
Jobs portal views	6922 (a combined figure between registered employers and job seekers)	19,664	9648	Base line data
Jobs Portal – Published jobs		1856	1223	Base line data
Jobs Portal - Applications		113	93 (main route is direct with employer)	Base line data
Introduction to Social Care Cohort data		177 completers of the training to end of June Website visits increased by 100% from 732 visits in April to 1500 visits in May	269 completers. 45 gained employment/ education/volunteer opportunity. 3 employed in Social Care. 6 employed outside social care, 3 of which in childcare. Education = 7. Volunteering = 2. Awaiting interviews = 8. Overall percentage figure of 16.72% gaining employment of FE/HE.	Base line data

			Or 13.38% gaining employment alone.	
No of Ambassadors		7 regions have adopted the programme. Being run on a regional level	7 regions have adopted the programme. Being run on a regional level	In discussion with regions on data collection
Support workshops to employers and learning providers		Monthly employer engagement workshops in April, May and June; Best Practice network June;	Employer engagement workshops in July and September; All Wales Induction Framework for Social Care managers workshop held in July.	Base line data
Number of EYCC qualification queries received		29 to eycc@socialcare.wales We have identified the vast majority of queries are in relation to equivalency from other home countries Systems have been put in place to support processing	31 to eycc@socialcare.wales	Base line data
Number of interactions with the EYCC AWIF		1115 page views 789 unique views 26 certificates of completion (Jan 2022 - June 2022)	1120 page views 809 unique views 19 certificates of completion (July 2022 - October 2022)	Base line data

Performance Analysis

The completion of the 2021/22 Social Work annual monitoring is currently underway and the annual report should be produced by January.

The Qualifications team are working with the consortium to complete the light touch review of vocational qualifications. The Qualifications Operational Group meetings have restarted and are meeting regularly. Units are currently being developed for L2 and L3 Health and Social Care qualifications to fill identified gaps. Additionally, further case studies for the Core assessment and the review of supporting resources are currently being developed and are on track to be completed by the end of November.

The Social Care Wales Workforce Development Programme (SCWWDP) monitoring report on end of year grant for 2021/22 has been written and presented to both the Improvement Committee and the Audit and Risk Committee. The reports have also been shared internally with officers and externally with the Regional Workforce leads. Regarding the Grant remit letter for 2023/24, a revised letter draft and accompanying Board paper for consideration at EMT on 3 October in readiness for Board approval at the end of October.

Work continues with the National centre to develop the Camau course, which is an entry level Welsh language course for social care staff, and an aftercare programme will begin to be developed in Q3-Q4. This will look at aligning existing provision and create packages of learning. Q3 will also see the development of a Welsh Language digital learning module focused on the cultural importance of the language and its value in care.

Visitor activity for the WeCare Wales website for quarter 2 shows a decrease when compared to quarter 1 and in particular this is prevalent in the number of visitors to the jobs portal. To be noted that during tail end of quarter 4 (2021/22) and quarter 1 (2022/23) significant campaign activity took place significantly boosting the number of views. Although during quarter 2 a social care TV campaign was run, and the jobs portal was featured there have been campaigns for Social Workers and Welsh language during this period both of which the call to action was not the jobs portal but other related content. We have also seen a similar trend in the Q1 and Q2 data for 2021 which showed a similar drop (in this case around 50% less in quarter 2). However, when looking at the number of visitors to the jobs portal compared with 2021 data, we can see that in 2022, quarter 1 had increased by 70% and in quarter 2 increased by 68%.

The WeCare Ambassador programme is being run on a regional level. Each region has determined their process of utilising the scheme and have contact with the key schools to set in place visits. Moving to a regional approach has been positively received by the regions as they are best placed to facilitate and maximise the potential opportunities with schools.

The values-based recruitment sessions have now been completed. We continue to promote resources developed through the employer part of the job's portal. The Introduction to Social Care continues to build momentum, with a growing number joining cohorts and now data around numbers in employment or further education. Links have been made with groups such as the African Community, Ukrainians, younger people (in partnership with Prince's Trust). These links have helped widen the reach of the programme but also connect with harder to reach communities and explore further sources for potential employees.

Business plan activity	Narrative	Quarter 2	Quarter 3 Predicted status
Continue delivering, developing and promoting strengths	Delivery date will now move Quarter 4. Work has been delayed due to the time in recruiting extra capacity within the team.		

based social care practice - Series of provider workshops delivered			
Develop Employer support service - Agree strategy and delivery arrangements	The strategy is currently being developed but won't be approved by October 2022. The delay is due to the time for recruitment into the new team who are now in place (August 2022).		

Highlighted Marcomms Activities

Marcomms Activity	Quarter 2
Recognise the value of the workforce through organising the 2023 Accolades	The 2023 Accolades were launched on 21 September. The appeal for entries and nominations is being communicated through e-bulletins, the website, direct e-mails, partners' communications and social media. There are five categories this time, three for groups and organisations and two for individuals. With the support of the Accolades internal working group, much progress has already been made in enlisting judges for each category. The closing date for entries and nominations is 2 December.
Deliver support workshops to employers and learning providers	Employer engagement workshops: July – 45 attended / September – 59 attended All Wales Induction Framework for Social Care managers workshop held in July: attended by 35 (Beginning to introduce the L4 and L5 quals with employers. Session given by an employer on their approach to induction for managers and the importance of mentoring in the process).

Strategic risks	Inherent score	Residual score
There is a risk that IF the pay, reward and conditions for care and early years workers are not addressed, THEN our routine activities will be adversely impacted by increased social care worker turnover, RESULTING in reduced effectiveness and efficiency in terms of our value for money and improvement activities	Orange (16)	Yellow (12)
There is a risk that IF the sector is unable to attract and retain sufficient workers, THEN services will not have the capacity to provide the level and standard of care required, and Social Care Wales will be less able to work co-productively with the sector and deliver against its strategic ambitions	Red (20)	Orange (15)
There is a risk that IF Social Care Wales do not strengthen the connection/relationship with employers, THEN the impact and Value For Money of our recruitment/retention campaigns may be lost, RESULTING in the impact and value of our activities being lost	Yellow (12)	Yellow (8)
There is a risk that IF Social Care Wales do not develop a proportionate and positive set of expectations for registered people, such as Continuing Professional Development, THEN care workers and employers will struggle to deliver requirements, RESULTING in a loss of confidence in regulation and an increase in remedial actions required by employers, workforce and Social Care Wales.	Yellow (12)	Green (6)
There is a risk that IF we do not develop and maintain our social care and health networks and stakeholders, THEN we will not contribute to the aspiration of developing one public service RESULTING failure to support the wider programme for government and achieve best outcomes of the people of Wales	Orange (16)	Yellow (12)

Priority theme 3: strategic leaders and stakeholders

Quarterly Data Set

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
Data from Portal	-	No data – officers will discuss with Grant Thornton on data collection	No data available at time of report ITT for data acquisition project in progress. Currently posted on Sell2Wales.	TBC
Workshops and events	-	Aspiring middle manager programme - Workshops have been held as part of the development phase	Aspiring middle manager programme - Applications are now open. The programme will run two cohorts, one in January and one in September 2023.	Ongoing

Performance Analysis

Data Portal launched in May with new look and feel. We have been receiving feedback on the platform from users and continue to fix and enhance usability issues. Feedback was also formally received from 18 users to inform the development of the discovery phase. This work is slightly behind where we would want to be at this point in the year as we have taken longer than anticipated to agree contracts. Maintenance contract now agreed, and plan of work and knowledge transfer plan are both in action.

The Invitation to Tender (ITT) for commissioning the co-design and launch of the Social Care Research and Development Strategy work has been drafted and shared with the Research Strategy Implementation Group and Social Care Wales's Improvement Committee. We will commission the work early in Quarter 3.

The roadmap for leading the strategic approach to social care data in Wales is now complete and awaiting publication. Work with Welsh Government and Digital Health and Care Wales (DHCW) on a deliberative engagement approach covering health and care has been agreed. This is where people come together to consider an issue in-depth. Mixed groups come together with topic experts to discuss information

which might be new to them and to develop an informed view. The original funding for a Citizen Jury will now be used to contribute to this work.

The contract for the practicing compassionate and collective leadership pilot has been awarded. Development will take place in the next quarter and the programme will take place in quarter 4. Applications for the first cohort of Aspiring Middle Managers programme are now open. The programme will run two cohorts, one in January and one in September 2023.

Work is progressing well in relation to community resilience projects; there have been 10 Governance Group meetings to discuss and shape the work programme along with 4 peer sessions. The co-chairs have committed to meet up with us every fortnight to discuss and review progress. This is also linking into Primary care Programme and Community of Practice for Regional Investment Fund and Developing Evidence Enriched Practice (DEEP) networks. Plans to deliver the learning programme is slightly behind due to partners involvement in supporting Ukraine crisis but pace is now picking up.

Business plan activity	Narrative	Quarter 2	Quarter 3 Predicted status
Develop the data discovery platform	<p>Data Portal launched in May with new look and feel. We have been receiving feedback on the platform from users and continue to fix and enhance usability issues. Feedback was also formally received from 18 users to inform the development of the discovery phase. This work is slightly behind where we would want to be at this point in the year as we have taken longer than anticipated to agree contracts. Maintenance contract now agreed, and plan of work and knowledge transfer plan are both in action. We expect to make significant progress in the next two quarters.</p> <p>Invitation to Tender (ITT) for data acquisition project in progress. Projects already underway include working with FTP/Regulation to provide new BI function (Dashboards), Appointing Data Portal Lead, Systems rationalisation and other digital projects.</p>		
Co-design and launch of the Social Care Research and Development Strategy	The ITT for commissioning this work has been drafted and shared with the Research Strategy Implementation Group and Social Care Wales's Improvement Committee. We will commission the work early in Quarter 3.		

Leading the strategic approach to social care data in Wales	<p>Roadmap awaiting publication.</p> <p>We are working with Welsh Government and Digital Health and Care Wales on a deliberative engagement approach covering health and care. The original funding for a Citizen Jury will now be used to contribute to this work. We will manage the commissioning process. ITT in translation.</p> <p>Recruitment to posts within the team are progressing and aim to add capacity for our Information Governance lead at the end of Quarter 3. Data Standards Lead role advertised but did not receive any applicants. Will be readvertised.</p>		
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Highlighted Marcomms Activities

Marcomms Activity	Quarter 2
Community management expanded (Evidence Network) and guidance produced	Learning event held
Partnership peer learning sessions delivered	Over 10 Governance Group meetings to discuss and shape work programme have been held as well as 4 peer sessions.

Strategic risks	Inherent score	Residual score
There is a risk that IF the pay, reward and conditions for care and early years workers are not addressed, THEN our routine activities will be adversely impacted by increased social care worker turnover, RESULTING in reduced effectiveness and efficiency in terms of our value for money and improvement activities	Orange (16)	Yellow (12)
There is a risk that IF the sector is unable to attract and retain sufficient workers, THEN services will not have the capacity to provide the level and standard of care required, and Social Care Wales will be less able to work co-productively with the sector and deliver against its strategic ambitions	Red (20)	Orange (15)

Priority theme 4: the Social Care Wales workforce

Quarterly Data Set

Performance Indicators / Milestones / Outputs	QTR 4 21/22	QTR 1 22/23	QTR 2 22/23	Comparator / Target
Surveys of stakeholder perceptions relating to awareness, understanding and support among key stakeholders held	MS Survey delayed	MS Survey carried out in April and May.	Wales Omnibus Survey will be undertaken, as planned, in Q4	Maintain recognition position level from previous year – 39% 2021/22. Increase recognition by 3% to 42%. Increase the % of awareness of our work from 23% to 25%.
Budget reports	2%	4%	4%	4% balance achieved monthly
Cyber resilience data		On target	On target	
Internal audits	92%	No internal audits conducted to date	No internal audits conducted to date but scheduled for Q3 & Q4 as planned	80% of Internal Audit receive substantial and moderate rating
ISO27001 accreditation	Accreditation maintained	Accreditation maintained	Accredited in June, next audit scheduled for October	
Staff sickness levels	1.78% This is the figure for the whole year	2.38% (Cumulative)	2.62% (all absences), 1.41% excluding long term sickness	Less than 3%
Staff Turnover	9%	15.52%	7.02%	Less than 15%

Performance Analysis

The ISA 260 which reports on the audit of the Annual Accounts by Audit Wales has been received and gives a clean audit opinion and reports that there were no material misstatements. Accounts signed by the Auditor General and laid before the Senedd on the 29 July. There has been a delay in the submission of our Business Plan 2022/23 whilst we receive confirmation and clarification on Remit Letter activities and funding. September Board development session had the opportunity to consider and discuss the Impact Report data, following Leadership considerations in early September. The timescale for submitting and publishing our impact report will be November following Board discussions in October.

Following the agreement of a marketing and communications approach by the Leadership Team, an annual activity plan has been developed. This is based on the eight national outcomes set out in the strategic plan. This activity plan is now being used at each meeting of programme boards to monitor progress of the marketing and communication elements of our projects and initiatives across the organisation.

There are a number of amber targets which are highlighted below.

