



CYFARFOD BWRDD CYHOEDDUS

03 Chwefror 2022

Cyfarfod rhithwir Zoom

09:30 – 13:00

Sesiwn gyhoeddus			Tudalen
09:30	1.	Croeso a sylwadau agoriadol gan y Cadeirydd	Llafar
09:35	2.	Ymddiheuriadau a Datgan Buddiannau	Llafar
09:40	3.	Cofnodion cyfarfod Bwrdd 21 Hydref 2021 I'w cymeradwyo	SCW/22/01 3
09:45	4.	Log gweithredu a materion yn codi	SCW/22/02 24
09:50	5.	Diweddariad gan Gadeiryddion y Pwyllgorau I'w nodi a derbyn	Llafar
10:05	6.	Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr I nodi a derbyn	Llafar
10:20	7.	Cynllun Strategol 2022-2027 I'w ystyried a chymeradwyo	SCW/22/03 29
10:40 – 10:50 Egwyl			
10:50	8.	Cofrestr Risg Strategol I'w drafod	SCW/22/04 57
11:05	9.	Cynllun Cydraddoldeb Strategol 2022-2027 I'w ystyried a chymeradwyo	SCW/22/05 66
11:20	10.	Gofynion cofrestru ar gyfer gweithwyr gofal cymdeithasol I'w gymeradwyo	SCW/22/06 91
11:45 – 11:55 Egwyl			
11:55	11.	Fframwaith Cynllun Busnes 2022-2023 I'w ystyried	Cyflwyniad
12:15	12.	Cynllun Busnes: Adroddiad cynnydd chwarter 3 Ystyried a chymeradwyo	SCW/22/07 123

I'w drafod:

- | | | | |
|-------|-----|--|--------|
| 12:40 | 13. | Effeithiolrwydd y cyfarfod
I'w drafod | Llafar |
| 12:55 | 14. | Unrhyw fusnes arall | Llafar |

Dyddiad cyfarfod nesaf:

Dydd Iau 28 Ebrill – Swyddfa Gofal Cymdeithasol Cymru, Caerdydd



Gofal Cymdeithasol Cymru Social Care Wales

CYFARFOD BWRDD CYHOEDDUS

21 Hydref 2021

Cyfarfod Rhithwir ar Zoom

09:30 - 13:30

Yn bresennol:

Aelodau'r Bwrdd:

Mick Giannasi, Cadeirydd
Abigail Harris (eitemau 1-10)
Carl Cooper
Damian Bridgeman
Donna Hutton
Grace Quantock
Jane Moore
Jo Kember
Kate Hawkins
Maria Battle
Peter Max
Rhian Watcyn Jones
Simon Burch
Trystan Pritchard

Swyddogion Gofal Cymdeithasol Cymru:

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

Yn bresennol:

Aled Jones, Cymen (cyfieithu ar y pryd)
Lora Payne
Jan Pickles (aelod o'r cyhoedd)

Eitem 7 Cyfarfod Atebolrwydd:

Julie Morgan MS, Dirprwy Weinidog Iechyd a Gwasanaethau Cymdeithasol
Andrea Street, Llywodraeth Cymru
Matthew Thomas, Llywodraeth Cymru
James Bell, Llywodraeth Cymru

Sesiwn gyhoeddus:

1. **Croeso a Sylwadau Agoriadol gan y Cadeirydd**
 - i. Croesawodd y Cadeirydd bawb i'r cyfarfod, yn cynnwys aelod o'r cyhoedd a oedd yn bresennol. Croesawodd swyddogion Gofal Cymdeithasol Cymru hefyd gan roi croeso arbennig i Ellis King a oedd wedi ymuno â'r sefydliad yn ddiweddar fel Swyddog Cyfathrebu Digidol. Anogodd y Cadeirydd y rhai a oedd yn gallu cyfrannu yn Gymraeg i wneud hynny ac i ddefnyddio'r gwasanaeth cyfieithu ar y pryd a oedd ar gael.

- ii. Hysbysodd y Cadeirydd aelodau'r Bwrdd y byddai Jamboard yn cael ei ddefnyddio i gasglu adborth am effeithiolrwydd y cyfarfod fel yn y cyfarfod blaenorol. Gofynnwyd tri chwestiwn ac roedd gofyn 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. Nodwyd ymddiheuriadau gan Emma Britton, Jon Day a Rhianon Jones.
- ii. Roedd yr aelodau canlynol yn dymuno datgan buddiant fel a ganlyn:
 - Dywedodd TP ei fod wedi'i benodi fel aelod Bwrdd Cronfa Gymunedol y Loteri Genedlaethol yng Nghymru; roedd ei wraig hefyd wedi'i phenodi i Dîm Cyfathrebu Gofal Cymdeithasol Cymru a byddai'n dechrau ar ei gwaith yn yr wythnosau nesaf;
 - Roedd CC yn dymuno datgan buddiant fel Prif Swyddog Gweithredol PAVO, Cymdeithas Mudiadau Gwirfoddol Powys, sy'n derbyn arian o grant Rhaglen Datblygu'r Gweithlu Gofal Cymdeithasol Cymru ym Mhowys;
 - Dywedodd SB fod ei ferch wedi'i phenodi i Fwrdd Cymwysterau Cymru yn ddiweddar.

3. Cofnodion cyfarfod y Bwrdd ar 15 Gorffennaf 2021

- i. Gofynnodd y Cadeirydd am sylwadau ar gofnodion cyfarfod y Bwrdd a gynhaliwyd ar 15 Gorffennaf. Dywedodd RWJ nad oedd sesiwn effeithiolrwydd y cyfarfod wedi'i chynnwys yn y cofnodion er ei bod wedi'i chofnodi ar Jamboard. Cytunodd y Cadeirydd i ychwanegu crynodeb o'r adborth i'r cofnodion ac i sicrhau bod hwn hefyd yn cael ei gynnwys yng nghofnodion y dyfodol. **GWEITHREDU**
- ii. Nid oedd unrhyw sylwadau pellach ac fe **gymeradwywyd** cofnodion cyfarfod 15 Gorffennaf 2021 gan y Bwrdd fel cofnod cywir o'r cyfarfod, yn amodol ar ychwanegu crynodeb o eitem effeithiolrwydd y 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 sy'n weddill ers y cyfarfod diwethaf. Nid oedd unrhyw sylwadau na cheisiadau am ddiweddariadau ar y log gweithredu.
- ii. Tynnodd y Cadeirydd sylw'r Bwrdd at gam Gweithredu yr oedd yn rhaid i'r Cadeirydd ei gymryd i wneud newidiadau i'r Rheolau Cofrestru. Roedd aelodau wedi cael gwybod am angen y Cadeirydd i weithredu ymlaen llaw a'r mater wedi'i drafod ym Mhwyllgor Rheoleiddio a Safonau mis Medi. Mae cofnod o'r penderfyniad a'r rhesymau dros gymryd cam Gweithredu gan y Cadeirydd wedi'u cynnwys ym mhapurau'r cyfarfod. Gofynnodd y Cadeirydd a oedd unrhyw gwestiynau am y cam gweithredu a gymerwyd neu'r defnydd o'r weithdrefn; nid oedd cwestiynau. Cadarnhaodd DP fod y newidiadau a argymhellwyd nawr ar waith gyda phawb ar y

Gofrestr, rheolwyr a'r sector yn cael eu hysbysu am hynny. Cafwyd cefnogaeth gyffredinol i'r newidiadau ac fe'u croesawyd gan y sector. Mae cydweithwyr yn yr Alban a Gogledd Iwerddon wedi cymryd diddordeb yn y cam gweithredu a gymerwyd.

- iii. Nid oedd unrhyw sylwadau neu gwestiynau pellach ar y log gweithredu a **nododd a derbyniodd** yr aelodau y diweddariadau ar y camau gweithredu.