Business plan activity	Narrative	Quarter 2	Quarter 3 predicted status
Publish our annual work (business plan 2021/22) and 5-year plan (a new strategic plan 2022 – 2027)	<p>There has been a delay in the submission of our Business Plan 2022/23 whilst we receive confirmation and clarification on Remit Letter activities and funding. Due to the delay on the clarification from Sponsor on this we have marked this activity as Amber. But following discussions with Sponsor Finance Team on the funding the Business Plan will be submitted to the Deputy Minister following receipt of an updated Remit Letter in October 2022.</p> <p>September Board development session had the opportunity to consider and discuss the Impact Report data, following Leadership considerations in early September. The timescale for submitting and publishing our impact report is November.</p>		

<p>Implement our Strategic Equalities Plan</p>	<p>We have been working with the Welsh Government, ADSS Cymru and other partners to develop the delivery plan for the Anti Racist Wales Action Plan (ARWAP). Inaugural meetings of social care and EYCC ARWAP working groups have met. From this our actions under ARWAP have been identified and action plan in development to align to strategic plan and workforce strategy.</p> <p>The Annual Equality Plan is in preparation.</p> <p>The appointment of a new member of staff to support the organisation’s ambitions in equality, diversity and inclusion is imminent.</p>		
<p>Implement our People, Learning and Development strategy</p>	<p>Planned activities in relation to progressing the new elements of this are scheduled for Q3 and Q4. All core activities for level 1 are in place and ongoing.</p> <p>To be progressed in Q3. We have identified that additional HR resource will be required to ensure some of our planned projects for the second half of this year are progressed. If we don’t secure additional resources there is a possibility, we will need to revisit timescales in relation to this work, which is why the status is amber.</p> <p>In Q2 our Leave and Family Leave policies have been reviewed taking into account our new ways of working. These were discussed at Staff Partnership Council and approved by EMT in September. We have identified some change to be made to the Hybrid working policy that will be reviewed in October along with our Ill Health Management Policy.</p>		
<p>Implement our Digital strategy</p>	<p>The Digital Team posts (3 roles) are advertised but the original timescales for having these posts in place will be moved from December to February. In the meantime, we have a member of the team who is taking forward and linking in with relevant colleagues on specific digital system developments to maintain and develop our digital system development and associated training materials.</p>		

	<p>We have a rolling programme of work which includes maintenance activities and development activities for the wider organisation. Maintenance tasks are quite fluid, so we can meet deadlines to support other teams' projects. We have been working on changing the structure of the team to integrate more with Ashton Court staff. This will increase capacity within the team and provide opportunities to upskill our internal staff. Progress against the plan is steady.</p>		
<p>Maintain compliance with statutory organisational requirements and organisational standards</p>	<p>We met with an officer from the Welsh Language Commissioner's Office in July on our assurance report for 2021/22. Positive feedback which was provided within the Audit and Risk Committee in the compliance report in September. There are some wider organisational matters which are being considered through the relevant programme board (such as responsiveness to queries).</p> <p>Audit and Risk Committee Compliance report in September provided an update and further information on the work needed to address policies within the organisational policy register. This activity is identified as amber as it will take time, in accordance with policy register timescales, to make sure we have most of our policies updated.</p>		
<p>Develop and maintain current business operations – set out future ways of working.</p>	<p>We have a business continuity planning group newly established (May) that considers current and future business continuity requirements. We are testing a new 'space' booking system which was due to go live in September but will be issued in October. Hybrid policy going through a review following recent learning and ongoing feedback from Staff Partnership Council (SPC).</p> <p>The Estate review report is not due to start until quarter 4.</p>		

Highlighted Marcomms Activities

Marcomms Activity	Quarter 1	
Design and publish annual accounts	Published	
Plan for and attend National Social Care Conference	Conference attended	
Strategic risks	Inherent score	Residual score
There is a risk that IF Welsh Government funding does not align to the scope and future changes to our remit, THEN we will see a lack of resources and limited capacity to invest in non-statutory activities RESULTING in Social Care Wales being unable to fulfil its role to lead in evidence-based practice being development within the sector	Yellow (9)	Green (6)
There is a risk that IF Social Care Wales fail to create effective regulatory systems and processes, THEN objectives will not be met, risks may go unmanaged and/ or data inappropriately accessed, RESULTING in potential harm to individuals and reputational damage.	Red (20)	Green (6)
There is a risk that IF our cyber detection, prevention and response arrangements are inadequate, up to date and effective, THEN our systems may be compromised RESULTING in a permanent or sustained loss of data, systems and processes preventing us performing our functions	Red (25)	Red (20)
There is a risk that IF new models of care are not researched and promoted in response to the impacts of climate change, THEN the demand for social care will increase RESULTING in cost and capacity issues that are unmanageable for the sector without significant increase in capacity and changes to delivery models services	Orange (16)	Orange (16)
There is a risk that IF we can't recruit the right people, with the right skills, THEN it will be difficult to support sustained change and improvement within the sector, RESULTING in substandard delivery of our services and the sector as a whole.	Yellow (12)	Yellow (9)
There is a risk that IF the current pandemic prevalence continues to impact services, THEN Social Care Wales will continue to focus on response reactions to immediate short term crisis management RESULTING in reduced oversight of workforce and loss of longer-term improvement initiatives	Orange (16)	Orange (16)

Budget Report for the period to 30 September 2022

This is the second budget monitoring quarterly report for the financial year 2022-23. The report covers income and spend for the first six months to 30 September 2022. The report is based on a total annual budget of £30,539,000. This is financed from £26,569,000 initial Grant in Aid (including £450k internal carry forward), £2,102,000 registration fee income, £40,000 Apprenticeship certification income and £73,000 in relation to our Workforce Strategy Mental Health Work. In addition, Foundation Economy funding of £125,000 has been allocated for the introduction to Social Work Training programme and we will be in receipt of £180,000 from Digital and Health Care Wales for National Data Resource.

In the first quarter of the financial year additional Grant In Aid was allocated of £646,000 for our Innovation work and £25k for a Children and Young People services transformation pilot. A further £779k was allocated in the second quarter with £669k allocated for Bursary improvements and £100k to WeCare for a Media/TV campaign.

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

Financial Summary to 30 September 2022

	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted outturn
	£'000	£'000	£'000	£'000	£'000
Income	30,539	6,577	6,509	68	30,096
Expenditure					
Grants Programme	12,640	452	327	(125)	12,452
Workforce Regulation	5,544	2,134	2,426	292	4,991
Improvement and Development inc Res and Data	6,248	1,788	2,121	333	5,874
Early Years and Childcare	478	136	176	40	478
Strategy and Business Support	5,629	2,260	2,270	10	5,493
Totals	30,539	6,770	7,320	550	29,288

Income Analysis

Income	Annual Budget £'000	Actual YTD £'000	Budget YTD £'000	Variance £'000	Predicted Income £'000
Grant In Aid	26,569	5,400	5,400	0	26,361
Additional Funding- Innovation	646	0	0	0	646
Additional Funding- Transform Pilot	25	0	0	0	8
Additional Funding-Intro to Social Care	124	0	0	0	124
Additional Funding -NDR	180	0	0	0	180
Additional funding-Media/TV advertising	100	0	0	0	100
Additional Funding- Bursary funding imp	679	0	0	0	464
Apprenticeship Certificate Income	40	17	23	(7)	32
Registration Fee Income	2,102	1,138	1,050	87	2,102
Mental Health Workforce	73	18	36	(18)	73
Other Income	0	5	0	5	5
Total Income	30,539	6,577	6,509	68	30,096

£68k of Income has been received more than budgeted in the financial year to date. This predominately relates to Registration Income being received at a quicker rate than anticipated in relation to Adult Care Home workers. In the next few months, we will closely scrutinise this budget and increase the outturn prediction if required.

The income outturn prediction figure has been reduced by £443k due to the following: -

- Our remit letter reflected a lower income figure of £208k than assumed in the budget reflecting an adjustment for general depreciation of £230k but reduced by additional capital monies of £22k
- Even at this early stage of the financial year of the additional monies reflected in our remit letter we will be drawing down at a maximum only £464k (of £679k) of Bursary improvement monies and £8k (of £25k) of the Transformation pilot monies.

Expenditure Analysis

As at the end of the first quarter there was an underspend of £550k against budget. Analysis in respect of the main headings is provided below: -

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
Grants Programme					
SCWWDP	7,149	-	-	-	7,149
People Using Services and Carers	68	25	28	3	68
Regional Facilitation	1,465	-	-	-	1,865
Student Funding	2,050	326	209	(117)	1,792
PLOF	1,215	28	30	2	1,100
Bursary Funding Improvements	679	58	60		464
SfCD	14	15	-	(15)	14
Sub-total	12,640	452	327	(125)	12,452

- The Grants Programme shows an overspend of £125k primarily in the Student Funding (Bursaries) Budget which is a matter of timing. Please note that the Student Funding budget outturn is predicted to be £258k less than budget with the Practice Learning Opportunity Funding budget £115k less than budget reflecting the latest information in respect of intake numbers on the Social Work programmes. It is anticipated that only in the region of 165 new bursaries will be awarded of the 200 budgeted for.
- In late July Welsh Government announced an increased level of bursaries for both undergraduate and postgraduate students with additional funding being provided. Due to the low intake numbers only £464k of Bursary Funding improvements will be spent. However as noted above there will be a corresponding decrease in the additional monies drawn down
- The Regional Facilitation Grant outturn has been increased by £400k to reflect the decision by Management Team to provide additional funding to the Regions focussing on SCWWDP priorities including retention initiatives
- Overall, it is now projected that the Grants programme will be underspend by £188k at the end of the financial year

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
Workforce Regulation					
Administration	105	48	56	8	106
Hearings	903	283	426	143	632
Projects	322	49	49	0	329
Salaries	4,214	1,754	1,895	142	3,924
Sub-total	5,544	2,134	2,426	292	4,991

- The Workforce Regulation budget has a £292k underspend to date with significant underspends in the Hearings (£143k) and the Salaries budget (£142k).

- There is an underspend in the Hearings budget reflecting lower activity to date and the streamlining of more cases than budgeted further to the efficiency review of Fitness to Practice practices in 2021-22. Based on planned hearings and an estimate of number of hearings in the latter months of the financial year it is predicted that the Hearings budget will be £271k underspent at the end of the financial year
- The Salary budget is £142k underspent reflecting savings in Panel member salaries budget due to the low hearing activity to date and that the Salary vacancy rate is greater than budgeted. Therefore, the salary budget outturn has been reduced by £290k to reflect panel salary savings, a projected vacancy rate of 12% and the Salary contingency budget not been fully utilized
- In totality it is projected that the Workforce Regulation budget will be £553k underspent at the end of the financial year

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
Improvement and Development					
Administration	37	13	13	0	37
Intelligence and Data Admin	31	4	5	0	31
Projects	3,210	504	803	300	3,006
Salaries	2,970	1,267	1,300	33	2,800
Sub-total	6,248	1,788	2,121	333	5,874

- The Improvement and Development budget was underspent by £333k primarily due to underspends in the projects budget but this is a matter of timing. A major contributor to the underspend is in relation to a delay in Phase 2 of the Data Portal project. It is projected that the projects budget will be £204k underspent at the end of the financial year primarily due to the decision not to proceed with new Social Work Qualification Development project
- The salary budget is underspent by £33k to date and is projected to be underspent by £170k at the end of financial year reflecting its allocation of the increase in the projected vacancy factor and the Salary Contingency budget not being fully utilised
- Therefore, it is projected that the budget will be £374k underspent at the end of the financial year

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
Early Years and Childcare					
Projects	169	5	22	17	169
Salaries	309	131	154	23	309
Sub-total	478	136	176	40	478

- The Early Years and Childcare was underspent by £40k primarily due to a delay in the recruitment of one post to the team however it is anticipated that this budget will be fully spent at the end of the financial year.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
Strategy and Business Support					
Premises	584	321	296	(25)	602
Governance	93	54	41	(13)	98
Communications	143	58	80	23	143
Carreg and IT	1,066	423	408	(16)	1,066
Digital	127	23	20	3	127
Finance & Grant Admin	9	0	6	6	7
Human Resources	290	114	101	(13)	301
Projects	491	90	157	67	491
Salaries	2,827	1,177	1,162	(16)	2,657
Sub-total	5,629	2,260	2,270	10	5,493

- Strategy and Business support shows an underspend of £10k to date with both underspends and overspends in its constituent parts
- However, it is projected that the budget will be underspent by £136k at the end of the financial year again reflecting the increase in the projected vacancy factor and the Salary Contingency budget not been fully utilized

In total the expenditure section shows a year-to-date underspend of £550k with a year-end underspend of £1,251k projected. However, income is also projected to be £443k under budget which means a net underspend of £808k is projected. A cash position forecast to the end of 31 March 2023 has forecasted that a net underspend to the level of £500k will allow us to meet our 2% cash limit at the end of the financial year. Therefore, additional investment of a minimum of £308k is required. Management Team in October will be exploring opportunities for investment to further support the sector.

Financial Summary to 30 September 2022

Income	Annual Budget £'000	Actual YTD £'000	Budget YTD £'000	Variance £'000	Predicted Income £'000
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Sub-total	5,629	2,260	2,270	10	5,493
Total Expenditure	30,539	6,770	7,320	550	29,289

HR Q2 performance dashboard

Staff turnover	Staff absence
<p>Our year-to-date turnover rate is 7.02%</p> <p>Our target turnover rate is to remain under 15%.</p> <p>We have had 12 leavers this year to date.</p>	<p>We have stayed within our <3% target for absences excluding long term sickness.</p> <p>Our overall absence rate is 2.62%</p> <p>Total excluding long term absence is 1.41%.</p>
<p>Recruitment:</p>	
<p>We have advertised and closed 33 vacancies in this period and have a current success rate of 67%</p>	
<p>Key focus for Quarter 3</p>	
<ul style="list-style-type: none"> • Continue to progress the recruitment activity and support new staff induction • Progressing activities in our Learning and Development Plan with a specific focus on the skills analysis. • Undertaking listening exercises to kick start development of our Health and Wellbeing Strategy • Implement pay parity and pay award and roll out the financial wellbeing policy 	



Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	20.10.22				
Eitem Agenda Agenda Item	9				
Teitl / Title SCW/22/30	Cylchlythyr grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol 2023-2024				
Awdur / Author	Jon Day, Cyfarwyddwr Cynorthwyol y Gweithlu				
Cyfraniadau Gan/ Contributions From					
Papurau Cefnogol / Supporting Papers	Atodiad 1 – Cylchlythyr grant drafft 2023-2024				
Gweithgaredd Cynllun Busnes / Business Plan Activity	Rheolwyr, Arweinwyr a Pherchnogion Gofal Cymdeithasol a Blynnyddoedd Cynnar - Rheoli a gweinyddu Grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol Cymru (SCWWDP) ar gyfer 2022/23 Grant SCWWDP a Grant Hwyluso Rhanbarthol.				
Gweithred / Action Required	Cymeradwyaeth / Approval	Darparu Llyw / Provide A Steer	Darparu Sicrwydd / Provide Assurance	Trafodaeth / Discussion	Craffu / Scrutinise
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Argymhelliad / Recommendation	Gwahoddir y Bwrdd i gymeradwyo cylchlythyr grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol Cymru ar gyfer 2023/2024				
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau i'w hystyried	<ul style="list-style-type: none">• Adolygwyd y grant yn gynhwysfawr yn barod ar gyfer y flwyddyn grant 22/23• Roedd y grant yn cyd-fynd â themâu strategaeth y gweithlu o ganlyniad i'r adolygiad• O ganlyniad, mân newidiadau sydd i'w gwneud eleni• Rhai newidiadau ariannol sy'n cael eu nodi ym mhapur y bwrdd				