5. Yr wybodaeth ddiweddaraf gan Gadeiryddion Pwyllgorau

- i. Fel Cadeirydd y Pwyllgor Archwilio a Risg, rhoddodd RWJ grynodedb o gyfarfod mis Medi'r Pwyllgor gan dynnu sylw at y canlynol: -
- y drafodaeth fanwl a gafwyd am y gofrestr risg ddiwygiedig gan ganolbwyntio ar y meini prawf a ddefnyddiwyd i gau risgiau unigol a sut y byddai'r Pwyllgor yn cael ei ystyried mewn perthynas â'r sail resymegol am achosion cau o'r fath;
 - y craffu a ddarparwyd o ran camau gweithredu dilynol a oedd yn deillio o adroddiadau archwilio mewnol;
 - cyflwyniad sydd wedi'i ddarparu ar y gwersi a ddysgwyd o gwynion a dderbyniwyd gan y sefydliad.
- ii. Fel Cadeirydd y Pwyllgor Gwella, tynnodd PM sylw at y materion canlynol a drafodwyd yn ystod cyfarfod y Pwyllgor:
- trafodwyd yr adolygiad o Raglen Datblygu'r Gweithlu Gofal Cymdeithasol Cymru cyn ei gyflwyno i'r Bwrdd gyda'r Pwyllgor yn cefnogi'r farn y dylid cynyddu cyllid y grant;
 - bu'r Pwyllgor hefyd yn trafod a ddylid gadael i Awdurdodau Lleol benderfynu ar flaenoriaethu neu a ddylid pennu'r rhain yn y llythyr grant;
 - roedd y Pwyllgor yn falch o glywed hefyd am gynlluniau i gynnal cyfarfod blynyddol yn y dyfodol i gytuno ar y blaenoriaethau a fyddai'n cael eu pennu gyda'r holl randdeiliaid perthnasol;
 - cafodd y Pwyllgor gyflwyniad ar ddull gwella'r dyfodol a oedd yn cynnig symud i ffwrdd o'r ffocws cyfredol ar bynciau blaenoriaeth er mwyn galluogi ffocws ar y meysydd gwella sydd wedi'u cynnwys yn y cynllun strategol, yn cynnwys themâu trawsbynciol fel arweinyddiaeth.
- iii. Cadeiriodd GQ Bwyllgor Rheoleiddio a Safonau mis Medi a thynnodd sylw at y materion allweddol canlynol a oedd wedi codi o'r cyfarfod:
- cafwyd trafodaeth ar y newidiadau arfaethedig i'r rheolau Cofrestru cyn i gamau Gweithredu'r Cadeirydd gael eu cymryd a chytunwyd ar hyn;
 - derbyniwyd diweddariad ar gynnydd y cynllun gweithredu ar gyfer ymestyn y Gofrestr i weithwyr cartrefi gofal i oedolion a'r gwersi a ddysgwyd o gofrestru'r maes gofal cartref;
 - craffwyd ar y diweddariad perfformiad chwarterol gyda ffocws ar lesiant y staff cofrestru o ystyried y cynnydd sylweddol disgwylidig yn y nifer sy'n cofrestru;
 - cafwyd cyflwyniad gan Margaret Rooney (AGC) yn cloriannu Ymgyrch Jasmine a'r gwersi a ddysgwyd;

- rhoddwyd ystyriaeth i adroddiad meincnodi yn erbyn safonau'r Awdurdod Safonau Proffesiynol.

iv. Nid oedd unrhyw sylwadau na chwestiynau gan yr aelodau ar y diweddariadau a ddarparwyd.

6. Gosod y cyd-destun a negeseuon allweddol gan y Prif Weithredwr

i. Gosododd SE y cyd-destun ar gyfer y cyfarfod, gan ategu'r ddogfen friffio a rannwyd gydag aelodau'r Bwrdd cyn y cyfarfod. Tynnodd sylw at y materion canlynol a fyddai o ddiddordeb i'r aelodau:

- dyfarnwyd gwobr aruchel iawn – Gwobr Rhagoriaeth mewn Pobl yr HPMA – i Gofal Cymdeithasol Cymru ac AaGIC am y gwaith ar y cyd i ddatblygu Strategaeth y Gweithlu;
- roedd AGC i fod i gyhoeddi ei adroddiad ar farwolaethau mewn cartrefi gofal y diwrnod hwnnw - roedd rhai darparwyr yn nerfus am sylw negyddol posibl ar y cyfryngau, a oedd yn ddealladwy;
- mae'r amserlenni ar gyfer datblygu nifer o gynlluniau (yn cynnwys cynllun cyflawni strategaeth y gweithlu, cynllun cyflawni'r strategaeth ddata a'r strategaeth ymchwil newydd) wedi'u hadolygu i adlewyrchu capasiti swyddogion a chapasiti cyfredol y sector i gymryd rhan yn y darnau gwaith pwysig hyn;
- roedd gofal cartref yn uchel ar agenda'r Bwrdd Comisiynu Cenedlaethol ac roedd gweithgor a sefydlwyd gan Lywodraeth Cymru'n edrych ar amcangyfrif costau gofal y dyfodol i ddiwallu anghenion y boblogaeth;
- mae Llywodraeth Cymru wedi bod yn gweithio gyda Gofal Cymdeithasol Cymru i gefnogi ymgyrch Gofalwn Cymru gyda buddsoddiad pellach hyd at fis Mawrth 2022;
- roedd y Cynllun Strategol ar yr agenda er ein bod yn aros am ymateb Llywodraeth Cymru i'r Papur Gwyn ar gydbwyso gofal a chymorth gan y gallai hyn effeithio ar y fersiwn derfynol;
- roedd ymateb i ymgynghoriad LHDTTC+ (LGBTQ+) Llywodraeth Cymru wedi'i ddrafftio ac yn cael ei baratoi ar gyfer ei gyflwyno;
- roedd SE wrthi'n trafod â'r Comisiynydd Cydraddoldeb a Hawliau Dynol am gwmpas adolygiadau'r dyfodol ac roedd mynediad grwpiau gwarchoddedig i ofal cymdeithasol yn cael ei ystyried;
- o ran recriwtio mewnol, roedd nifer y ceisiadau fesul swydd yn llawer is nag mewn blynyddoedd a fu a chafwyd anawsterau yn llenwi rhai swyddi; am y rheswm hwnnw comisiynwyd adroddiad meincnodi annibynnol i adolygu'r fframwaith cyflogau cyfredol;
- roedd disgwyl i Lywodraeth Cymru gyhoeddi canllawiau ar y cylch gwaith cyflogau blynyddol yn fuan ac mae cyfarfod o'r Pwyllgor Cydnabyddiaeth Ariannol wedi'i drefnu ar gyfer mis Tachwedd i drafod y mater ymhellach;
- roedd y datganiad niferoedd ar ddata cydraddoldeb staff wedi cynyddu o 38% i 55% a oedd yn gynnydd cadarnhaol;
- cadarnhawyd bod y Cynllun Hyderus o ran Anabledd wedi cyflawni statws Lefel 1 gyda gwaith yn mynd rhagddo i asesu beth sydd ei angen i gyflawni lefel 2;

- roedd manylion mentrau gwaith partneriaeth cyfredol wedi'u nodi yn y ddogfen frifio ond tynnodd SE sylw'r Bwrdd at "[Tregyrfa](#)", yr adnodd realiti rhithwir lle gall plant ysgol ddewis gwahanol feysydd o iechyd a gofal cymdeithasol i weld fideos am wahanol rolau gan ddefnyddio nifer o adnoddau Gofalwn Cymru;
 - mae cyfarfodydd yn parhau rhwng SE, y Cadeirydd ac Aelodau'r Senedd, gyda chyfarfodydd dilynol a cheisiadau am wybodaeth yn cael eu derbyn;
 - bydd SE a SMcC yn mynychu'r Pwyllgor Iechyd a Gofal Cymdeithasol ar 4 Tachwedd i ddarparu tystiolaeth ar gynnydd Strategaeth y Gweithlu;
 - mynychodd SE a SMcC Fwrdd Arweinyddiaeth y GIG ar 19 Hydref hefyd (sef cyfarfod olaf Andrew Goodall cyn dechrau ar ei swydd newydd fel yr Ysgrifennydd Parhaol) i roi diweddariad ar Strategaeth y Gweithlu;
 - mae cydffederasiwn y GIG newydd gyhoeddi adroddiad ar y GIG fel sefydliad angor yn yr economi sylfaenol, sy'n debyg i'r adroddiad a gomisiynodd Gofal Cymdeithasol Cymru yn 2017 ar werth economaidd gofal cymdeithasol i oedolion;
 - roedd AL yn cymryd rhan mewn rhaglen ar yr economi gylchol fel rhan o gyfraniad y sefydliad at sero net a chefnogi Cymru sy'n niwtral o ran carbon;
 - yn ddiweddar, mynychodd SE gyfarfod o Bwyllgor Gweithredol ADSS Cymru lle a oedd yn canolbwyntio ar y pwysau ar y system a'r cwestiwn a fyddai'r cyflog byw gwirioneddol yn ddigon i gadw neu ddenu gweithwyr;
 - yng nghyfarfod diweddar y Fforwm Arweinwyr Cyhoeddus bu'r Prif Weinidog, Mark Drakeford, yn nodi ei flaenoriaethau ar gyfer Cymru, h.y. cefnogi pobl agored i niwed, lleihau anghydraddoldeb a dathlu amrywiaeth, newid yn yr hinsawdd a newid cyfansoddiadol posibl.
- ii. Diolchodd y Cadeirydd i SE am y diweddariadau ac am osod y cyd-destun ar gyfer y cyfarfod a gofynnodd a oedd unrhyw gwestiynau neu sylwadau.
- iii. Gofynnodd CC a oes ystyriaeth yn cael ei rhoi i beth fydd yn olynu'r Gronfa Gofal Integredig a'r gronfa drawsnewid wrth aros am yr ymateb i'r Papur Gwyn. Roedd rhai risgiau'n gysylltiedig â chael gwared ar y rhain yn raddol, yn cynnwys cyllid graddedig a chyllid cyfatebol a allai ychwanegu at y pwysau cyfredol ar y system. Gofynnodd hefyd a oedd SE wedi gallu cyfrannu at y trafodaethau hynny ac a oedd ganddi unrhyw syniad o'r effaith bosibl ar ofal cymdeithasol yng Nghymru.
- iv. Dywedodd SE ei bod wedi bod yn bresennol yn ystod sgwrs ar y mater hwn mewn cyfarfod o Fwrdd Arweinyddiaeth y GIG ond ei bod yno ar gyfer eitem ar Strategaeth y Gweithlu yn hytrach na dyfodol y gronfa, felly nid oedd yn rhan uniongyrchol o'r sgwrs. Fe wnaeth cydweithwyr yn Llywodraeth Cymru gyflwyno'r opsiynau a oedd dan ystyriaeth ar gyfer dyfodol y gronfa, ac roedd rhai ohonynt yn cynnwys opsiynau graddedig. Roedd SE yn tybio y byddai Gofal Cymdeithasol Cymru'n cael gwahoddiad i drafodaeth ar hyn ar ryw bwynt yn y dyfodol.
- v. Ychwanegodd AH fod y Gronfa Gofal Integredig a'r gronfa drawsnewid ar gyfer Caerdydd a'r Fro yn £20 miliwn ar hyn o bryd a chytunodd gyda CC fod y gronfa wedi darparu rhywfaint o gapasiti i ymateb i'r galw cynyddol am wasanaethau a grëwyd gan boblogaeth sy'n heneiddio a'r cyfle i wneud mwy yn y gymuned. Bydd gwerthuso'r gronfa'n bwysig i alluogi rhannu tystiolaeth o beth sy'n gweithio ledled Cymru.
- vi. Cododd AH hefyd yr heriau yn y sector y cyfeiriwyd atynt o fewn y ddogfen frifio a baratowyd gan SE a'r angen i sicrhau bod mentrau lleol yn cael eu cysylltu â mentrau

chedlaethol gan Gofal Cymdeithasol Cymru. Soniodd AH am academi gofal sy'n cael ei sefydlu gan Gyngor Caerdydd a'r perygl o ddyblygu gwaith. O ganlyniad, roedd y Bwrdd Partneriaeth Rhanbarthol lleol yn ceisio sicrhau bod mentrau lleol a chenedlaethol yn cael eu cydgysylltu. Cyfeiriodd AH at ymgyrch recriwtio cynorthwyr gofal iechyd gan fwrdd iechyd arall a ddenodd 110 o geisiadau, gyda 60 o'r rheiny'n dod gan bobl sy'n gweithio yn y sector gofal cymdeithasol ar hyn o bryd.

- vii. Atebodd SE drwy ddweud bod Gofal Cymdeithasol Cymru yn gwybod am fenter Caerdydd ac yn cysylltu â'r holl ranbarthau i gael gwell dealltwriaeth o beth oedd pob un ohonynt yn ei wneud yn lleol i geisio lleihau'r perygl o ddyblygu gwaith. Cyfeiriodd SE hefyd at ddatganiad y Gweinidog ar wasanaethau dros dro a ddatblygir gan Fyrddau Iechyd a'r posibilrwydd y gallent fod angen eu rheoleiddio gan AGC a Gofal Cymdeithasol Cymru.
- viii. Rhannodd MB ei phrofiad yn y Gorllewin lle roeddynt wedi sefydlu cynllun pontio a fydd yn rhedeg nes diwedd Mawrth 2022; roedd 75 aelod o staff wedi'u recriwtio. Cymerwyd gofal i osgoi disbyddu'r sector ac fe adolygwyd y ceisiadau i ddeall o ble roedd y staff a recriwtiwyd wedi dod. Y gobaith yw y bydd y gweithlu dros dro yn mynd i'r sector gofal cartref ar ôl Mawrth 2022.
- ix. Gofynnodd GQ a oedd unrhyw arwydd eto i ddangos sut roedd y gofyniad brechu gorfodol yn effeithio ar y sector; roedd yn ymwybodol o sgysiau diweddar â sefydliadau yn Lloegr fod pryderon gwirioneddol yno. Atebodd SE, gan bwysleisio nad yw'r brechlyn yn orfodol i weithwyr gofal yng Nghymru. Trafodwyd y mater mewn digwyddiad diweddar gan Sgiliau Gofal ac roedd rhywfaint o dystiolaeth fod y polisi yn atal rhai pobl rhag ymuno â'r sector, gydag eraill yn gadael y sector; mae hyn, ynghyd ag effaith Brexit, yn creu pwysau ar y system yn Lloegr.
- x. Ychwanegodd SMcC fod y sefyllfa drawsffiniol yn cael ei monitro a bod yna sylwadau am y gwahanol bolisiau wedi bod ar y cyfryngau cymdeithasol. Roedd hi'n bwysig taro cydbwysedd priodol mewn mentrau recriwtio yng Nghymru i bwysleisio bod y brechlyn yn beth da i'w gael er nad yw'n orfodol.
- xi. Diolchodd y Cadeirydd i'r holl aelodau am eu sylwadau a'u cwestiynau a chytunodd i drafod gyda SE y tu allan i'r cyfarfod i weld a fyddai sesiwn frifio Prif Swyddog Gweithredol arall yn ddefnyddiol o ystyried cyflymder y datblygiadau ar hyn o bryd.

GWEITHREDU

7. Cyfarfod Atebolrwydd gyda Julie Morgan AS, y Dirprwy Weinidog Gwasanaethau Cymdeithasol

- i. Croesawodd y Cadeirydd y Dirprwy Weinidog i gyfarfod y Bwrdd a chyflwyno swyddogion Llywodraeth Cymru a oedd yn bresennol ar gyfer y cyfarfod atebolrwydd blynyddol. Rhoddodd y Cadeirydd drosolwg o fformat y sesiwn a gwahodd y Dirprwy Weinidog i roi'r sylwadau agoriadol.
- ii. Diolchodd y Dirprwy Weinidog i'r Cadeirydd am y croeso a myfyriodd ar flwyddyn anodd i'r sector gofal cymdeithasol a blynyddoedd cynnar. Dywedodd fod Gofal Cymdeithasol Cymru wedi darparu rôl arwain gref mewn ymateb i'r pandemig a'i fod

yn parhau i adolygu ei gynlluniau gwaith a blaenoriaethau wrth symud ymlaen. Diolchodd y Dirprwy Weinidog i'r Bwrdd am ei gyfraniad yn darparu trosolwg i'r ymateb. Cydnabuwyd y prinder o weithwyr gofal cymdeithasol, ac roedd hi'n ddiolchgar i Gofal Cymdeithasol Cymru am ei waith i fynd i'r afael â'r problemau yr oedd y sector yn eu hwynebu.