Main Points: Key Issues To Draw To Attention; Questions To Consider	<ul style="list-style-type: none"> • Cryfhau'r datganiadau rhywfaint, sydd eto i'w gweld ym mhapur y bwrdd • Mae'r holl newidiadau ar wahân i'r tablau ariannol wedi'u marcio fel newidiadau wedi'u tracio 			
Goblygiadau Risg y cynigion / Risk Implications of Proposals	Cyf Risg/ Risk Ref	Teitl y Risg / Risk Title	Sgoriau risg gweddilliol Residual Risk Scores	
			Tebygolrwydd	Effaith
	Risg y prosiect	Os oes diffyg eglurder ynghylch gwariant a ganiateir yn y llythyr cylch gwaith bydd risg y bydd prosesau archwilio'n cymryd yn ôl oherwydd gwariant amhriodol	2	2
Asesiadau Effaith / Impact Assessments Considered	Cyfle cyfartal / Equality of Opportunity	Diogelu data / Data Protection	Iaith Gymraeg / Welsh Language	Arall / Other (e.e. newid yn yr hinsawdd / cenedlaethau'r dyfodol)
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	Dim effeithiau i roi sylw iddynt o ganlyniad i'r asesiadau			

Cylchlythyr grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol 2023-2024

1. Cyd-destun

- 1.1 Trosglwyddwyd y cyfrifoldeb am SCWWDP i Gofal Cymdeithasol Cymru ym mis Ebrill 2017, ac yn y flwyddyn gyntaf, cafodd y grant ei weinyddu'n unol â threfniadau blaenorol gyda Llywodraeth Cymru.
- 1.2 Mae'r broses a'r blaenoriaethau cenedlaethol wedi cael eu hadolygu ddwywaith, yn 2017 a 2021, yn y drefn honno.
- 1.3 Roedd yr adolygiad yn 2021 wedi manteisio ar y cyfle i gysoni'r llythyr grant â themâu strategaeth y gweithlu gan felly ddisodli'r blaenoriaethau cenedlaethol blaenorol
- 1.4 Dros oes y grant gyda Gofal Cymdeithasol Cymru, rydym hefyd wedi ychwanegu'r elfen Grant Hwyluso Rhanbarthol (RFG) i broses weinyddol SCWWDP. Nid yw'r RFG yn denu 30% o arian cyfatebol.
- 1.5 Mae'r grant yn amodol ar gylch gwaith y cytunwyd arno. Mae'n rhaid i'r bwrdd gymeradwyo'r manylion ac mae'r cynnig drafft wedi'i gynnwys yn Atodiad 1 gan gynnwys newidiadau arfaethedig sy'n cael eu dangos fel newidiadau wedi'u tracio
- 1.6 Mae ambell faes lle mae'r geiriad wedi'i gryfhau ar sail adborth gan rwydwaith rheoli'r gweithlu e.e. partneriaeth gydag asiantaethau a sectorau eraill, hyfforddiant ar gyfer gweithwyr gwybodaeth, cyngor a chymorth a darparu'r seilwaith angenrheidiol ar gyfer cyflwyno hyfforddiant i weithwyr cymdeithasol cymwys ac ôl-gymhwysol.
- 1.7 Mae newid wedi'i wneud hefyd i ychwanegu cyfeiriad at y ffaith bod micro-ofalwyr yn dod o dan gwmpas y grant.
- 1.8 Yr ail newid allweddol yw newid i'r dyraniad cyllid.
- 1.9 Mae cynnydd o £103,000 i'r ffigur blaenorol o £206,000 yn yr RFG sy'n anelu'n benodol at gynyddu nifer y dysgwyr sy'n mynd am radd mewn gwaith cymdeithasol. Mae hyn yn dod â'r ffigur cyffredinol i £309,000 ledled Cymru ac mae hyn yn cynrychioli'r cynnydd terfynol o'r cynlluniau a nodwyd dair blynedd yn ôl.
- 1.10 Mae arian, a oedd wedi'i gynnwys yn yr RFG y llynedd, wedi cael ei symud, sef arian wedi'i neilltuo ar gyfer hyfforddiant gwaith cymdeithasol cymwys ac ôl-gymhwysol, i grant SCWWDP prif ffrwd fel ei fod bellach yn denu 30% o arian cyfatebol
- 1.11 Mae hyn yn cynrychioli cynnydd o £490,701 yng nghyllid SCWWDP, sy'n denu cynnydd o £210,301, sy'n golygu cyfanswm cynnydd o £701,002 ar gyfer 2023/2024

2. Goblygiadau o ran adnoddau

- 2.1 Y grant a ddyrannwyd yw £7,640,051 ac mae gofyn cael 30% o arian cyfatebol gan y rhanbarthau, gwerth £3,274,308, gan sicrhau bod yr adnodd cyffredinol ar gael yn dod i gyfanswm o £10,914,359.
- 2.2 Mae gwerth y grant RFG yn dod i gyfanswm o £813,000 ar gyfer 2023/2024

3. Risg a sicrwydd

3.1

ID Risg/Risk ID	Risg y prosiect	Sgôr Risg Gweddilliol Inherent Risk Score
Teitl y Risg / Risk Title	Os oes diffyg eglurder ynghylch gwariant a ganiateir yn y llythyr cylch gwaith bydd risg y bydd prosesau archwilio'n cymryd yn ôl oherwydd gwariant amhriodol	4
		Sgôr Risg Gweddilliol Residual Risk Score
2		
Prif Reolaethau		
Prosesau craffu a llywodraethu clir a chadarn ar gyfer datblygu'r llythyr cylch gwaith blynyddol drwy EMT a Bwrdd Gofal Cymdeithasol Cymru.		
Cyfathrebu clir a chywir wedi'i gytuno a'i rannu â'r sector.		
Cyfarfodydd misol gydag arweinwyr y gweithlu rhanbarthol.		

4. Ymgysylltu

- 4.1 Mae trafodaethau wedi bod yn mynd rhagddynt gyda rhwydwaith Rheolwyr Hyfforddiant Cymru Gyfan i asesu perfformiad yn 2022/2023 a thrafod newidiadau posibl ar gyfer 2023/2024.

5. Effaith

- 5.1 Adroddir ar effaith y grant yn ystod haf 2024 yn unol ag amserlen monitro diwedd blwyddyn.



Directors of Social Services in Wales
Directors of Finance
Regional Workforce Managers
Welsh Government – Social Services Directorate

Date to be inserted when letter is signed off

Dear Colleagues,

**Social Care Wales Workforce Development Programme (SCWWDP)
2023/2024: Grant Circular**

~~During 2021 we commissioned an independent review on the SCWWDP. I would like to take this opportunity to thank you for your contributions to this review which have informed our approach to the 2022/23 grant and beyond. You can find the papers related to the changes on our website <https://socialcare.wales/cms-assets/file-uploads/Board-meeting-papers-21.10.21.pdf>~~

A. Introduction

1. This circular sets out the arrangements for the SCWWDP grant for **2023/2024**. It announces the grant allocations for each region and invites grant applications based on the seven regional partnership areas (“partnerships”) established under Part 9 of the Social Services and Well-being (Wales) Act 2014.
2. The grant will support compliance with the Welsh Government Code of Practice on the role of Directors of Social Services that came into force in April 2016. Chapter 4 of the code on workforce development is of particular relevance as it requires the development and delivery of a plan for workforce development for the whole sector workforce, regardless of employer.
3. This circular details the requirements to be met to draw down the SCWWDP funding.
4. The primary responsibility for effective training, development and qualification provision for the social care workforce remains with employers. The SCWWDP grant is intended to provide a significant supplement to the resources provided by employers.
5. The grant must be used to support equality of access to all types of social care providers in each region and spend should be broadly reflective of the profile of the sector in the local authority and region. We expect to see and will monitor equality of access across different social care professions and access by all types of social care employers in the voluntary, private and independent sector.

6. In addition SCWWDP partnerships should assure themselves there is equality of access to learning and development for all of the workforce in the geographical area, and undertake clear impact analysis to ensure there is no detrimental impact for individuals with protected characteristics taking account of relevant actions in the Anti-Racism Wales Action Plan.

5.7. Subject to confirmation from Welsh Government, the funding available from Social Care Wales through SCWWDP in **2023/2024** which provides 70% cost of the programme will be £7,640,051 7,149,350. The grant funding will be allocated and paid to the identified lead local authority from the region. It is for each region to determine the most effective use of resources and local arrangements will need to be put in place to distribute resources to each local authority to meet local priorities where required. A breakdown of the individual local authority allocations, should a region wish to use this approach is indicated in Annex 2.

6.8. Local Authorities are, as a minimum, required to 30% match fund the grant and an indication of allocations is included in Annex 2. Regions can adapt the way the 30% allocation is resourced, but 30% is a minimum contribution in order to secure the grant. Any additional in year resources will be prioritised to authorities who had contributed above the 30% minimum.

7.9. The regional facilitation grant is also subject to confirmation from Welsh Government so all figures in this allocation should be treated as indicative until such time Social Care Wales remit and therefore its budget is agreed. Confirmation for all levels of funding will be given to all regions as soon as possible.

8.10. All documentation must be submitted to Social Care Wales in electronic format. A proforma for applications will be issued alongside this circular and the schedule for each stage of application and claim is included in Annex 1. The lead local authority will ensure the required application requirements are met and will maintain appropriate records for audit purposes. Following the SCWWDP review we will look to provide an online mechanism in future years for the submission of information and will work with SCWWDP regions to explore this further.

9.11. Despite the annual nature of the detail of funding allocations, Social Care Wales is committed to the delivery of the SCWWDP to the sector for as long as the resources are received from Welsh Government. This commitment may help partnerships to plan on a longer term basis.

B. Aims and Objectives

10.12. This grant's focus is to support the ambition of the Health and Social Care Workforce Strategy, the continued implementation of the Social Services and Well-being (Wales) Act 2014 and Regulation and Inspection of Social Care (Wales) Act 2016 as well as providing scope to address identified regional and local workforce priorities to support improvement of care and support across all social care providers and organisations.

~~41.~~13. Whilst the priority for the grant is to support regulated and commissioned services, flexibility is provided to meet the needs of, but is not exhaustive of, personal assistants to direct payment recipients, commissioned micro carers, volunteers, people who use care and support, carers, regional services such as safeguarding boards, adoption, CAF/CASS and Care Inspectorate Wales. This extends to work with the future supply of workforce and relevant initiatives with schools, Further Education, Higher Education and Employment schemes.

~~42.~~14. The objectives of the SCWWDP, working in partnership to support social care staff across all organisations in **2023/2024**, are designed to support the ambition of the health and social care workforce strategy taking into account delivery plans in place at a national level. The grant application should prioritise the following themes and actions:

- Build a digitally ready workforce (actions 15-17)
- Excellent education and learning (actions 18 -24)
- Provision of qualifying and post qualifying social work training
- Leadership and succession (actions 25-27)
- Workforce shape and supply (actions 28-32)

~~43.~~15. Clear evidence will need to be provided in submissions that the SCWWDP grant application

- has been discussed at a relevant Regional Partnership Board (RPB) meeting
- contributes to the workforce plans of the RPB and is based upon population needs assessment and resulting plans.

~~44.~~16. In line with agreements reached previously with ADSSC and the workforce manager network, any digital programme of learning funded by SCWWDP must not be locally branded to allow for possible upscaling to a national platform in the future.

~~45.~~17. To continue this approach of reduced duplication of training and other workforce initiatives a register will be developed by Social Care Wales to capture the key developments to ensure opportunities for scaling up on an all Wales basis are maximised.

C. Expectations of the Region

~~46.~~18. The governance arrangements that oversee the use of this funding must include representatives from a range of settings. Clear and full arrangements for governance are requested as part of the application process, with each region drawing membership from:

- statutory, voluntary and private sector employers
- people who use care and support

- carers
- training providers including work-based learning providers, further and higher education
- commissioners
- regulated and non-regulated providers covering social work and social care for children and family services and adult services (this should include adult care; domiciliary care; children’s care and foster care).
- Other local statutory partners including for example health, education, housing, the police and probation should also be engaged to take advantage of opportunities to work together and ensure that all are equipped to support delivery of duties under the legal framework and to align, where appropriate, learning and development frameworks and provision. This will also support the work to consider the workforce implications that flow from the development of a more integrated approach to care and support.

17-19. The application will include a profile of the sector within each Local Authority in the region, detailing the number of service providers and size of workforce across statutory, voluntary and private provision.

18-20. The role of the Partnership is to:

- steer and oversee the development and delivery of the SCWWDP action plan, based on training needs analysis and workforce data
- plan and ensure delivery of learning and development across the social care workforce (this should include (but not exclusive to) other services that do not fall directly into the regional footprint which should have their workforce needs taken account, for example, Care Inspectorate Wales, CAFCASS and the National Adoption Service)
- monitor progress against plans
- evaluate the impact of the SCWWDP action plan on services and the workforce
- ensure clear information reporting links and processes to the Regional Partnership Boards including evidence of meetings of when grant applications and end year monitoring reports were shared with the board and contributes to the workforce plans of the RPB (evidence will be required at application and end year monitoring stage).

19-21. Partnerships should ensure the principles of More than Just words are embedded in all relevant training and give consideration to the workforces’ ability to deliver services bilingually in line with the “More than just Words” Strategic Framework for Welsh Language Services in Health, Social Services and Social Care. More than just words: Welsh language plan in health and social care | GOV.WALES

20-22. The grant should be used to ~~promote~~ deliver the active offer in relation to improving the offer of providing learning, development and qualifications through the medium of Welsh and ensuring that individual learning preferences are taking into account across all provision.

21-23. Partnerships should adopt a leadership role in relation to identifying other sources of resources including funding for different parts of the sector that supplement the SCWWDP grant e.g. apprenticeship funding, adult learning opportunities.

22-24. Social Care Wales is committed to developing a real time resource that support the regions and local authorities in understanding the workforce development funding landscape.

23-25. Where possible and appropriate, efforts should be made to commission and procure learning, development and qualification provision from organisations that are based in Wales, ensuring that there is continued support for the Welsh economy including partnerships with social enterprises and the voluntary sector.

D. Funding

24-26. In context of the priorities listed in 13, use of this funding is limited to the categories below:

- themes and actions of the health and social care workforce strategy and subsequent delivery plans
- training to support continued implementation of the Social Services and Well-being (Wales) Act 2014 including the support for the learning, development and qualification needs of Information, Advice and Assistance services
- training to support continued implementation of the Regulation and Inspection of Social Care (Wales) Act
- the costs of other learning and development events and activities, including staff replacement and other costs for social work and social care, with a primary focus on accredited training
- the costs of secondments for social work qualifying training, including staff replacement costs
- social worker training – with an emphasis on pre-qualifying, qualifying and post-qualifying training
- meeting registration requirements for qualifications or units of qualifications for current Social Care Wales registered groups or those to be registered in future
- practice improvement linked to professional regulation
- the non-salary costs, including course fees, of seconding staff for learning and development
- the costs of staff employed to provide learning and development and ~~for~~ work-based and practice based assessment, including accredited qualification assessment, ensuring the necessary infrastructure is in place to support agreed action plans
- the costs of helping people who use care and support and carers to take part in SCWWDP partnership learning and development events and evaluation.