- iii. Diolchodd y Cadeirydd i'r Dirprwy Weinidog am ei sylwadau agoriadol a gwahoddodd SB i ddechrau, fel Cadeirydd y Pwyllgor Rheoleiddio a Safonau, i ddarparu trosolwg o waith y Pwyllgor yn ystod 2020-21. Yn ei gyflwyniad, tynnodd SB sylw at y canlynol:
- er gwaethaf heriau'r pandemig, roedd y sefydliad wedi parhau i gyflawni ei gyfrifoldebau diogelu'r cyhoedd, gan gynnal Gorchmynion Atal Dros Dro a newid yn gyflym i wrandawiadau rhithwir a arweiniodd at dynnu 16 unigolyn o'r Gofrestr yn ystod 2020-21;
 - er mwyn cefnogi'r sector drwy'r pandemig, addaswyd gofynion hyfforddiant gwaith cymdeithasol, crëwyd cofrestr dros dro ar gyfer gweithwyr cymdeithasol a oedd yn dychwelyd ac ymestynnwyd y cyfnod cofrestru ar gyfer gweithwyr newydd;
 - yn fwy diweddar, roedd y cyfnod cofrestru ar gyfer pawb oedd ar y Gofrestr ar hyn o bryd wedi'i ymestyn o dair i bedair blynedd ac roedd cyfraniad o 50% at y gofyniad DPP wedi'i gyflwyno i gydnabod y manteision dysgu a datblygu a enillwyd mewn ymateb i COVID;
 - roedd yr amserlen uchelgeisiol ar gyfer ehangu'r Gofrestr wedi datblygu ymhellach a'r paratodau i gofrestru gweithwyr cartrefi gofal i oedolion erbyn Hydref 2022 yn mynd rhagddynt yn dda yn unol â'r amserlen.
- iv. Diolchodd y Dirprwy Weinidog i SB am ei gyflwyniad a gofynnodd am fwy o wybodaeth am sut mae'r gwaith o gofrestru gweithwyr cartrefi gofal i oedolion yn datblygu. Dywedodd SB eu bod wedi dysgu llawer wrth gofrestru gweithwyr gofal cartref a bod yr hyn a ddysgwyd yn cael ei ddefnyddio gyda'r broses ar gyfer gweithwyr cartrefi gofal i oedolion ac y byddai'r oedi o chwe mis y cytunwyd arno yn galluogi mwy o ymgysylltu â'r sector sy'n ffactor allweddol o ran llwyddiant.
- v. Dywedodd DP nad oedd llawer o waith codi ymwybyddiaeth yn digwydd ar yr adeg honno a bod tua mil o weithwyr cartrefi gofal i oedolion wedi'u cofrestru eisoes. Y gwersi allweddol a ddysgwyd o gofrestru gweithwyr gofal cartref oedd yr angen i gefnogi cyflogwyr a'r gweithlu i ddeall y gofynion ar gyfer cofrestru ac roedd hynny'n elfen allweddol o'r cynlluniau gweithredu a oedd yn cael eu datblygu.
- vi. Diolchodd y Dirprwy Weinidog i SB a DP am yr wybodaeth ychwanegol a dywedodd ei bod hefyd yn falch o glywed bod y gwrandawiadau addasrwydd i ymarfer wedi parhau i ddiogelu'r cyhoedd yn ystod y cyfnod hwn.
- vii. Diolchodd y Cadeirydd i'r Dirprwy Weinidog am ei chwestiynau a'i harsylwadau a gofynnodd i PM, fel Cadeirydd y Pwyllgor Gwella, i gyflwyno uchafbwyntiau gwaith y Pwyllgor yn ystod 2020-21. Yn ei gyflwyniad, tynnodd PM sylw at y canlynol:
- roedd cynllun chwe mis ar gyfer pwysau'r gaeaf wedi'i ddatblygu a'i ddarparu fel rhan o Strategaeth y Gweithlu, gyda chymorth llesiant i'r sector yn elfen hanfodol o'r cynllun o ystyried effaith COVID ar y gweithlu;

- cafwyd mwy o fuddsoddiad i gefnogi dysgu digidol gan fod y sector wedi gorfod symud i ddulliau darparu o bell;
 - ychwanegwyd porth swyddi i wefan Gofalwn Cymru i gefnogi recriwtio i'r sector, ochr yn ochr â chynllun peilot recriwtio cyflym;
 - buddsoddwyd dros £7 miliwn mewn hyfforddi'r gweithlu drwy Raglen Ddatblygu'r Gweithlu Gofal Cymdeithasol Cymru;
 - darparwyd cymorth i reolwyr drwy gynnal dosbarthiadau meistr, a chyflwyno fframwaith cynefino rheolwyr gofal cymdeithasol;
 - roedd gwaith i gefnogi ymarfer seiliedig ar gryfderau yn y sector wedi parhau drwy ddarparu hyfforddiant mewn sgiliau cyfathrebu cydweithredol a chofnodi achosion yn seiliedig ar ganlyniadau.
- viii. Atgoffodd PM y Dirprwy Weinidog hefyd fod y Datganiad o Fwriad Strategol ar gyfer Data wedi'i lansio a diolchodd am ei chefnogaeth.
- ix. Diolchodd y Dirprwy Weinidog i PM am ei gyflwyniad a dywedodd ei bod yn falch gyda'r lefel o uchelgais a ddangosodd y sefydliad i gefnogi'r sector yn ystod yr ymateb i COVID. Gofynnodd am ragor o wybodaeth am y fenter rhyddhau o'r ysbyty y soniwyd amdani.
- x. Dywedodd SMcC fod y gwasanaeth iechyd wedi datblygu rhaglen hyfforddi yn seiliedig ar ganlyniadau i'w staff o'r enw 'Nodau Gofal' tra bod yna ddull hyfforddi o'r enw "Sgiliau Cyfathrebu Cydweithredol" yn y sector gofal cymdeithasol. Roedd y rhaglen gofal cymdeithasol yn canolbwyntio ar wneud yr unigolyn yn ganolbwynt ar gyfer ei ofal a sicrhau bod sgwrs 'beth sy'n bwysig' yn digwydd yn ymarferol yn ogystal ag ar lefelau systemau ac arweinyddiaeth. Mae'r fenter rhyddhau o'r ysbyty yn dod â rheolwyr ac arweinwyr sy'n ymwneud â rhyddhau o'r ysbyty at ei gilydd i feddwl am yr hyn sydd angen ei newid yn y system. Rhaglen beilot ydyw gyda gwerthusiad annibynnol i nodi'r dysgu a sut y gellid ei gyflwyno'n ehangach. Gwelwyd ei bod hi'n fanteisiol i weithwyr proffesiynol hyfforddi gyda'i gilydd i ddeall sut maent yn edrych ar wahanol heriau a chyfleoedd.
- xi. Gofynnodd y Dirprwy Weinidog hefyd sut mae'r sefydliad yn estyn allan i'r sectorau annibynnol a gwirfoddol o ystyried pwysigrwydd y sectorau hyn o fewn fframwaith cyflawni gofal cymdeithasol. Dywedodd PM fod Fforwm Gofal Cymru'n darparu rhwydwaith defnyddiol a bod gwaith wedi dechrau i wella'r ddolen adborth drwy wasanaeth cyswllt cyflogwyr. Mae rôl yr Unigolyn Cyfrifol yn allweddol hefyd ac mae AGC wedi dangos y gellir priodoli sefyllfa sy'n mynd o chwith i arweinyddiaeth wael mewn nifer o achosion.
- xii. Ychwanegodd SMcC fod ehangu'r Gofrestr wedi darparu mwy o gyfleoedd i gael negeseuon yn uniongyrchol i unigolion a bod hyn wedi bod yn arbennig o ddefnyddiol yn ystod COVID er mwyn gallu dosbarthu adnoddau llesiant. Roedd swyddogion wedi bod yn cydweithio ag AGC hefyd i ddarparu digwyddiadau darparwyr lle'r oedd Unigolion Cyfrifol neu reolwyr wedi gofyn am gymorth i ddeall rôl y ddau sefydliad wrth wella gwasanaethau. Pan fydd yna feysydd gwaith datblygu, mae grwpiau cynghori'n cael eu sefydlu'n aml sy'n cynnwys cyflogwyr o bob rhan o'r sector. Pan fydd cynhyrchion a gwasanaethau'n barod i'w lansio, mae cynlluniau cyfathrebu ac ymgysylltu yn sicrhau bod yr wybodaeth yn mynd allan i'r sector.

- xiii. Gofynnodd y Dirprwy Weinidog am les y gweithlu, pa mor aml y gofynnir am gymorth ac i ba raddau mae pobl yn gwybod bod cymorth ar gael. Cyfeiriodd PM at y Rhaglen Cymorth i Weithwyr a sefydlwyd yn dilyn cymorth gan Lywodraeth Cymru. Trafodwyd hon mewn cyfarfod diweddar o'r Pwyllgor Gwella gan gydnabod nad oedd y niferoedd a oedd yn manteisio ar y gwasanaeth wedi bod yn sylweddol ar y pwynt hwnnw.
- xiv. Ychwanegodd SMCc fod yna broses ar waith i fonitro'r niferoedd sy'n manteisio ar y Rhaglen Cymorth i Weithwyr ond ei bod hi'n anodd asesu a oedd y lefel gymharol isel yn beth gwael neu'n arwydd o'r ffaith bod unigolion yn derbyn cymorth priodol gan eu cyflogwyr. Cafwyd adborth gan rwydwaith llesiant a oedd yn cynnwys cynrychiolwyr o blith yr Undebau, cyrff cyflogwyr ac ADSS Cymru.
- xv. Dywedodd SMCc hefyd fod Prifysgol Ulster wedi bod yn cynnal arolygon llesiant ym mhob cwr o'r DU ar gyfer y gweithlu iechyd a gofal cymdeithasol ac roedd hyn yn darparu ffynhonnell adborth annibynnol mewn perthynas â llesiant y gweithlu ar un adeg benodol. Roedd pedwerydd cylch wedi'i ariannu a byddai'n galluogi dadansoddi data tueddiadau. Canfuwyd bod y niferoedd a oedd yn manteisio ar adnoddau llesiant wedi gostwng pan oedd y sector o dan y pwysau mwyaf adeg y pandemig, yna wedi codi wrth i'r pwyntiau pwysau ddechrau gwella. Roedd y sefydliad yn ymwybodol iawn ar y funud bod y gweithlu'n flinedig yn sgil y pwysau parhaus.
- xvi. Roedd gan y Dirprwy Weinidog ddiddordeb yn y gwaith yr oedd Prifysgol Ulster yn ei wneud a gofynnodd a ellid dysgu unrhyw beth ar gyfer Cymru. Dywedodd SMCc fod ymatebion gweithwyr gofal cymdeithasol yng Nghymru i'r tri chylch a gwblhawyd hyd yma wedi amrywio a'i bod hi wedi bod yn anodd dod i gasgliadau. Fodd bynnag, o safbwynt ehangach, mae'n ymddangos bod yna symudiad wedi bod o ddulliau ymdopi cadarnhaol (fel ymarfer corff) yn nhon gyntaf y pandemig i ymatebion llai cadarnhaol (fel yfed alcohol) yn y tonnau dilynol. Roedd gwaith yn cael ei wneud gyda Chanolfan Dystiolaeth COVID-19 hefyd i gyfuno'r holl ymchwil a wnaed ac roedd disgwyl iddo fod ar gael yn gynnar ym mis Tachwedd. Diolchodd y Dirprwy Weinidog i SMCc am ei hymateb a gofynnodd am gopi o'r adroddiad nesaf pan fydd ar gael. **GWEITHREDU**
- xvii. Wrth ei gwahodd i roi trosolwg o waith y Pwyllgor Archwilio a Risg, dywedodd y Cadeirydd wrth y Dirprwy Weinidog y byddai RWJ yn rhoi'r gorau i fod yn aelod ym Mawrth 2022 pan fyddai ei gyfnod yn dod i ben. Talodd deyrnged i RWJ am ei chyfraniad fel aelod o Fwrdd Gofal Cymdeithasol Cymru a'r Cyngor Gofal cyn hynny. Roedd hi'n falch hefyd o hysbysu'r Dirprwy Weinidog y byddai CC yn ymgymryd â rôl y Cadeirydd o Ebrill 2022. Wrth roi ei chyflwyniad, tynnodd RWJ sylw at y canlynol:
- roedd y sefydliad wedi ymateb mewn ffordd hyblyg i sicrhau bod craffu ariannol a llywodraethu effeithiol wedi parhau gydol y pandemig;
 - roedd aelodaeth y Pwyllgor wedi ehangu yn ystod y flwyddyn gan ddod â mwy o ddyfnder ac ehangder i drafodaeth y cyfarfodydd;
 - roedd y Pwyllgor wedi gweithio'n agos ag archwilwyr mewnol ac allanol ac roedd yr adroddiad a'r cyfrifon blynyddol a gyflwynwyd gerbron y Senedd wedi derbyn adroddiad diamod gan yr Archwilydd Cyffredinol;
 - datblygwyd cofrestr risg newydd a gwell mewn ymateb i'r ffordd roedd y sefydliad wedi aeddfedu dros y pedair blynedd diwethaf;
 - canolbwyntiwyd hefyd ar les y staff Gofal Cymdeithasol Cymru gydol y flwyddyn a chafodd hyn dderbyniad da;

- rhoddwyd sicrwydd i'r Pwyllgor fod y sefydliad wedi'i reoli'n effeithiol yn ystod y flwyddyn er gwaethaf effaith COVID.
- xviii. Diolchodd y Dirprwy Weinidog i RWJ am ei throsolwg a'i gwasanaeth a'i chyfraniad i'r Bwrdd dros yr wyth mlynedd diwethaf. Gofynnodd am esboniad manylach ar y gofrestr risg newydd a'r broses ar gyfer cau risgiau.
- xvix. Esboniodd RWJ fod angen i'r Pwyllgor geisio gweld pam neu sut roedd natur y risg wedi newid pan fyddai risgiau strategol yn cael eu cau neu eu hisgyfeirio. Esboniodd SE drwy roi'r enghraifft o risg o'r enw 'sicrhau hygrededd sefydliadol'. Drwy barhau i gysylltu ac ymgysylltu â'r bobl briodol dros y pum mlynedd ers sefydlu Gofal Cymdeithasol Cymru, roedd y sefydliad nawr yn rhan reolaidd o drafodaethau strategol ar lefel genedlaethol ac wedi datblygu ymddiriedaeth a hyder rhanddeiliaid allweddol. O ganlyniad, nid oedd y risg a ganfuwyd yn 2017 wedi'i wireddu ac felly roedd yr uwch dîm arwain yn fwy hyderus y gellid cau'r risg. Rôl y Pwyllgor wedyn oedd craffu a herio i sicrhau bod modd cyfiawnhau'r penderfyniad.
- xx. O ran gweithio gartref, gofynnodd y Dirprwy Weinidog pa fanteision a risgiau a nodwyd. Dywedodd RWJ ei bod hi'n bwysig bod llesiant staff yn cael ei reoli'n ofalus wrth iddynt weithio gartref, gan sicrhau nad yw pobl yn teimlo'n ynysig a bod yna fecanweithiau'n cael eu cyflwyno i reolwyr gadw cysylltiad rheolaidd â'u staff. Sefydlwyd cynllun peilot i alluogi staff i ddychwelyd i'r swyddfa dan amgylchiadau wedi'u rheoli er mwyn gwerthuso risgiau a manteision model hybrid o weithio wrth symud ymlaen.
- xxi. Diolchodd y Dirprwy Weinidog i RWJ am ei hymateb a diolch unwaith eto iddi am ei chyfraniad i waith y Bwrdd. Tynnodd y Cadeirydd sylw hefyd at y ffaith y byddai cyfnod KH yn dod i ben ym mis Mawrth 2022 ar ôl gwasanaethu fel aelod o Fwrdd y Cyngor Gofal am 10 mlynedd a Bwrdd Gofal Cymdeithasol Cymru am 4 blynedd. Talodd deyrnged i'r cyfraniad a wnaeth yn arbennig ei dealltwriaeth a'i gwybodaeth am y system addysg, y byddai'r Bwrdd yn gweld ei eisiau.
- xxii. Wrth grynhoi cyfraniad allweddol y sefydliad at yr ymateb cenedlaethol i bandemig COVID yn ystod 2020/21, soniodd y Cadeirydd am yr uchafbwyntiau canlynol:
- y ffocws ar lesiant y gweithlu;
 - datblygu'r cynllun peilot 'Cyflwyniad i Ofal Cymdeithasol' a oedd nawr yn cael ei uwchraddio i lefel genedlaethol;
 - yr addasiadau cyflym a wnaed i'r fframwaith rheoleiddio i alluogi'r sector i ymateb i'r heriau roedd yn eu hwynebu;
 - ehangu ymgyrch 'Gofalwn Cymru' a datblygu porth swyddi newydd;
 - datblygu a chyflwyno'r Cerdyn Gweithiwr Gofal Cymdeithasol yn gyflym;
 - ehangu'r gofrestr, gan alluogi'r sefydliad i ddod yn 'siop un stop' ar gyfer cyfuno a dosbarthu gwybodaeth ac adnoddau COVID.
- xxiii. Wrth edrych ymlaen tuag at 2021-22, soniodd y Cadeirydd am y datblygiadau allweddol canlynol:
- byddai cynllun strategol newydd sy'n canolbwyntio ar amcanion yn cael ei lansio yn Ebrill 2022;