- the costs of the provision of equipment and, where justified, the rent of premises for training and assessment of competencies.

NB: where equipment is purchased, it should be considered an asset of the social services workforce team for the delivery of learning and development purposes only. Any loan of equipment must be managed by the social services workforce team including issuing and returns.

25-27. For learning and development supported by the SCWWDP grant, all of the following conditions must be met:

- training will be provided free of charge to all partner social care organisations (this applies only to the aspect of training delivery, charges in respect of administration, non-attendance or hospitality are still applicable). Charges may be made to support co-investment in training with other agencies
- only 10% of the SCWWDP grant can be used to support training that is solely used to comply with health and safety legislation, as these are the responsibility of the employer. This does not include training completed as part of broader training (i.e. as part of a qualification). This legislation includes the:
 - Management of Health and Safety at Work Regulations 1999
 - Manual Handling Operations Regulations 1992
 - Control of Substances Hazardous to Health Regulations
 - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)
 - Lifting Operations and Lifting Equipment Regulations 1998
 - Provision and Use of Work Equipment Regulations 1998
 - Personal Protective Equipment at Work 1992
 - Health and Safety at Work etc. Act 1974
 - Food Safety Act 1990.
- grant funding may not be used to pay for individual places on any courses where these have already been subsidised by Social Care Wales or Welsh Government. Partnerships must ensure there is no double funding on any course fees
- grant funding should not be used to support shared corporate services either within one local authority or across a group of local authorities unless the funding is wholly and exclusively used for the purposes of the SCWWDP priorities
- partnerships with other sectors e.g. housing health education etc is encouraged as long as there is a direct benefit to the social care sector. SCWWDP funding cannot be used to fund or support an initiative or activity that unless the funding is wholly and exclusively used for the purposes of the SCWWDP priorities

- the largest proportion of the grant must be utilised for learning and development and qualifications (including costs of staff to deliver training) rather than on programme staffing, management and administration. We do not expect the funding on programme staffing, management or administration to increase (outside of any cost of living awards). Partnerships may employ staff jointly where this is an effective approach to the development of social care sector and costs appropriately.

26-28. As part of end year monitoring, regions will be expected to report on any significant variance between planned and actual expenditure.

Regional Facilitation Grant

27-29. ~~Funding previously issued under the~~ The Regional Facilitation Grant ~~is now contained within this grant and~~ is not expected to attract a 30% match funding but can only be used for the priorities identified in section 30.

28-30. All aspects of the regional facilitation grant are subject to continued funding from Welsh Government through the remit of Social Care Wales. For that reason, the priorities in 30 below and the associated funding should be seen as indicative until such time there is confirmation from Welsh Government as to levels of funding.

29-31. The priorities for this element of the grant will be as follows:

- continuation of the core element that supports sector wide engagement within the regions
- contribution to the delivery of the registered managers forums (minimum of 1 per region per year)
- contribution to the development of regional care career connector function to support the central attraction, recruitment and retention campaign for the duration of this programme of work. This priority should align to the attraction and recruitment theme of the health and social care strategy (actions 6 – 8) A remit for this function is included in Annex 3 and each region is required to identify a named individual responsible for this function.
- contribution to the increase in the number of sponsored social work students hosted by each local authority. This must increase the number of sponsored students and not be used to fund existing plans for sponsoring students. ~~At this stage this funding is for one year only.~~

30-32. The funding for each of these priorities is shown in Annex 4. The amount allocated against each priority, with the exception of the social work degree sponsor programme, will be determined by each region. However, clear activities and progress are expected to be contained with each regional action plan.

~~31.33.~~ All sponsored students on the social work degree funded through SCWWDP funding must complete their studies on a programme that is regulated by Social Care Wales.

~~32.34.~~ Reporting against these priorities will be required in line with the reporting arrangements for the other aspects of this grant through the rolling action plan.

~~33.35.~~ Whilst every effort will be made to limit reporting to what is contained in this remit letter, Social Care Wales reserves the right to request other forms of monitoring reports on a thematic basis particularly where there is a joint interest or the need to work collaboratively e.g. analysis of Welsh Language provision, specific workforce returns, analysis of procurement activity, analysis of assets purchased, impact of Covid, move to digital provision, etc.

E. Governance

~~34.36.~~ Applications should be submitted by Midday 20 February 2023. Please ensure all documentation is signed by the relevant officers as identified on the endorsement forms.

~~35.37.~~ Applications will be assessed for their compliance with this circular and the relevance of the plans to it. Applications should be made using the application template provided.

~~36.38.~~ We will expect regional workforce partnerships to formally monitor this grant mid-year and at year end. Templates will be provided for these reports, which should document progress against planned achievements, reasons for deviations from plans, corrective actions that have been established and confirmation of spending plans for the remaining period of the financial year.

~~37.39.~~ Social Care Wales are looking for the grant to have a positive impact and progression in a number of areas and as such we will ask for evidence including trends and themes on the following:

- Increased local authority contributions over and above the required 30% match funding for the SCWWDP grant (finance form)
- Evidence that activities are reaching and impacting on the whole sector in line with the profile submitted in points 5,6 and 19 (action plan)
- Efforts made to reduce non-attendance at learning and development events (data returns and action plan narrative)
- Efforts made to reduce the numbers withdrawing from qualifications (data returns and action plan narrative)
- Evidence of how the performance from one year has influenced the application for the following years grant (narrative from application template).
- A descriptive account of how SCWWDP funded activities are being considered and assessed within their organisational carbon footprints with reference to their Local Government Carbon Management Plans, by reference to the initiatives set out in paragraph 46.

~~38.40.~~ We will supply audit forms for verification of accounts of SCWWDP expenditure.

~~39.41.~~ Regional workforce partnerships are required to evaluate the use and effectiveness of the grant and the partnership. Social Care Wales is required to ensure the correct use of the funding and will need to work with regions to evidence the impact of the grant programme across Wales.

~~40.42.~~ Directors of Social Services must ensure that:

- the SCWWDP funding is utilised for the whole social care sector workforce and appropriate training places, funding and qualification opportunities are made available to all areas of the sector
- applications are compliant with this guidance
- evidence of compliance with the ~~qualifications~~qualification framework is provided
- all requested documentation is signed and submitted by respective deadlines.

Part or all of the funding will be withheld if a Partnership:

- fails to comply with this circular
- fails to send in their application or monitoring forms by the due deadline
- fails to comply with the need for due diligence through the audit of spending
- fails to return the evaluation documentation on the impact of its plans and use of funding (in other words, outcomes and outputs) in line with the expectations laid out in this circular.

~~41.43.~~ The grant claim forms will be issued alongside the grant offer letter. A single allocation of the grant will be made in two instalments. This will be paid in arrears.

~~42.44.~~ Claims for the first six months of the grant should be returned no later than 29 September 2023 and claims for the balance should be returned no later than date 12 February 2024. Grant allocations are for the specified financial year only and cannot be carried over to the following year. Annex 1 sets out the 2023/2024 SCWWDP grant key dates.

~~45.~~ To improve scrutiny and therefore accountability reporting, ~~it is proposed to introduce~~we will continue with individual monitoring meetings with each region to further discuss and explore their end of year monitoring report prior to final sign off by Social Care Wales. These meetings will be between the Lead Officer in Social Care Wales and the regional workforce boards.

~~46.~~ The Social Care in Wales Decarbonisation Route Map towards NetZero by 2030 sets out an expectation that the sector will pursue a range of initiatives to reduce its carbon footprint these include that.

- SC2: Local Authorities will fully support the Climate Emergency for Wales declaration in the delivery of social care, by championing a future decarbonisation strategy.
- SC7: Local Authorities and social care providers will promote active travel.
- SC9: 'Education and carbon literacy programmes will be undertaken for social care workers and those who commission and procure social care services. The sector will share activities and learnings via social care stakeholder groups'.

F. Enquiries

For all enquiries and communications please contact SCWDP@socialcare.wales

I would like to thank you for the ongoing provision of support for the development of the workforce prior to and during the Covid-19 pandemic. We recognise this has been a challenging time in adapting how we provide training and learning and the ongoing challenges being faced by all services. ~~W~~e look forward to continuing to work with you and to learn from one another into the future.

Yours sincerely,



Sue Evans
Chief Executive

Annex 1: Timetable SCWWDP 2023-2024

The timelines below are based on a final version of the circular being circulated on xx/12/2021

Action	Deadline
SCWWDP applications and plans to Social Care Wales	20/02/2023
Grant Award letters to Nominated Directors of Social Services and claim forms to Nominated Directors of Finance	24/03/2023(on confirmation of budget from Welsh Government)
Signed Grant Award letters to Social Care Wales	10/04/2023
First six month claims	29/09/2023
Mid-year monitoring reporting to Social Care Wales	20/11/2023
Final grant claim to Social Care Wales	12/02/2024
End of year reporting to Social Care Wales	17/06/2024
Audit Certificate to Auditor and copied to Social Care Wales	27/09/2023
Audited Certificate to Social Care Wales	06/01/2025

Annex 2

2023-2024SCWWDP Allocation

Total SCWWDP Grant (subject to confirmation from Welsh Government) ~~£7,149,350~~
£7,640,051

Region & Local Authority	Social Care Wales Contribution	Local Authority Contribution	Total Local Authority SCWWDP Expenditure	Regional Facilitation Grant
	£	£	£	£
North Wales allocation	1,710,981	733,278	2,444,259	185,619
Anglesey	188,142	80632	268774	
Gwynedd	293,693	125869	419562	
Conwy	302,422	129609	432031	
Denbighshire	262,828	112640	375468	
Flintshire	333,488	142924	476412	
Wrexham	330,408	141604	472012	
Mid Wales Allocation (Powys)	308,680	132291	440971	52,900
West Wales allocation	933,957	400,267	1,334,224	111,005
Ceredigion	188,938	80973	269911	
Pembrokeshire	298,997	128141	427138	
Carmarthenshire	446,022	191153	637175	
West Glamorgan allocation	954,016	408,864	1,362,880	91,845
Swansea	575,881	246806	822688	
Neath Port Talbot	378,135	162058	540192	
Cardiff & Vale allocation	1,100,514	471,649	1,572,163	94,844
Cardiff	808,604	346545	1155149	
Vale of Glamorgan	291,910	125104	417014	
Cwm Taf Morgannwg allocation	1,123,722	481,595	1,605,317	114,889
Rhondda Cynon Taf	593,748	254463	848211	
Merthyr Tydfil	186,102	79758	265860	
Bridgend	343,872	147374	491246	

Greater Gwent allocation	1,508,181	646,364	2,154,545	161,898
Caerphilly	449,114	192478	641592	
Blaenau Gwent	214,663	91999	306662	
Torfaen	254,673	109146	363819	
Monmouthshire	204,953	87836	292789	
Newport	384,778	164905	549683	
Wales Total	7,640,051	3,274,308	10,914,359	813,000

Annex 3

Regional Care Career Connector function

Function:

- Provide a named regional point of contact for Social Care Wales to facilitate the effective roll-out of a national attraction, recruitment and retention campaign for social care, early years and childcare
- Provide a resource within the region to continually promote careers in social care, early years and childcare

Regional/local:

- Establish and maintain connections with schools, work-based learning providers, Further Education and Higher Education to continually promote careers in social care, early years and childcare
- Establish and maintain links with Careers Wales, Department of Work and Pensions, Job Centre Plus, etc to continually promote careers in social care, early years and childcare
- Contribute to the development and promotion of careers information in line with the national campaign and support the promotion of careers in social care, early years and childcare in the region
- Identify opportunities at job fairs and career events and agree whether to attend them
- Contribute to the development of meaningful placement opportunities for job seekers and learners
- Map recruitment practice within the region including approaches to advertising, recruitment methods, etc.
- Map employment support initiatives in the region and provide links to pathways for social care, early years and childcare
- Promote the use of *Question of Care* resources to aid effective recruitment practices
- Establish mechanisms to access or provide job seeking skills such as CV writing, job application and interview techniques

National:

- Contribute to developing and sustaining the national attraction, recruitment and retention campaign and its website
- Act as the regional contact for enquiries from the national campaign website
- Provide half-yearly and annual reports on activity levels within the region
- Contribute as a member of a national network of Regional Care Career Connectors facilitated by Social Care Wales
- Identify and share good attraction, recruitment and retention practices taking place at a regional level
- Assist in measuring and evaluating the impact and success of the national campaign and particularly in their region
- Identify and refer on potential care ambassadors

- Contribute to the development of resources and materials to support national attraction, recruitment and retention initiatives
- Contribute to the delivery of national careers events e.g. Skills Cymru

Annex 4

2023-2024 Regional Facilitation Grant allocations

Region	Core Grant	Sponsored social work students	Total
	£	£	£
North Wales allocation	£105,279	£80,340	185,619
Mid Wales Allocation (Powys)	£40,540	£12,360	52,900
West Wales allocation	£67,745	£43,260	111,005
West Glamorgan allocation	£60,945	£30,900	91,845
Cardiff & Vale allocation	£63,944	£30,900	94,844
Cwm Taf Morgannwg allocation	£71,629	£43,260	114,889
Greater Gwent allocation	£93,918	£67,980	161,898
			813,000



Cyfarfod / Meeting	Cyfarfod Bwrdd	
Lefel dosbarthiad / Openness Level	Preifat / Private	Cyhoeddus / Public
	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dyddiad / Date	20.10.22	
Eitem Agenda Agenda Item	10	
Teitl / Title	Adroddiad Effaith 2021-22	
SCW/22/31		
Awdur / Author	Sue Evans, Prif Weithredwr	
Cyfraniadau Gan/ Contributions From		
Papurau Cefnogol / Supporting Papers	Atodiad 1 – Adroddiad Effaith 2021-22	
Gweithgaredd Cynllun Busnes / Business Plan Activity		
Argymhelliad / Recommendation	Gofynnir i Aelodau'r Bwrdd drafod a chymeradwyo'r Adroddiad Effaith ar gyfer 2021-22.	
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried		
Main Points: Key Issues to Draw to Attention;		

Questions To Consider					
Goblygiadau Risg y cynigion / Risk Implications of Proposals	Cyf Risg/ Risk Ref			Sgoriau risg gweddilliol Residual Risk Scores	
		Teitl y Risg / Risk Title		Likelihood	Impact
	N/A				
Asesiadau Effaith / Impact Assessments Considered	Cyfle cyfartal / Equality of Opportunity	Diogelu data / Data Protection	Iaith Gymraeg / Welsh Language	Arall / Other (e.g climate change / future generations)	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	N/A				