- byddai'r Gofrestr yn cael ei hymestyn i reolwyr cartrefi gofal i oedolion;
 - bydd cymorth yn cael ei roi i'r broses barhaus o drawsnewid gofal cymdeithasol yn ddigidol;
 - byddai cynllun cyflawni 2021/22 yn cael ei ddatblygu ar gyfer Strategaeth y Gweithlu;
 - byddai cymorth yn cael ei roi i'r sector Blynyddoedd Cynnar a Gofal Plant wrth iddo wynebu heriau cynyddol;
 - gan ddatblygu ymhellach ar y Datganiad o Fwriad Strategol ar gyfer Data, byddai cynllun gweithredu'n cael ei ddatblygu a'r cynnig tystiolaeth ar gyfer y sector yn cael ei weithredu;
 - byddai cynllun newydd yn cael ei ddatblygu ar gyfer y gweithlu gwaith cymdeithasol ac uniongyrchol
 - byddai cymorth yn cael ei roi i'r Prif Swyddog Gofal Cymdeithasol newydd.
- xiv. Diolchodd y Dirprwy Weinidog i'r Cadeirydd am y trosolwg ac roedd ganddi ddiddordeb arbennig yn y ffordd y byddai Cerdyn Gweithiwr Gofal Cymdeithasol yn ehangu. Dywedodd SMCc fod nifer o rwystrau wedi'u nodi yn y sector (fel cost tanwydd a chost yswiriant car) a bod gwaith yn cael ei wneud i archwilio a ellid sicrhau gostyngiadau a buddion pellach i'r sector yn y dyfodol. Cytunodd y Dirprwy Weinidog y gallai ychwanegu mwy o fuddion helpu i ddenu gweithwyr i'r sector gofal cymdeithasol.
- xv. Ail-gadarnhaodd y Dirprwy Weinidog lwyddiant 'Gofalwn Cymru' gan sôn yn ffafriol am y ffordd y datblygwyd y rhaglen. Roedd yn arbennig o falch o weld llwyddiant hwb tair wythnos diweddar yr ymgyrch ac yn falch o weld ei bod hi'n fwriad cynnal mwy o ymgyrchoedd. Dywedodd SE fod 800 o swyddi wedi'u hychwanegu i'r porth swyddi ym mis Medi a oedd ddwywaith yn fwy na'r nifer misol cyfartalog blaenorol.
- xvi. Diolchodd y Dirprwy Weinidog i bawb am eu cyfraniadau i'r cyfarfod ac am y gwaith roedd y Bwrdd wedi'i wneud i gefnogi'r sefydliad yn ystod 2020/21. Dywedodd ei bod yn edrych ymlaen at flwyddyn arall o weithio mewn partneriaeth a gadawodd y cyfarfod ar y pwynt hwnnw.

8. Cynllun Strategol Amlinellol 2022-2027

- i. Rhoddodd SE drosolwg byr o'r papur ac atgoffa'r Bwrdd bod nifer o strategaethau ategol eraill yn cael eu datblygu, yn cynnwys y Cynllun Busnes blynyddol, a fyddai'n cynnwys mwy o fanylion am waith y sefydliad dros y pum mlynedd nesaf. Roedd trafodaethau i fod i gael eu cynnal gyda'r tîm Noddi am y cynllun strategol, y cynllun cydraddoldeb a'r gyllideb gyda'r Bwrdd yn cymeradwyo'n derfynol ym mis Chwefror. Roedd strategaeth farchnata a chyfathrebu newydd yn cael ei datblygu hefyd i ddarparu dull wedi'i dargedu'n fwy ar gyfer cynulleidfaoedd amrywiol y sefydliad.
- ii. Darparodd Atodiad 1 amlinelliad o'r cynllun a fyddai'n cael ei fformadu cyn ei gyhoeddi. Roedd newidiadau a gyflwynwyd ers trafodaeth ddiwethaf y Bwrdd ar y cynllun wedi'u nodi'n goch. Roedd y cynllun yn cynnwys deg canlyniad cenedlaethol ac enghreifftiau o'r math o dystiolaeth a fyddai'n cael ei defnyddio i fesur effaith.

- iii. Diolchodd SE i JK am ei sylwadau a dderbyniwyd cyn y cyfarfod ac a fyddai'n cael eu hystyried wrth ddatblygu'r cynllun ymhellach.
- iv. Diolchodd y Cadeirydd i SE am y trosolwg a gofynnodd am unrhyw sylwadau neu gwestiynau gan y Bwrdd. Codwyd y pwyntiau canlynol:
- Roedd CC yn teimlo fod y defnydd o'r gair 'eisiau' wrth eirio'r amcanion yn teimlo 'braidd yn rhyfedd' ac yn gofyn a oedd ffordd arall o'i fynegi. Awgrymodd AH ddefnyddio'r term 'beth rydym angen ei weld yn newid?' fel dewis arall. **GWEITHREDU**
 - Tynnodd CC sylw hefyd at y ffaith nad yw'r ddogfen yn sôn am barch cydradd, yn enwedig yng nghyd-destun datblygu gweithlu sy'n cael ei gydnabod a'i werthfawrogi. Cwestiynodd adran hyder cyhoeddus yr adroddiad hefyd a oedd yn canolbwyntio ar reoleiddio yn hytrach nag anghenion y cyhoedd; roedd yn deall y cysylltiad rhwng y ddau, ond roedd y mesurau'n canolbwyntio ar a oedd y system reoleiddio'n gweithio yn hytrach nag i ba raddau oedd gan y cyhoedd hyder ynddo. Dywedodd SE fod rôl reoleiddio'r sefydliad yn ymwneud â rhoi hyder i'r cyhoedd gan fod y sefydliad wedi'i sefydlu i ddiogelu'r cyhoedd ond roedd yn ymrwymo i ailedrych ar y geiriad. **GWEITHREDU**
 - Roedd PM yn teimlo nad oedd unrhyw gyfeiriad at fanteision y cynllun i ddinasyddion. Roedd hefyd yn teimlo y gellid cael ffocws cryfach ar gefnogi arweinyddiaeth y sector a chwestiynodd a oedd y cysylltiad rhwng swyddogaethau'r sefydliad fel rheoleiddiwr y gweithlu ac arweinydd gwella ar gyfer y sector yn cael ei gyfleu'n ddigon cryf, gan fod hyn yn nodwedd unigryw.
 - Gofynnodd KH a oedd canlyniad 10 yn Atodiad 1 a oedd yn sôn am wasanaethau 'cynaliadwy' yn mynd yn ddigon pell, yn enwedig o ystyried bod y cynllun yn gynllun 5 mlynedd ac y byddai'r mater yn dod yn fwyfwy amlwg yn ystod y cyfnod hwnnw. Cytunodd SE i ailedrych ar hyn. **GWEITHREDU**
 - Roedd JK yn pryderu mai dim ond at hil yr oedd y cynllun yn cyfeirio ato wrth sôn am wahaniaethu heb grybwyll y nodweddion eraill. Dywedodd KS mai'r camau nesaf wrth ddatblygu'r Cynllun Strategol fyddai adlewyrchu gofynion y Cynllun Cydraddoldeb a fyddai'n cael ei godi yn yr eitem a oedd yn dilyn. **GWEITHREDU**
- v. Diolchodd y Cadeirydd i'r aelodau am eu cyfraniadau ac ychwanegodd fod yna amser o hyd i anfon unrhyw sylwadau pellach y tu allan i'r cyfarfod. Diolchodd SE i KS a'r tîm am eu gwaith yn llunio'r cynllun drafft.
- vi. Cytunodd y Bwrdd eu bod wedi **ystyried a thrafod** yr amlinelliad o Gynllun Strategol 2022/27.

9. Cynllun Cydraddoldeb Strategol 2022-2025

- i. Rhoddodd AA drosolwg o'r adroddiad, gan dynnu sylw at y newidiadau a gyflwynwyd ers i'r Bwrdd ei weld ddiwethaf yng nghyfarfod mis Ebrill. Roedd hyn yn cynnwys diwygiadau a wnaed mewn ymateb i'r ymarfer ymgynghori cyhoeddus. Roedd yr ymgynghoriad cyhoeddus wedi rhoi hyder iddo fod yr amcanion cydraddoldeb yn darparu'r ffocws cywir ac wedi dangos yr angen am bwyslais parhaus ar lesiant y gweithlu wrth i effaith COVID barhau.

- ii. Bydd cyflawni'r cynllun yn gofyn am weithio ar draws y sefydliad ac mae grŵp Cydraddoldeb ac Amrywiaeth mewnol wedi'i sefydlu i alluogi hynny. Bydd y grŵp yn dod â chydweithwyr ynghyd o bob cwr o'r sefydliad i weithredu fel ffrindiau critigol a phartneriaid datblygu i gyflawni canlyniadau ac uchelgeisiau'r amcanion cydraddoldeb. Mae angen gwneud rhagor o waith ar ddatblygu metrics priodol cyn cyflwyno'r cynllun i'w gymeradwyo'n derfynol gan y Bwrdd ym mis Chwefror.
- iii. Diolchodd y Cadeirydd i AA am ei drosolwg a gofynnodd i'r aelodau am unrhyw gwestiynau neu sylwadau:
- Dywedodd RWJ fod y dudalen flaen yn cyfeirio at gydymffurfio â Safonau'r Gymraeg er nad oedd cyfeiriad yn y cynllun. Dywedodd AA fod cyfeiriad at hyn yn yr adroddiad blynyddol a oedd i'w drafod fel eitem 10 ar yr agenda ond cytunodd y byddai'n cyfeirio at gydymffurfiaeth â Safonau'r Gymraeg yn y cynllun.
GWEITHREDU
 - Gofynnodd DB a oedd yna berygl o beidio â chael cynrychiolaeth allanol ar y grŵp cydraddoldeb ac amrywiaeth. Roedd AA yn cydnabod bod yna berygl posibl; fodd bynnag, roedd pobl wedi gwirfoddoli i fod yn aelodau o'r grŵp i ddarparu eu llais neu eu profiad eu hunain o amrywiaeth ac roedd mwy o waith i'w wneud gyda'r grŵp mewn perthynas â'i rôl yn y gwaith o gyflawni'r cynllun.
 - Ychwanegodd DP mai dim ond un agwedd ar sut mae adborth yn cael ei gasglu am waith y sefydliad yn y maes hwn yw'r grŵp mewnol. Roedd gan y sefydliad berthynas dda â'r Comisiwn Cydraddoldeb a Hawliau Dynol ac roedd yn gweithio'n agos â Llywodraeth Cymru ar y Cynllun Gweithredu Cydraddoldeb Hiliol ac yn rhan o'r gwaith o ddatblygu cynllun gweithredu LHDTTC+ (LGBTQ+). Roedd y sefydliad hefyd yn gweithio gyda Diverse Cymru i gael adborth gan unigolion â nodweddion gwarchoddedig.
 - Gofynnodd GQ am gynnwys croestoriadedd yn aml a chryf yn y cynllun a chytunodd AA i ystyried hyn ymhellach. **GWEITHREDU**
 - Dywedodd KH fod y ffordd roedd y maes hwn o waith y sefydliad wedi datblygu dros y blynyddoedd wedi creu argraff arni a diolchodd i AA am ei ymroddiad a'i arbenigedd yn datblygu hyn.
- iv. Ateggodd y Cadeirydd ddiolch y Bwrdd i AA ac atgoffodd yr aelodau y byddai'r Cynllun, fel y'i diwygiwyd, yn cael ei gyflwyno i'w gymeradwyo'n derfynol gyda'r Cynllun Strategol ym mis Chwefror 2022. Cytunodd yr aelodau eu bod wedi **ystyried** y Cynllun Cydraddoldeb Strategol.

10. Adroddiad Cydraddoldeb Blynyddol 2020-21

- i. Rhoddodd AA drosolwg o'r adroddiad a oedd yn grynodedd ffeithiol ar yr amrywiaeth o weithgareddau a gwblhawyd yn 2020-21 i gyflawni amcanion cydraddoldeb y sefydliad. Roedd AA yn teimlo ei bod hi'n bwysig cydnabod bod yr holl waith a wnaed yn cael ei gyflawni yn ystod cyfnod y pandemig. Dewisodd y meysydd gwaith canlynol a oedd yn werth tyngu sylw atynt:

- prosiect ar y cyd gydag Ymchwil Iechyd a Gofal Cymru i nodi'r blaenoriaethau ymchwil gofal cymdeithasol ar gyfer pobl hŷn yng Nghymru a oedd yn cynnwys cyfraniadau gan 168 o unigolion;
- y prosiect 'Get There Together' a oedd yn datblygu fideos ac adnoddau i annog pobl sy'n byw â dementia i fod yn rhan o'u cymunedau;
- hyrwyddo'r cod ymarfer drwy'r wefan mewn nifer o ieithoedd.

ii. Diolchodd y Cadeirydd i AA am y trosolwg a gofynnodd i'r aelodau am unrhyw sylwadau neu gwestiynau. Codwyd y materion canlynol:

- Dywedodd CC fod rhai o'r amcanion yn edrych am allan tra bod eraill, fel cyflog cyfartal a'r Gymraeg yn rhai mewnol yn unig; roedd yn meddwl tybed beth oedd y rhesymeg am hynny ac a ellid casglu data ar gyfer cyflog cyfartal a'r Gymraeg hefyd ar gyfer y sector;
- Atebodd AA drwy ddweud bod deddfwriaeth gydraddoldeb yn ei gwneud hi'n ofynnol i'r sefydliad edrych ar yr heriau cydraddoldeb allweddol o fewn ei gylch gwaith. Roedd hynny'n golygu bod rhai amcanion cydraddoldeb yn ymwneud â materion allanol tra bod eraill yn canolbwyntio ar rai mewnol. Roedd cynnwys cyflog cyfartal fel amcan yn rhan o ddyletswyddau'r sefydliad fel Corff a Noddir gan Lywodraeth Cymru mewn perthynas â'i weithwyr ei hun;
- Dywedodd AA ei fod yn ansicr a fyddai'r wybodaeth ar gael i alluogi cyfeirio at statws cyflog cyfartal y sector cyfan. O ran y Gymraeg, roedd gwybodaeth yn cael ei chynnwys mewn adroddiadau eraill am sgiliau Cymraeg y gweithlu gofal cymdeithasol, a chytunodd efallai ei bod hi'n werth croesgyfeirio'r adroddiadau hynny;
- Ychwanegodd SE y gellid rhoi rhywbeth yn yr adroddiad i bwysleisio rôl y sefydliad yn dylanwadu a chefnogi'r sector ar faterion cydraddoldeb ac amrywiaeth.

iii. Diolchodd y Cadeirydd i'r aelodau am eu sylwadau. Cytunodd yr aelodau eu bod wedi **ystyried a chymeradwyo'r** adroddiad cydraddoldeb blynyddol ar gyfer ei gyhoeddi.