Adroddiad Effaith Gofal Cymdeithasol Cymru 2021-22

1. Cyd-destun

- 1.1 Fel sefydliad gwasanaeth cyhoeddus cenedlaethol, gwyddom ein bod yn gweithio o fewn ac ar draws sefydliadau cyhoeddus, preifat a thrydydd sector ledled Cymru. Yr allwedd wrth ddatblygu ein cynllun 5 mlynedd nesaf fu edrych ar ba wahaniaeth a newid yr ydym eu heisiau dros y pum mlynedd nesaf a beth fydd ein cyfraniad penodol i wneud y gwahaniaeth hwn.
- 1.2 Rydym am fesur effaith ein gwaith a gwneud hyn yn gadarn; mae angen i ni wybod sut mae agweddau allweddol wedi newid (canlyniadau) a'r cyfraniad penodol yr ydym wedi'i wneud i helpu i gyflawni'r newidiadau hyn (effaith). Mae mesur y ddwy agwedd hyn gyda'i gilydd yn cydnabod y ffaith bod amrywiaeth o wahanol sefydliadau a phartneriaid yn gweithio i wella canlyniadau, yr ydym yn cyfrannu atynt, ond nid ni yw'r unig ddylanwadwr.
- 1.3 Rydym yn defnyddio ein hadroddiad effaith ar gyfer 2021-22 i dreialu ein dull o werthuso ein heffaith wrth gyflawni ein canlyniadau strategol. Bydd hwn yn gyfle i adolygu ein prosesau ac ystyried unrhyw agweddau y bydd angen eu rhoi ar waith cyn dechrau 2022-23.
- 1.4 Yn dilyn sesiwn datblygu'r Bwrdd ym mis Medi ar adolygu a dadansoddi'r data ar gyfer yr adroddiad hwn rydym wedi cynhyrchu'r drafft. Yn anffodus, oherwydd amserlen, nid allwn ni rhannu hyn ar borth y Bwrdd cyn cyfarfod y Bwrdd. Ond rydym wedi defnyddio'r sylwadau ar gyd-destun y gwaith yn 2021/22 (fel heriau pandemig, economaidd a recriwtio) yng nghyflwyniad y Cadeirydd a'r Prif Weithredwr. Yna mae'r naratif o dan yr 8 canlyniad yn canolbwyntio ar feysydd penodol ein heffaith.

2. Cyfathrebu

- 2.1 Yn dilyn cymeradwyaeth y Bwrdd, bydd yr Adroddiad Effaith yn mynd trwy ein proses gyhoeddi. Bydd hyn yn cynnwys dylunio hygyrch, golygu pellach ar gyfer darllenadwyedd a sicrhau ansawdd.
- 2.2 Bydd y wybodaeth ar gael ar ein gwefan fel tudalennau html hygyrch gyda dolenni i adnoddau a chyfeirio at ddogfennau perthnasol eraill. Bydd fideo i gyd-fynd â'r rhagair gan y Prif Weithredwr a bydd hwn yn cael ei ddefnyddio ar ein sianeli cyfryngau cymdeithasol. Nod y dull hwn yw alinio â chyrrff cyhoeddus eraill o ran sut i [gynyddu nifer y darllenwyr adroddiadau blynyddol](#).

3. Argymhellion

- 3.1 Gofynnir i Aelodau'r Bwrdd drafod a chymeradwyo'r Adroddiad Effaith ar gyfer 2021-22.



Foreword by Chair and Chief Executive Officer

(Video format)

Our vision is to make a positive difference to care and support in Wales for children, adults and their families and carers. It is important that children, young people and adults in communities in every part of Wales can rely on high quality social care and childcare to help them live the lives that matter to them.

To turn this vision into reality, we provide national leadership and expertise in social care and early years. We lead on regulating and developing the social care workforce, service improvement, data and research to improve care.

Our Strategic Plan sets out our focus for the next five years, which are likely to see considerable social and economic change. The ways in which social care and early years services are provided, and how people use them, are also likely to be different.

This report looks back at our work for 2021-2022 and the impact our work programmes has had. Our aim at Social Care Wales, is to continue to do all we can for the social care and early years workforce, their employers, and strategic leaders during this difficult time and help them to continue to focus on caring for and supporting some of the most vulnerable people in our communities. We are the national leadership organisation in Wales for social care workforce regulation, supporting service improvement through research and data, and delivering workforce development for the social care and early years sectors. Everything we do is focused on making a positive difference for high quality care and support in Wales.

During the year we tried to build on our work with the social care and early years sectors and the evidence we have gathered, especially during the pandemic to inform our response. We continue to carry out our regulatory responsibilities fairly and proportionally, whilst continuing to adapt and improve our work in this area. More broadly, we have focused on workforce well-being, developing the workforce, providing support for those delivering services and building on a stronger role for research and evidence.

Our vision

Making a positive difference to care and support in Wales for children, adults and their families and carers.

We will use people's experiences of using care and support, national well-being outcomes and indicators, thematic reports and case studies to show the progress towards realising our vision. We want to make sure we do not lose the person at the heart of how care and support is provided across Wales.

The provision of social care and early years services will continue to change, due to the impact of pandemic, economic pressures and the needs of communities. We continue to listen to the workforce, employers and strategic leaders to recognise these challenges and opportunities and what we can do to support the sectors to recover and stabilise for the short, medium and longer term. The workforce is still struggling with the changes brought about by the pandemic. These changes have placed extra demands on staff, leading to an increase in stress and lower morale and job satisfaction.

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

We have seen a fundamental shift in our understanding of how inequality, discrimination and exclusion are in-built into our world. As a society we need to respond to that new understanding. Strong social care and early years systems in Wales ensures that we are able to reduce the impact of disadvantage of poverty, neglect, illness, disability, race or other protected characteristics.

The recent census provides data on a growing and ageing population in Wales. The trend of population ageing has continued, with more people than ever before in the older age groups¹. The scale and complexity of people's needs will increase demand for social services in the future.

An evaluation² of the implementation of the Social Services and Wellbeing Act undertaken by Welsh Government highlights the challenges faced in transforming services. The evaluation looked at what impact the legislation had on the quality of life and the well-being of those who receive care and support. The study notes that any changes to well-being will take a very long time to become visible. However, participants in this study identified relatively few positive well-being impacts linked to their experiences with social services. As with elsewhere, where these positive impacts occurred, they were often down to good relation-centred care and support, practised by excellent social workers and social care workers. Factors reported to impact negatively on well-being included the perceived lack of empathy shown to service users and carers, leading to a series of undesirable feelings; frustration, distress, feeling helpless, isolation, stress and perceptions of being a burden. Peer support groups were notable in the positive role that they have reportedly played to bolster and maintain service users' and carers' wellbeing.

We do not underestimate the challenges these changes will bring, but we believe we have significant opportunities to support improvements for the people of Wales. We

¹ Over one-fifth (21.3%) of the Welsh population in 2021 (662,000) were aged 65 years and over, up from 18.4% (562,544) in 2011. The size of the population aged 90 years and over (29,700, 1.0%) has increased since 2011.

² <https://gov.wales/evaluation-social-services-and-well-being-wales-act-2014-process-evaluation>

will not be able to achieve these changes alone. Working with others is central to how we operate, and partnership will be at the heart of how we will deliver these priorities.

As a national leadership organisation, working with others is central to how we operate, and partnership will be at the heart of the delivery of this business plan. We want to continue to ensure people and stakeholders are involved across our work. This will include having meaningful conversations with the people affected by our work, finding out what matters to them, and reflecting their views before decisions are reached.

Draft

(Html format – data will be used within associated infographics for each outcome)

Outcome: Improved well-being for the social care and early years workforce

Why it's important

The well-being of the workforce is a key focus of the [workforce strategy for health and social care](#)³. There is an increasing and compelling body of evidence linking the well-being, capability and motivation of the social care and early years workforce to improved outcomes for the children, young people and adults they provide care and support for. A happy, healthy and supported social care and early years workforce in turn supports the well-being of the people in their care.

Our impact

The social care and early years workforce are our biggest and most precious asset in delivering high quality care and support. However, in too many cases, feedback from the workforce suggests they do not feel valued and supported. This can lead to a lack of engagement and motivation and can impact on attendance and turnover which ultimately affects quality of care for the children, young people and adults at the centre of services.

Currently there is little data available measuring the wellbeing of the workforce on a large scale. During the consultation on the workforce strategy *we heard from over 1,000 people who told us unequivocally that the health and wellbeing of the workforce, with an emphasis on culture, inclusion and leadership, was of the utmost importance.* We will pilot a workforce survey in 22-23 to ascertain data in relation to the wellbeing of the workforce. This will enable us to see the impact of our initiatives and target resources in the right areas going forward.

Work in 2021-22

We continued to gather information, advice and links to resources on our website <https://socialcare.wales/resources-guidance/health-and-well-being-resources>. During 21-22 we had nearly 7000 visits to our wellbeing pages on our website.

We organised a series of wellbeing sessions for managers and frontline staff with the aim of equipping them with the tools and techniques to manage their well-being with a focus on self-care. Some examples included:

- The Reconnect to Innate Resilience programme. This was initiated to address the fact that living and working through a global pandemic had placed great demands on the mental health and wellbeing of staff working in Social Services and Social Care. For those attending 3 or more sessions, wellbeing improved significantly, with the average level of wellbeing rising from 3.1 (out

³ 'A Healthier Wales: Our Workforce Strategy for Health and Social Care', HEIW and Social Care Wales, October 2020 https://socialcare.wales/cms_assets/file-uploads/Workforce-strategy-ENG-March-2021.pdf

of 5) to 3.7; 66% of participants (25 of the 38) experienced a “meaningful positive change” and individual levels of wellbeing improved from mostly “low” to mostly “medium”.

- Bereavement at Work webinars were organised to increase line manager awareness and confidence in approaching difficult conversations with staff around loss and grief. All participants agreed that they felt better equipped to have conversations about bereavement at work and know how to recognise the potential impact on me when supporting staff through loss and bereavement and what to do.

Draft

Outcome: a social care and early years workforce that is highly recognised and valued

Why it's important

The social care and early years workforce is crucial to the well-being of people of all ages in communities across Wales. They are also valued by the Welsh public, with more than two thirds thinking they do a good job and almost three quarters having confidence in them. Yet care workers are, on average, paid much less than other key workers.

Our impact

Perceptions have changed to the positive. The [WeCare Wales Benchmarking Survey 2020](#) highlighted public awareness and perceptions have improved. In particular for early years and childcare saw an increase of the positive impact on a child's development rose from 8% (2018) to 47% (2020). Similarly, for social care the view that the sector improves the quality of life grew from 3% (2018) to 28% (2020).

The skills and dedication of our social care and early years workforce deserves fair reward that reflects the crucial part they play in the well-being of people and our communities. This is something recognised by the Welsh Government through the [Social Care Fair Work Forum](#). As members of the Forum, we will continue to influence and commit to embedding Fair Work and improving terms and conditions for those working within the social care sector.

Work in 2021-22

[Care Worker Card](#) - All care workers in Wales were offered an updated recognition card that identifies them as key workers and gives them access to money-saving offers. The care worker card is the next version of a similar card launched last year to help support care workers as they faced huge personal and professional challenges from the pandemic. In response to feedback from users of the first card, we arranged for cardholders to benefit from a cashback card, as well as a wide range of retail offers, through dedicated discounts provider, Discounts for Carers. Cardholders also have access to preferential shopping arrangements at certain supermarkets where those still apply. They were also updated on resources, such as mobile applications, that can be used to help them maintain their physical and mental well-being. The new card offers the benefits to social care and childcare, play and early years workers in Wales, whether or not they are registered with Social Care Wales.

26,740 care worker cardholders

The largest group with cards are domiciliary care workers – 11,743

[Care Stars 2021](#) – the awards created to shine a light on the social care and early years workers who have made a truly positive difference to people's lives during the past 15 months when the whole country struggled with the challenges of the pandemic. In June 2021, employers, colleagues and members of the public were invited to nominate the paid care workers they felt deserved to be recognised for

their work over the past 15 months. As a result, 120 care workers from across Wales were nominated. A panel of judges, made up of [Social Care Wales Board members](#) and representatives from partner organisations, then whittled them down to the 12 Care Stars they thought deserved widespread recognition for the inspirational work they had done. They included a care assistant who went above and beyond at a care home, a support worker who used arts and crafts to enhance people's lives, and a residential child care worker who moved in with vulnerable children during lockdown.

Draft

Outcome: Social care practice and policy that is underpinned by innovation, high-quality research, data and other forms of evidence⁴

Why it's important

The priorities from the [Social Care Research and Development Strategy](#) gives Wales a unique opportunity to help improve people's well-being by applying evidence-based policy, practice and service models that have a focus on prevention and early intervention. We will continue to lead the national data strategy, social care data set and the National Social Care Research Strategy, working closely with Health and Care Research Wales to have a key role in supporting research communities of practice, career development, innovative practice and disseminating evidence-based practice through the training agenda.

Currently, the social care sector is not fully harnessing advances in technology to help with innovative ways of doing things, including learning. The same applies to the use of data and evidence to improve practice.

Our impact

Partnerships and collaborations are so important. We need to find a way of better sharing evidence and working better with researchers and others who can help us support the use of research and innovation in social care policy and practice.

There is also a need to increase and improve the research and data we need to identify and address inequalities in social care. This is particularly relevant in helping people with the full range of protected characteristics who rely on care and support, and to make sure social care is a safe, effective and fair place for all to work in.

Work in 2021-22

[National Social Care Data Portal](#) - We launched the National Social Care Data Portal in 2018, which sought to bring together a range of aggregate data about social care into a single publicly accessible web-portal. In 2021 we reviewed the current data portal to determine if it provided what our users needed, to recommend improvements, and ensure that the platform was technically fit for purpose. From October we have been working on a two-phase approach to a new product would be undertaken, that the continuity portal would be created to improve functionality, widen usability, and start to offer more insights into existing data; and the discovery portal will allow users to interact with data in novel and intuitive ways to discover more insights and understanding from the data and work to address some of the data gaps identified by the sector.

[Research and evidence](#) - We carried out research and engaged with people working in social care to find out about the barriers and enablers to using research

⁴ By evidence-enriched practice, we mean that decisions about how to provide care and support are informed by an understanding of the best available evidence about what is effective – drawing from research and data, the wisdom and experience of practitioners and the wisdom, experience and views of people who use care and support and their carers

and evidence. In response, we developed an [evidence offer](#), which outlines our approach which will be delivered over the next three years. We worked with partners to learn about community management and launched an Evidence Community which will go live on a digital platform this summer. The community offers a space for networking, collaboration and sharing, bringing people working in and researching social care together, with Social Care Wales playing an enabling and convening role. [Welsh Government's Performance and Improvement Framework](#) requires local authorities to demonstrate how they incorporate research, data and evidence into the design and delivery of social care. We are working with partners to develop a model for research skills and capability building, providing the workforce with learning and development opportunities suitable for social care.

Draft

Outcome: A registered social care workforce⁵ that has the public's confidence

Why it's important

We protect the public by making sure the regulated workforce is registered and fit to practise. Being on the Register of Social Care Workers ([the Register](#)) provides practitioners with professional recognition and access to training and development resources.

Those people who rely on care and support can be sure that a registered worker is suitably qualified and has agreed to meet the professional standards we have set for the sector. People can also be sure that we will address any concerns about a person's fitness to practise in a fair and transparent way. If necessary, we can make them undertake further training or prevent them from working in the social care sector in Wales.

Our Impact

The most recent Omnibus survey revealed that there has been an increase in the public having confidence in the workforce. The survey asked questions to get the public perception to answer the questions:

1. Care and early years workers are always skilled and professional in the work they do:
 - Residential & Care Home Workers: 67% (agree & strongly agree)
 - Childcare workers: 69%
2. the public have confidence in the workforce.
 - Residential and Care Home Workers: 74% (agree & strongly agree)

We want people to have confidence in the social care sector. Registration is part of our ongoing commitment to continuously develop the social care workforce and raise the status of workers. With the increased size of the Register, we will continue to identify ways in which we can better interact with registered people, helping them understand the expectations and standards set by the [Code of Professional Practice](#) by supporting their learning and development.

35,261 people were on our Register (as of March 2022)

A central part of our regulatory function is ensuring that those providing social care are competent and safe to practise. This requires an effective and efficient Fitness to Practise (FtP) process. Throughout 2021-22 we implemented recommendations following our review, in the previous year, to make sure that our current FtP processes are both efficient and timely. The review also looked for new and different ways of carrying out our functions to maximise resources. In total we removed 45 people from the Register, ensuring they could no longer work in our sector.

⁵ As defined in the [Regulation and Inspection of Social Care \(Wales\) Act 2016](#)

312 (0.9% of Register) the number of registered persons about whom we received allegations that called into question their fitness to practise and suitability to remain on the Register.

171 of referrals related to registered persons who were subject to disciplinary processes.

49 final hearings held.

45 removed from the Register

Work in 2021-22

During the year we [temporarily extended the period of registration](#) for social care workers in Wales from three years to four years. We also made temporary changes to the continuing professional development (CPD) requirement for workers. The temporary changes mean that:

- the period of registration for all social care workers who were registered with us as of 31 March 2021 (except social work students) is being extended from three to four years
- the amount of CPD workers have to complete during their registration period (90 hours) is not increasing and will stay the same for the four-year period
- any worker who worked through the pandemic will automatically achieve 50 per cent of their CPD requirement for re-registration – these workers will only have to complete an additional 45 hours of CPD to reach the 90 hours required.

These changes reflect the challenges faced by social care workers during the pandemic. They also respond to the very difficult circumstances currently facing the social care sector and in particular, the challenges posed by staff recruitment and retention. We want to make sure social care workers, managers and social workers can focus on the work they do, without worrying about their registration at this time. We also want to make sure everyone who is registered with us has the time they need to complete their qualifications or CPD.

Outcome: A social care and early years workforce that is suitably qualified, knowledgeable and skilled, with the right values, behaviours and practice

Why it's important

To meet current and future demands, the workforce needs high-quality learning and development to give them the right knowledge, skills, understanding and approach to provide good quality care and support in the social care and early years sectors. This is a key theme of the [Workforce strategy for health and social care](#).

Education and training are critical to the supply of the social care and early years workforce. They are also important in supporting employers to manage or develop services and produce collaborative and compassionate leaders. We must continue to invest training and learning in Wales. As well as increasing the numbers, our investment needs to provide the kind of education, learning and training that supports future needs and service models.

Our impact

Our [annual profile report on the registered workforce](#) provides analysis on the qualifications held by those delivering care and support⁶.

We invested in supporting the social care workforce, so they have the right knowledge, skills, understanding and approach to provide good care and support. This included £7,149,350, which was paid to local authorities through the Social Care Wales Workforce Development Grant (SCWWDP) and was match funded by £3,064,007 local authority funding. In addition, there is a regional facilitation grant that does not attract match funding, in 2021-22 this was £1,172,000.

Qualifications supported through SCWWDP funding

All Wales Induction Framework = 172

Level 2/3 Approved Vocational Quals = 441

Level 4/5 Approved Vocational Qual = 80

Level 3/4 Assessor awards = 27

Social Services Practitioner Programme = 63

Social Work Degree – ongoing learners = 175

Post Qualifying Social Work awards = 559

Work in 2021-22

Safeguarding - Online safeguarding training was launched as part of National Safeguarding Week 2021, the safeguarding e-learning module is mainly aimed at those working in the public and voluntary sectors. This includes those looking to work in social care, early years and childcare, as well as in health, the emergency services and local councils. The module will give learners a practical understanding of safeguarding and has been developed by Social Care Wales in line with the

⁶ <https://socialcare.wales/research-and-data/workforce-reports>

Wales Safeguarding Procedures, launched in 2019. Safeguarding training is mandatory for most staff working in social care and early years and childcare, as well as other roles in the public and voluntary sectors. The pandemic has underlined the importance of increasing options for workers and potential recruits to undertake online training, giving them greater flexibility for when and where they can learn. We have been working with partners to develop a series of e-learning packages on different topics. In the case of the safeguarding training, it has been developed with the Wales Safeguarding Procedures Board and representatives from a wide range of statutory and third sector agencies.

Workforce plans - In response to specific actions outlined in 'A Healthier Wales – Our Workforce Strategy for Health and Social Care', October 2020; In partnership with Health Education Improvement Wales (HEIW) we have worked with the sector to develop [Direct Care](#), [mental health](#) and [social work workforce](#) plans. The workforce plans were developed following a programme of engagement that started with a range of interviews with key stakeholders and partners. Their input and feedback supported us in shaping the content of an initial documents and formed the basis of an extensive period of engagement. This was with the workforce across statutory, private and voluntary providers, partner agencies, professional bodies, trade unions, employers, workforce leads and commissioners, who all helped to shape the content of the workforce plans. The intention of the plans are to focus primarily on building and nurturing excellent professional practice. Whilst also recognising that this needs to include supporting all workers to feel cared for, to work in a compassionate and inclusive culture, and to feel valued for their contribution.

Outcome: Social care and early years services that attract, recruit and retain people with the right values to meet the needs of those who need care and support

Why it's important

The population of Wales is increasing. This will increase the need for a skilled social care and early years workforce. We are already experiencing shortages in many occupations and professional groups in several services and settings. We need to increase our efforts in how we market and promote the variety and numbers of roles, and therefore opportunities, available at local, regional or national level.

Our impact

Throughout the year we have been utilising and building on the [WeCare Wales](#) brand to support attraction and recruitment to the sector during this time. We developed a [WeCare Wales job portal](#) in response to the pandemic to enhance the ease at which employers can advertise their job vacancies and people can see the vacancies available within their area. Further development of the portal has been ongoing throughout the year with a campaign focused on advertising the jobs Portal with TV, radio and cinema adverts. The campaigns' focus in February concentrated on raising awareness of apprenticeships across social care and early years.

300,000+ visitors WeCare Wales website
 6,200+ jobs posted on the jobs portal
 30,000+ engagements on social media
 50+ films with 2 2 million+ views of films ITV Wales, S4C, Sky, All4 coverage

Although the engagement numbers and reach of the WeCare campaign and other initiatives undertaken to support recruitment and retention have been positive it is very difficult to see the impact of this work within the sector on a short-term basis. The current competitive nature of the job market is creating challenges across all sectors. The long-term impact of the programme will need to be considered over the next couple of years while taking into account other factors such as terms and conditions.

Work in 2021-22

[Introduction to Social Care](#) - Following the success of a pilot programme trialled in partnership with Local Authorities in 2020-21 we have rolled out a new online training programme for anyone interested in a career in social care. The three-day "Introduction to Social Care" programme gives anyone in Wales, who's interested in working in social care, an overview of what working in the sector is like and help them decide if a career in care may be right for them. The course looks at what social care is and the different roles available in the sector, along with an introduction to relevant topics such as safeguarding, health and safety, the use of Personal Protective Equipment (PPE), the importance of language choice and communicating with people who use care and support. The programme aims to support staff retention in social care by giving people interested in working in the sector an idea of the work they would be doing before they start a new role. It also aims to challenge

misunderstanding about social care and help people find out what it really means to work in the sector. An additional programme will be available for young people aged between 15 and 19 years old. Young people can contact their local careers advisor for more details.

Since the programme started on **12th January 2022 – 5th August 2022**

253 participants have fully completed the programme

15 have gained a social care role

3 have gone into higher education

6 have found jobs in other sectors. = 24 that equates to 11.4% of completers to date.

Draft

Outcome: social care services to embed and deliver strengths-based approaches to care and support

Why it is important?

Putting the individual and their needs, at the centre of their care, and giving them a voice in, and control over the outcomes that help them achieve well-being is a key principle of the *Social Services and Well-being (Wales) Act 2014*. People are the experts in their own lives, and in working together with professionals are best placed to tell us what will support their wellbeing.

Our impact

We need move away from a system that has developed over the past 20 years which was driven by process and supported by conversations which focus on eligibility criteria, assessments, based on a deficit model 'needs' focusing on what people can't do and risk. We need to move towards having empowering 'collaborative conversations' with people and families which we then support by better practices and more efficient processes.

Future service models will increasingly be based on the concept of "what matters to me", which shifts the focus from what professionals think to what the person at the centre of our service needs, in line with prudent healthcare and sustainable social services principles. This shift in practise will take many years

Work in 2021-22

Maintain and develop All Wales Network of Mentors - For those who Mentor / champion the strengths-based approach within their organisation we support them via an all-Wales mentors' network. The network comes together on-line to share practice and learning. Membership consists of representatives from 19 local authorities and Credu Cymru (carers organisation). During 2021-22 the network has shared practice and discussion on following areas including outcomes focused case recording, running reflective practice groups, and safeguarding and strengths-based practice. Those who attend the network have provided extremely positive feedback and welcome the opportunity to share and learn from others.

Resources to support leaders and managers of homecare providers - Following partnership working with domiciliary care managers and people who lead and influence practice in domiciliary care, we have developed the resource; Understanding and using an outcomes approach: One-stop-shop for people who lead and influence practice in domiciliary care. This resource covers topics that managers need to know about such as cultural change and conversations with partners, including commissioners and inspectors. It also includes ways to support staff teams through recruitment, supervision, learning and reflection to embed strengths-based practice. This resource supplements the guides we have already developed for domiciliary workers, which are used to support staff who are completing the [All Wales induction Framework for Health and Social Care](#).

Outcome: Social Care Wales provides effective, high quality and sustainable services

Why it is important?

We have a responsibility, as a Welsh public service organisation, to work in line with the shared ambitions for One Wales Public Service; to maintain and build on the trust and credibility of Welsh public services through the quality of delivery and governance of our business. We will continue to show openness and transparency of our decision making (governance) in how we work and how we spend public money in meeting our 5-year plan.

Our impact

As a national leadership organisation, working with others is central to how we operate, and partnership will be at the heart of the delivery of this business plan. We want to continue to ensure people and stakeholders are involved across our work. This will include having meaningful conversations with the people affected by our work, finding out what matters to them, and reflecting their views before decisions are reached. We have ensured that we are using our influencing role to support Welsh Government and other partners in improving systems and conditions for the social care sector. Some of these initiatives include;

Real living Wage: <https://gov.wales/social-care-fair-work-forum>

Anti-Racist Wales: <https://gov.wales/anti-racist-wales-action-plan>

Joint workforce strategy: <https://socialcare.wales/about-us/workforce-strategy>

Annual report on the progress of the strategy: <https://socialcare.wales/about-us/workforce-strategy/a-healthier-wales-workforce-strategy-annual-report-2021-22>

To be an effective organisation, we must understand and help to meet the challenges and opportunities faced by the people who work in the social care and early years sectors. We continue to work with our customers to make sure our services meet their changing needs. We continually use feedback to challenge and shape our business, projects and strategies. Our digital services and new ways of working will make it easier for people to interact with us.

Engagement

More than 1.3m website page views. This has increased to more than 1.8m page views a year. Record number of page views recorded in February 2022: 175,300

6500+ followers on Twitter. We also have 4,500 followers on our Facebook page, which is rated 5 out of 5 by people who visit it.

Work in 2021-22

Strategic Plan - Following a consultation on our future priorities during 2020-21 our Board approved our new Strategic Plan for 2022-2027. The Plan sets out our priorities and proposals for what we want to achieve, where we suggest we focus our

energies and how we want to work with people over the next five years to realise our vision. Considerable work has been done to ensure that our financial resources reflect our ambitions to support reforms to improve delivery and increase the sustainability of services across the social care and early years sector. We continue to evolve as an organisation and 2021-22 has been a year of consolidation to make sure we have effective and efficient services for our customers. We have recruited 40 new employees to develop existing workstreams and take forward new areas of work, and we have reformed and invested in some of our processes and infrastructure to improve efficiency of services.

Digital by Choice - We developed our Digital Strategy and our approach to Digital training and learning for the social care and early years sector. These set out a roadmap for what this means for the forward direction of the organisation, our users and services we offer to our customers. Several discovery reports were prepared to assist in developing our strategic thinking. In developing our online services, we want to make sure they align with our growing audiences and meet each of their needs in terms of content, accessibility and experience. In maturing our approach, we will aim for our users to select 'digital by choice' whilst still continuing to support those who need to access our service by alternative methods.



Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	20.10.22				
Eitem Agenda Agenda Item	11				
Teitl / Title SCW/22/32	Adroddiad cydraddoldeb blynyddol 2021-2022				
Awdur / Author	Gemma Halliday, Cyfarwyddwr Cynorthwyol y Blynyddoedd Cynnar, y Gymraeg, Cydraddoldeb ac Amrywiaeth				
Cyfraniadau Gan/ Contributions From	<p>Rhianon Jones, Rheolwr AD a Lles Andrew Bell, Rheolwr Rhaglen Gofalwn Cymru Malcolm Williams, Rheolwr Cyfathrebu a Materion Cyhoeddus Kate Salter, Cyfarwyddwr Cynorthwyol Gwasanaethau Corfforaethol Lisa Trigg, Cyfarwyddwr Cynorthwyol Ymchwil, Data ac Arloesedd Bec Cicero, Rheolwr Gwella a Datblygu Jess Mathews, Rheolwr Gwella a Datblygu Owen Davies, Rheolwr Data a Gwybodaeth</p>				
Papurau Cefnogol / Supporting Papers	Atodiad 1 - Adroddiad cydraddoldeb blynyddol 2021/2022				
Gweithgaredd Cynllun Busnes / Business Plan Activity					
Gweithred / Action Required	Cymeradwyaeth / Approval	Darparu Llyw / Provide A Steer	Darparu Sicrwydd / Provide Assurance	Trafodaeth / Discussion	Craffu / Scrutinise
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Argymhelliad / Recommendation	Trafod a chymeradwyo'r Adroddiad Cydraddoldeb Blynyddol drafft ar gyfer blynyddyn ariannol 2021/22.				

<p>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried</p> <p>Main Points: Key Issues to Draw to Attention; Questions To Consider</p>	<p>Mae'r adroddiad atodedig yn ymdrin â gwaith a wnaed yn ystod 2021/22 i hyrwyddo cyfle cyfartal ar gyfer y naw grŵp nodweddion gwarchoddedig, fel y nodir yn Neddf Cydraddoldeb 2010. Mae cyhoeddi'r adroddiad hwn yn ofyniad statudol ar gyfer Gofal Cymdeithasol Cymru.</p>			
<p>Goblygiadau Risg y cynigion / Risk Implications of Proposals</p>	<p>Cyf Risg/ Risk Ref</p>	<p>Teitl y Risg / Risk Title</p>	<p>Sgoriau risg gweddilliol Residual Risk Scores</p>	
			<p>Likelihood</p>	<p>Impact</p>
<p>Asesiadau Effaith / Impact Assessments Considered</p>	<p>Cyfle cyfartal / Equality of Opportunity</p> <p style="text-align: center;"><input type="checkbox"/></p>	<p>Diogelu data / Data Protection</p> <p style="text-align: center;"><input type="checkbox"/></p>	<p>Iaith Gymraeg / Welsh Language</p> <p style="text-align: center;"><input type="checkbox"/></p>	<p>Arall / Other (e.g climate change / future generations)</p> <p style="text-align: center;"><input type="checkbox"/></p>
	<p>Mae asesiadau effaith cydraddoldeb wedi'u cynnal ar gyfer yr holl brosiectau a enwir yn y papur hwn. Mae'r asesiadau effaith hyn yn pennu unrhyw effaith bosibl y gallai prosiectau ei chael.</p>			

Adroddiad cydraddoldeb blynyddol 2021-2022

1. Cyd-destun

- 1.1 Mae'r adroddiad hwn yn cyflwyno ein Hadroddiad Cydraddoldeb Blynyddol i'w gymeradwyo.
- 1.2 Mae'r dyletswyddau cydraddoldeb penodol yn ei gwneud yn ofynnol i ni gyhoeddi adroddiad cydraddoldeb blynyddol, ac mae'r adroddiad atodedig yn ymdrin â chyflawni yn erbyn ein [Cynllun Cydraddoldeb Strategol 2018-22](#).
- 1.3 Adroddiad eleni yw'r adroddiad olaf yn erbyn y Cynllun Cydraddoldeb Strategol blaenorol a ddaeth i ben y llynedd. Bydd adroddiadau'r dyfodol yn cyd-fynd â'n strategaeth presennol [Cynllun Cydraddoldeb Strategol 2022-27](#).

2. Goblygiadau adnoddau

- 2.1 Datblygwyd yr adroddiad cydraddoldeb blynyddol yn fewnol gan staff Gofal Cymdeithasol Cymru. Mae cyflawni ein Cynllun Cydraddoldeb Strategol yn arddangosiad o gydweithio ar draws gwahanol gyfarwyddiaethau Gofal Cymdeithasol Cymru ac ymgysylltu â'r rhai sy'n rhannu un neu fwy o'r nodweddion gwarchoddedig a chyda sefydliadau sy'n cynrychioli eu buddiannau.

Mae costau ariannol penodol o ran cyflawni ein hamcanion cydraddoldeb yn cael eu casglu a'u dyrannu gyda chyllidebau rhaglenni a phrosiectau amrywiol.

3. Risg a sicrwydd

- 3.1 Mae'n ofynnol i Gofal Cymdeithasol Cymru gyhoeddi adroddiad yn amlinellu ei waith mewn perthynas â bodloni gofynion Deddf Cydraddoldeb 2010. Pe na bai'r adroddiad yn cael ei gyhoeddi o fewn yr amserlen ofynnol (erbyn mis Mawrth 2023) yna mae risg y byddai'r sefydliad yn torri amodau ei dyletswyddau statudol a niwed i enw da.

4. Ymgysylltu

- 4.1 Wrth gyflawni ein chwe amcan cydraddoldeb yn 2021-22, buom yn ymgysylltu'n helaeth â sefydliadau'r trydydd sector, yn ogystal â'r gweithlu a defnyddwyr gofal a chymorth. Adlewyrchir enghreifftiau o'r ymgysylltu hwn yn yr Adroddiad.

5. Effaith

- 5.1 Mae cyhoeddi ein hadroddiad cydraddoldeb blynyddol yn dangos y camau yr

ydyd yn eu cymryd i gyflawni ein hamcanion cydraddoldeb. Mae'r adroddiad blynyddol yn dangos ein hymrwymiad i hyrwyddo cydraddoldeb amcanion ar gyfer unigolion sy'n defnyddio gofal a chymorth, y gweithlu a'n staff.



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Annual equality report

2021-2022

Introduction

This Annual Equality Report sets out the progress Social Care Wales has made in delivering its six equality objectives during 2021 to 2022.

We are required by the specific equality duties (for Wales) to report annually on how we have met the general public sector equality duty (the general duty) as set out in the Equality Act 2010.

In 2018, we published our first [Strategic Equality Plan 2018-22](#) setting out how we, through our role and functions, will promote and advance the equality of opportunity for the communities we serve.

They are:

- people who use care and support, their families and carers
- the workforce who provide care and support
- our staff.

Although this report aims to provide a record of our work during the year against the actions outlined in this plan, we have since published a new [Strategic Equality Plan 2022-2027](#) which takes into account the impact of the coronavirus pandemic and supports alignment to Welsh Government's developing policies for those with protected characteristics, including the Anti Racist Wales Action Plan.

The Anti Racist Wales Action Plan adopts an anti-racist approach which means looking at the ways in which racism is built into policies, formal and informal rules and regulations, and the way Government works. It focuses on the ways in which racism affects the lives of ethnic minority people, such as their experience of racism in everyday life, service delivery, as part of the workforce and the lack of visible role models in positions of power.

The Goals and Actions in the plan cover policy areas across government, including chapters on social care and early years and childcare as well as a focus on leadership and representation within the Welsh Government and across public services. We are also anticipating the Welsh Government's LGBTQ+ action plan before the end of 2023 and will ensure our corporate aims and objectives enable us to support this action plan.

Who we are

Social Care Wales was established in April 2017, bringing together social care workforce regulation, workforce development and service improvement in one organisation. We provide national leadership and expertise in social care and early years leading on developing and regulating the workforce, service improvement, data and research to improve care.

Our vision is to make a positive difference for care and support in Wales for children, adults and their families and carers

Relevant equality information

The Equality and Human Rights Commission's (the commission) non-statutory guidance on equality reporting states that:

“The annual equality report must specifically set out:

- the steps the authority has taken to identify and collect relevant information
- a statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information.”¹

We have in place effective arrangements for identifying and collecting relevant equality information about our staff and partners. We identify and collect this data from:

- the equality monitoring of our staff
- the Register of Social Care Workers (the Register)
- the National Social Care Data Set for Wales
- the provision of national training programmes.

Our aim is not simply to collect and access equality data, it is to embed equality evidence in our work. Collecting and using relevant information is a crucial part of meeting the general and specific equality duties. We want to make sure we have the best evidence possible to allow us to set meaningful objectives and carry out fully informed impact assessments.

Equality objectives

The development of our six equality objectives was informed by people who use care and support, their families and carers.

As a listed public body, which is subject to the general duty, we **must**, in the exercise of our functions, have **due regard** to the need to:

¹ The Equality and Human Rights Commission's non-statutory guidance on equality reporting

- eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Equality objectives help focus attention on the priority equality issues in an organisation, so it can make improvements in policy making, service provision and employment, including the allocation of resources.²

Achieving our equality objectives

To be an effective and transparent organisation, we regularly report on our performance and seek feedback. This annual report reflects the steps, actions and initiatives we have taken to achieve our six equality objectives.

Objective 1 – Raise awareness of the *Code of Professional Practice for Social Care (the Code)* among people using care and support, their families and carers

Why is this one of our objectives?

- We want to make sure that people who use care and support, their families and carers know about the Code. The standards are there to help make sure people have the support they need to live their life in a way that reflects their needs.
- We have collected evidence that suggests there is little or no knowledge of the Code among people from a black and Asian minority ethnic background. With this starting evidence, we are committed to using a range of tools and resources to raise awareness of the Code among the diverse people who use care and support in Wales.

What have we done to further this objective?

- We have worked on the following specific areas to further this objective:
 - The codes promotional resources have been collated into a single point of reference on the [website](#). Welsh and English content has been reviewed and revised and include a new information on safeguarding with a new narrative for the Social Care Wales website also completed. As part of this process, we have translated the codes leaflet into 13 other languages to allow greater accessibility.

² [Objectives and the Equality Duty: A Guide for Public Authorities](#), Equality and Human Rights Commission, 2014

- Sessions for raising awareness of the codes amongst children and young people were held to support them in understanding their rights when receiving support from social care workers. This included Initial 'getting to know you' meetings with agency sector partners occurred. There were initial introduction meetings with stakeholder agencies to discuss the task in hand and to agree their attendance on a stakeholder focus group. A brief set of questions have been developed and disseminated amongst members of the stakeholder focus group to be shared with children and young people asking them about their knowledge of social care workers registration and adherence to the codes.

Objective 2 – Research and share good practice that supports improved outcomes for people who use care and support

Why is this one of our objectives?

We want improved outcomes for children and adults who use care and support, their families and carers. We want to understand and share good practice that responds to the care and support needs of the diverse communities of Wales.

What have we done to further this objective?

- We have developed a toolkit to support regions to use the Good Work Learning and Development framework. This includes a focus on rights-based approaches and being sensitive to cultural diversity, ethnicity and equality. This toolkit is available on our webpage <https://socialcare.wales/service-improvement/dementia-care-and-support-learning-and-development-implementation-toolkit>
- We've developed learning outcomes for dementia and hearing loss.
- Dementia Reablement Resource - This is a practice-based resource to help those supporting people living with dementia in their own home. This includes practical examples for supporting people living with dementia from black, Asian and minority ethnic communities.
- Our dementia and covid 19 webpages contain a specific section on working with people from black, Asian and minority ethnic communities <https://socialcare.wales/service-improvement/dementia-and-covid-19#section-36203-anchor>
- We facilitate a National Mentors Network that brings together those in the social care sector who are championing strengths-based practice across Wales. The network shares good practice in relation to the holistic approach taken to supporting individuals, focusing on what matters to them, understanding their attributes, strengths and cultural diversity and factoring this into how best to support them.
- We have developed guidance to support outcomes-focused case recording 'friend not foe'. Case recording is the 'bridge' between what matters and the

decisions that are made. The guidance reinforces the need to focus on the individual and record in their own words and language what's important to them and how they would like to be supported.

Objective 3 – Support the sector to achieve a diverse and representative workforce

Why is this one of our objectives?

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

People who use care and support have told us that a diverse workforce brings a range of ideas, experiences and skills that has a positive effect on the way care is provided. They also told us it is vital to promote social care as a valued profession and to make a range of entry routes available for people to join the sector. We are committed to supporting the sustainability of the workforce by developing and implementing the workforce strategy for health and social care and producing resources to support employers and the workforce.

What have we done to further this objective?

- Within the WeCare Wales programme we continue to promote diversity across the workforce through examples captured on film, imagery and then shared online or through social media.
- It is critical the work of this national programme is inclusive and accessible for all, and we actively seek out where possible individuals that highlight this aspect.
- To highlight diversity in the care workforce we have developed a TV campaign (We care, will you?) featuring a care worker from a minority ethnic community. This advert was run across national broadcast channels as well as through social media. To also highlight males working in the care sector we ran in parallel a second TV advert featuring a Welsh-speaking male care worker. Throughout our ongoing case studies developed we continue to showcase diversity in its many aspects. An example can be seen in a recent case study highlighting the Introduction to Social Care (www.wecare.wales/case-study/uchenna-chukwuoma/).
- The work of WeCare Wales also directly supports recruitment and we have run sessions with black, Asian and minority ethnic communities and actively promote the vacancies to all through the WeCare Wales Jobs Portal (www.wecare.wales/jobs).

Objective 4 – To make sure equality, human rights, dignity and respect continue to underpin social care training

Why is this one of our objectives?

Social care in Wales is changing. More people with protected characteristics need care and support and are rightly demanding care and support that meets their needs. So, it is essential that equality is at the heart of the workforce's training.

We want to make sure the workforce is supported and provides social care in line with the law, and that its practice reflects the principles of the Social Services and Well-being (Wales) Act 2014.

What have we done to further this objective?

- We have delivered workshops on preparing for leadership and management of health and social care – aimed at learning providers. The first module had a significant focus on rights-based approaches, equality, diversity, human rights, strengths-based assessments etc. The workshop was attended by 50 learning providers who are delivering the leadership and management of health and social care qualification.
- Our introduction to Social Care programme continues and is aimed at those seeking employment in adult social care, the first day of training covers an introduction to person centred practice, rights-based approaches, equality and diversity, Code of Prof Practice, Principles of the Act, Active Participation.

Objective 5 – Recruit and retain a representative workforce with the skills and knowledge to support and promote equality of opportunity

Why is this one of our objectives?

Our workforce (in Social Care Wales) is our most valuable resource. We are committed to advancing equality and diversity, and eliminating all forms of discrimination, victimisation and harassment in the workplace.

A more diverse workforce that better reflects the communities we serve remains at the heart of our efforts to create an inclusive and learning workplace. We want our staff to be aware of their responsibilities for advancing equality of opportunity and developing good relationships. We will achieve this through training and development.

What have we done to further this objective?

We received a 53% return rate on our equalities monitoring form in relation to recruitment applications (as included in our application pack). This is up 14.5% from last year

Below is a snapshot of what that information tells us about the diversity profile of our applicants:

- *61% of applicants identified as female, 38% as male and 1% selecting other*
- *We have a relatively even spread of applications across the age ranges 16 – 49, accounting for 85% of applications, with the remaining 15% between 50 - 64.*
- *8% of applications were from people with disabilities.*

We are currently analysing the remaining equality data in more detail, and this will inform our annual equalities monitoring as part of the Strategic Equality Plan.

We will use this information to plan additional actions we can take to remove any actual or perceived barriers faced by groups who are currently underrepresented in our workforce, as part of our plan for 2022/23.

Objective 6 – To expand and improve the ways we communicate and engage with the public and the workforce

Why is this one of our objectives?

It is important for us, as a public leadership organisation, to increase and improve our engagement with people who share one or more of the protected characteristics if we are to realise our vision.

We play a crucial part in bringing people together to improve the quality of care and support across Wales, and it is important we do so in a manner that reflects our value of encouraging and enabling everyone to work together. Connecting with diverse communities in a meaningful way enriches our shared knowledge and enables us to achieve our aims by working with people.

What have we done to further this objective?

We have continued to work on making our website compliant with the Public Sector Bodies (websites and mobile applications) (Number 2) Accessibility Regulations 2018, by working on outstanding actions in our accessibility statement.

There are specific actions we have taken to improve accessibility. Firstly, we have upgraded and simplified our website's content management system, which will address most of the technical issues affecting the accessibility of the website.

Secondly, we have carried out a detailed audit of content on the website, particularly inaccessible PDF documents, which we have either removed, upgraded or converted into web pages.

Lastly, we are now also putting most of our new content on web pages, which is much more accessible, particularly for users who may have to use screen readers and those visiting our website from mobile devices.

Equal pay

We carry out an equal pay review each year to find out if there are any actual or potential inequalities relating to pay within the organisation – and if there are any actions, to act on to address them.

We check we are not directly or indirectly discriminating against any employee or group of employees through our pay systems.

The audit covers the nine protected characteristics as identified by the Equalities Act 2010:

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

On 20 June 2022, our gender pay gap was **11.52%** (median) which is a reduction of 5.12% from the previous year (16.64%)

The current UK average is 15.4%.

We believe our pay gap can likely be explained by an overrepresentation of women across the organisation as a whole and in the lower paid grades, with 75% of women represented in the lower quartile. We have seen an increase in men in the lower quartile this year, which explains why the gap has reduced.

Procurement

As a listed public body, we have a responsibility to make sure equality is central in our procurement processes and we make sure all suppliers are aware that they must respect our commitment to eliminate unlawful discrimination, promote equality of opportunity and be transparent.

We also demonstrate our commitment to sustainable development in our procurement processes and activities. During the procurement strategy and planning phase, we:

- develop a value-for-money criteria that considers short- and long-term economic, environmental and social impact
- specify the information we want from prospective suppliers so we can apply those criteria fairly

- work with suppliers to identify more sustainable ways of meeting needs
- welcome innovative solutions from suppliers, including small and medium enterprises.

We have assessed our procurement framework against the commission's non-statutory guidance on procurement. Following the assessment, we will:

- develop a Sustainable Risk Assessment Tool by 31 March 2022 for assessing equality relevance at the development stage of a tender. This tool will cover equality considerations by considering the social, economic and environmental impacts of the services or goods we procure. Whilst this was originally scheduled for 2022, due to staffing capacity this has not yet been implemented but is being reviewed with an ambition to be developed and used for financial year 2023/2024. Although this plan has been superseded, we will continue to work on this action.
- depending on the results of the Sustainable Risk Assessment, we will consider a potential supplier's approach to equality in its employment practices and service delivery in our tender evaluation and contracting processes. We will test these questions by pre-qualification or by embedding them into the award criteria.

Welsh language commitment

We recognise our responsibilities under the Welsh Language (Wales) Measure 2011 and our leadership role in supporting the Welsh Government's *More than just words five-year plan 2022-2027*.

Our Welsh Language Scheme (Welsh Language Act 1993) and the Welsh language standards set out how we will need to treat the English and Welsh languages on an equal basis. While the Welsh language is not a protected characteristic under the Equality Act 2010, our approach and values ensure our work and policy decisions champion the importance of the Welsh language for people who use care and support, and their families and carers.

Contact details

We welcome comments about this annual report. If you have any comments or want to inform our work on achieving our *Strategic equality plan* and equality objectives, please contact:

Gemma Halliday
Assistant Director - Early Years, Welsh Language, Equality and Diversity
Social Care Wales
7th Floor, South Gate House
Wood Street
Cardiff CF10 1EW

Telephone: 02920 780678

Email: gemma.halliday@socialcare.wales

Additional information

Equality information from our staff

We carry out an equality and diversity survey about our staff. We do this by encouraging staff to update their diversity profile before the annual equality pay audit.

Organisation diversity profile

	134 staff June 2021	172 staff June 2022
Gender		
Male	25.37%	29.65%
Female	74.62%	69.76%
Gender identity*		
Cisgender	-	7.5%
Transgender	-	1%
Age		
18-21	1.49%	0
22-29	17.16%	23.35%
30-39	32.08%	28.14%
40-49	20.14%	23.35%
50-59	25.37%	21.55%

60+	2.98%	3.59%
Religion		
Prefer not to answer / not declared	36.5%	37.79%
Atheist	7.46%	5.81%
Agnostic	4.47%	3.48%
Christian	21.64%	24.21%
Hindu	-	0.58%
None	27.31%	26.74%
Other (not specified)	-	1.16%
Sexual orientation		
Bisexual	0.74%	1.16%
Homosexual	2.23%	1.16%
Heterosexual	59.7%	55.81%
Pansexual	-	1.16%
Prefer not to answer / not declared	37.3%	40.69%
Disability		
Yes	6.71%	8.72%
No	58.2%	51.74%
Prefer not to answer / not declared	35.07%	39.53%
Race		
Prefer not to answer / not declared	36.56%	51.17%

Any white background	42.53%	46.51%
White and Black African	1.49%	1.16%
Black Caribbean	0.74%	0.58%
Asian Bangladeshi	0.74%	0.58%

*In previous years staff were only given the option of Male or Female for their gender, but we have added a category called gender identity to expand on the options available which reflect the diverse range of gender identities. We await updated census data to inform our data collection moving forward. Current available data from across Wales is limited.

Diversity profile of the people on our Register

We monitor the protected characteristics of all those on our Register. We also gather information about the Welsh language skills of the people who are registered with us. We publish data profiles each year, which are based on the information provided by applicants registering and renewing their registration with us. You can find more information about this on [our website](#).

Below is a snapshot of equality data from September 2022 of the registered workforce, excluding adult care home workers who are not required to be registered until October 2022:

Ethnicity	
White, White British, White Welsh, White Irish	94.2%
Any other White background	1.2%
Black African	1.0%
Black or Black British African	0.5%
Other Ethnicity	0.5%
Mixed White and Black Caribbean	0.5%
Any other Asian background	0.3%
Indian	0.2%
Mixed ethnic group	0.2%
Mixed White and Asian	0.2%
Black or Black British Caribbean	0.2%
Asian or Asian British Indian	0.2%
Any other mixed background	0.1%
Mixed White and Black African	0.1%
Black Caribbean	0.1%
Asian or Asian British Pakistani	0.1%

Asian or Asian British Bangladeshi	0.1%
Pakistani	0.1%
Bangladeshi	0.1%
Any other Black background	0.05%
Chinese	0.04%
Chinese British	0.03%
Any other Chinese background	0.01%
Irish traveller	0.01%
Chinese or Chinese British Chinese	0.00%

Percentage who provided ethnicity data	84.5%
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National Social Care Data Portal for Wales

We gather social care data from across local authorities and other organisation and publish it on the [National Social Care Data Portal for Wales](#). We recently re-launched the portal to make it easier to use and to allow us to develop it in line with the needs of people who work in social care in Wales. Our ambition is that the portal becomes the first port of call for anyone seeking data and insight on social care in Wales. We will continue to develop the portal by adding new data and finding new and creative ways of presenting it for our different audiences.

We would welcome any feedback you have about the catalogue. Get in touch and let us know what you think by emailing data@socialcare.wales.



Cyfarfod / Meeting	Cyfarfod Bwrdd	
Lefel dosbarthiad / Openness Level	Preifat / Private	Cyhoeddus / Public
	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dyddiad / Date	20.10.22	
Eitem Agenda Agenda Item	12	
Teitl / Title SCW/22/33	Crynodeb o sesiynau datblygu'r Bwrdd	
Awdur / Author	Llinos Bradbury, Ysgrifennydd y Bwrdd	
Cyfraniadau Gan/ Contributions From		
Papurau Cefnogol / Supporting Papers	Atodiad 1 – Crynodeb o sesiynau datblygu'r Bwrdd	
Gweithgaredd Cynllun Busnes / Business Plan Activity		
Argymhelliad / Recommendation	Mae crynodeb o sesiynau datblygu'r Bwrdd er gwybodaeth yn unig.	
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried Main Points: Key Issues to Draw to Attention; Questions To Consider		

Goblygiadau Risg y cynigion / Risk Implications of Proposals	Cyf Risg/ Risk Ref			Sgoriau risg gweddilliol Residual Risk Scores	
		Teitl y Risg / Risk Title		Likelihood	Impact
	N/A				
Asesiadau Effaith / Impact Assessments Considered	Cyfle cyfartal / Equality of Opportunity		Diogelu data / Data Protection	Iaith Gymraeg / Welsh Language	Arall / Other (e.g climate change / future generations)
	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ddim yn berthnasol ar gyfer sesiynau datblygu Bwrdd				

Crynodeb o sesiynau datblygu'r Bwrdd

1. Cyd-destun

1.1 Ochr yn ochr â chyfarfodydd Bwrdd ffurfiol yn ystod y flwyddyn mae'r Bwrdd hefyd yn cynnal sesiynau datblygu Bwrdd rheolaidd (sesiynau 3 awr bob mis). Mae'r sesiynau datblygu yn rhoi cyfle i aelodau'r Bwrdd:

- Derbyngwybodaeth am ffrydiau gwaith neu brosiectau;
- Darparu mewnbwn wrth ddatblygu darnau o waith;
- Rhyngweithio a gofyn cwestiynau gyda staff sy'n arwain ar brosiectau neu ffrydiau gwaith amrywiol;
- Derbyngdiweddariadau a chyflwyniadau gan randdeiliaid allanol;
- Ymgymryd â hyfforddiant angenrheidiol;
- Derbyngdiweddariadau gan y Tîm Rheoli Gweithredol;
- Rhoi cyfle i'r Bwrdd ddatblygu, a rhannu mewnwelediad a phrofiadau â'i gilydd (drwy bersbectif o eitem aelod o'r Bwrdd).

1.2 Mae'r atodiad i'r papur hwn yn rhoi crynodeb o'r eitemau a drafodwyd yn sesiynau datblygu'r Bwrdd ers cyfarfod diwethaf y Bwrdd ym mis Ebrill 2022.

2. Goblygiadau adnoddau

2.1 Mae Ysgrifennydd y Bwrdd yn cydlynu ac yn trefnu sesiwn datblygu'r Bwrdd ac mae wedi'i gynnwys o fewn cynllun gwaith y tîm Llywodraethu Corfforaethol yn flynyddol. Mae'r Tîm Rheoli Gweithredol yn mynychu holl sesiynau datblygu'r Bwrdd ac yn arwain sesiynau yn ôl yr angen.

2.2 Mae aelodau'r Bwrdd yn mynychu'r sesiynau datblygu fel rhan o'u 24 diwrnod y flwyddyn a neilltuir i'w rolau fel aelodau Bwrdd.

3. Risg a sicrwydd

3.1 Mae sesiynau datblygu'r Bwrdd yn sicrhau bod aelodau'r Bwrdd yn cael y wybodaeth, datblygiad a hyfforddiant angenrheidiol i gyflawni eu rolau'n effeithiol, heb y sesiynau hyn byddai risg na fyddai'r Bwrdd yn gweithredu mor effeithiol ag y gallai.

4. Ymsysylltu

4.1 Mae blaengynllun ar gyfer sesiynau datblygu'r Bwrdd sy'n cael ei adolygu a'i drafod yng nghyfarfodydd chwarterol Grŵp Cydlynu'r Cadeiryddion.

Mae'r sesiynau datblygu yn rhoi'r cyfle i ymgysylltu'n anffurfiol â'r sector gofal cymdeithasol a rhanddeiliaid perthnasol, ac mae hwn yn faes a fydd yn cael ffocws penodol wrth symud ymlaen yn dilyn adborth gan y Bwrdd.

5. Effaith

- 5.1 Mae'r Byrddau gorau – y rhai sy'n cyflawni eu dyletswyddau yn fwyaf effeithiol yn croesawu diwylliant o welliant a datblygiad parhaus, wedi'i ategu gan werthuso trylwyr¹ .

Mae sesiynau datblygu'r Bwrdd yn sicrhau bod aelodau'r Bwrdd yn gallu ymgymryd â'u rolau a'u cyfrifoldebau gan roi'r cyfle i drafodaethau anffurfiol, mewnbyn ar ddatblygiadau strategol yn ogystal ag ymgymryd â hyfforddiant a datblygiad angenrheidiol ar gyfer y Bwrdd.

¹ Sefydliad Llywodraethu Da

Development session	Item	Impact
September 2022	Health Technology Wales update	Board Members received a presentation from the Chair of Health Technology Wales which provided them with an overview of the work of the organisation as well as work that has been undertaken jointly between Health Technology Wales and Social Care Wales.
	WCVA – overview of role and how the voluntary sector contributes to social care and early years, including the development of the volunteering framework in Health and Social Care	The presentation from WCVA provided the Board with an update on WCVA’s work in supporting volunteering, the voluntary sector and social care.
	Impact Report 2021-22	This session provided the Board with an opportunity to review the narrative and data used as the basis for the Impact Report 2021/22 which will be approved by the Board at its October meeting.
October 2022	Insights® Discovery Development	<p>The Board undertook an Insights® Discovery session to further develop the understanding of Board effectiveness.</p> <p>The learning outcomes from the session were:</p> <ul style="list-style-type: none"> • Build self-awareness and social awareness – how perceptions and preferences influence the way we work together, view and relate to each other.

		<ul style="list-style-type: none">• Understanding how team performance and effectiveness can be maximised by recognising and using the strengths of colleagues.• Focus on team building and cohesion – some new changes to membership.• Use Insights to identify any gaps or stretch areas for further development.
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