11. Adolygu Grant Rhaglen Datblygu'r Gweithlu Gofal Cymdeithasol Cymru

- Rhoddodd SMcC drosolwg o'r adroddiad yn absenoldeb Jon Day oherwydd salwch. Wrth wneud hynny, atgoffodd yr aelodau fod trafodaethau blaenorol wedi bod ar y mater hwn mewn diwrnod datblygu'r Bwrdd yn ddiweddar ac yng nghyfarfod y Pwyllgor Gwella ym mis Medi. Roedd proses y grant wedi'i hadolygu'n annibynnol ac yn gyffredinol, roedd yr adborth o'r sector wedi bod yn gadarnhaol o ran trefniadau gweinyddu a datblygu'r grant. Roedd llawer o waith ymgysylltu wedi'i wneud gyda rhanddeiliaid i gael gwybodaeth ar gyfer llunio'r egwyddorion a fyddai'n sail i'r grant ac roedd y rhain eisoes wedi'u mireinio yn dilyn trafodaeth yn y Pwyllgor Gwella.
- Tynnodd SMcC sylw at y meysydd allweddol i'w hystyried a'u cymeradwyo gan y Bwrdd, sef:
 - yr egwyddorion arfaethedig (adran 1.7) a fyddai'n cael eu datblygu fel rhan o'r Llythyr Cylch Gwaith i'w gymeradwyo gan y Prif Swyddog Gweithredol a'r Cadeirydd cyn dosbarthu;

- rhestr o'r camau gweithredu y mae angen i Gofal Cymdeithasol Cymru eu cymryd (adran 1.9).
- iii. Diolchodd y Cadeirydd i SMcC am ei throsolwg a gwahodd PM i roi trosolwg byr o'r drafodaeth a gafwyd yng nghyfarfod diweddar y Pwyllgor Gwella. Dywedodd PM mai'r cwestiwn allweddol a oedd wedi codi o'r drafodaeth oedd 'ydyn ni'n bod yn ddigon dewr?' Dywedodd ei bod hi'n dda gweld bod y drafodaeth a gafwyd yn y Pwyllgor yn cael ei hadlewyrchu yn Atodiad 1 gyda'r thema o beth y gellid ei wneud neu ei wneud yn wahanol. Roedd yn teimlo bod yna deimlad bod y cynigion yn ddewrach ond yn cwestiynu a oedden nhw'n ddigon dewr?
- iv. Diolchodd y Cadeirydd i PM am y trosolwg a gofyn am sylwadau a chwestiynau:
- Yn dilyn trafodaeth a gafwyd mewn cyfarfod diweddar o'r Pwyllgor Archwilio a Risg, gofynnodd RWJ a oedd angen bod yn fwy rhagnodol drwy ddiffinio'r effaith a ddymunir o'r cais am grant yn gliriach. Ychwanegodd PM fod trafodaeth wedi bod yn y Pwyllgor Gwella hefyd;
 - Atebodd SE, gan ddweud y gallai 'bod yn ddewr' olygu rhoi mwy o ryddid i bennu blaenoriaethau lleol tra gallai bod yn fwy rhagnodol fod yn wrthgynhyrchiol a chyfyngu ar greadigrwydd. Roedd yn teimlo ei bod hi'n bwysig cael y cydbwysedd cywir rhwng rhagnodi a chyfle am arloesi lleol;
 - Ychwanegodd SMcC nad oedd y cwestiwn o 'fod yn ddigon dewr' wedi dod trwodd o adborth y sector ac felly roedd yn rhywbeth i'r Bwrdd benderfynu arno. Roedd yna fanteision a pheryglon i fod yn rhagnodol. Roedd y grant yn cael ei drefnu i gyd-fynd â themâu Strategaeth y Gweithlu er mwyn darparu arweiniad. Gallai fod yn fwy rhagnodol (er enghraifft trwy ddweud bod rhaid defnyddio 10% o'r grant ar hyfforddiant gweithwyr gofal cartref) ond roedd yr adborth o'r sector yn dangos, er bod arweiniad yn bwysig, bod yna ddymuniad i allu defnyddio'r grant ar gyfer anghenion lleol ac i gynllunio'r gweithlu'n lleol. Felly, yn ei barn hi, roedd angen taro cydbwysedd gofalus.
 - Gofynnodd y Cadeirydd beth fyddai dewrach yn ei olygu. Nid oedd PM yn siŵr a chytunodd â sylwadau blaenorol SE ar y gwrthdaro rhwng bod yn ddewrach a bod yn fwy rhagnodol. Ychwanegodd fod yna gonsensws cryf o drafodaethau'r Pwyllgor fod y grant cyfredol yn annigonol a bod angen blaenoriaethu, boed hynny'n lleol neu'n dod gan Gofal Cymdeithasol Cymru ar ffurf mwy o ragnodi. Roedd yn cydnabod ei fod yn gwestiwn anodd i'w ateb ac efallai ei bod hi'n well ei adolygu wrth dderbyn yr adroddiadau monitro blynyddol.
- v. Gofynnodd y Cadeirydd a oedd digon o hyblygrwydd o fewn y meysydd blaenoriaeth i fod yn fwy rhagnodol neu ddewrach fel bo angen dros y 5 mlynedd nesaf.
- vi. Dywedodd SMcC mai'r hyn sy'n cael ei awgrymu ar gyfer y dyfodol yw cyfarfod blynyddol gyda rhanddeiliaid i gytuno ar y meysydd blaenoriaeth cenedlaethol a allai fod yn fwy penodol a rhagnodol mewn blynyddoedd i ddod. Roedd yn ymwybodol bod y grant yn ariannu llawer o'r hyfforddiant a ddarparwyd yn y sector a bod angen sefydlogrwydd yn yr amgylchedd cyfredol, ond bod angen symud i dull cadarnach er mwyn datblygu'r dysgu a ddaeth yn sgil yr adolygiad yr un pryd. Roedd SMcC yn teimlo felly y byddai'r blaenoriaethau'n dod yn fwy penodol dros amser wrth iddynt gael eu hadolygu'n flynyddol. Roedd traean o'r egwyddorion yn ymwneud â mynediad cyfartal ac roedd angen deall cyfansoddiad y sector ym mhob maes yn well a sut

mae'r grant yn cael ei ddefnyddio. Fodd bynnag, byddai awdurdodau lleol angen amser i ddatblygu'r systemau i allu adrodd ar hyn.

- vii. Ychwanegodd JK fod trafodaethau'r Pwyllgor Gwella wedi'u hadlewyrchu'n dda ac roedd yn teimlo nad oedd symud i ddull mwy rhagnodol yn ddoeth yn yr amgylchedd cyfredol yn sgil yr angen am sefydlogrwydd yn y sector ac i ddarparu'r cymorth sydd ei angen ar ôl COVID.
- viii. Gofynnodd y Cadeirydd a oedd yna unrhyw gwestiynau neu sylwadau ar y camau gweithredu ar gyfer Gofal Cymdeithasol Cymru fel y nodwyd yn 1.9, ond nid oedd.
- ix. Diolchodd y Cadeirydd i'r aelodau am eu sylwadau a **chymeradwyodd** y Bwrdd yr egwyddorion allweddol a fyddai'n cael eu hymgorffori i'r gwaith o ddarparu Rhaglen Datblygu'r Gweithlu Gofal Cymdeithasol Cymru ar gyfer cyfnod y cynllun strategol nesaf ac yn cael eu gweithredu drwy newidiadau i'r llythyr grant a'r prosesau ymgeisio a monitro cysylltiedig. **Cymeradwyodd** y Bwrdd y camau gweithredu ar gyfer Gofal Cymdeithasol Cymru hefyd.

12. Adroddiad Cynnydd Ch2 y Cynllun Busnes

- i. Rhoddodd KS drosolwg o adroddiad perfformiad chwarter dau a thynnu sylw at y cyfle oedd gan aelodau'r Bwrdd i graffu ar yr wybodaeth oedd ynddo am ddarpariaeth y sefydliad yn erbyn y cynllun busnes ar y cam chwe mis. Roedd y risgiau strategol yn y papur ar fformat newydd yn dilyn cymeradwyo'r Polisi Rheoli Risg newydd gan y Pwyllgor Archwilio a Risg, fel yr oedd RWJ wedi'i grybwyll eisoes. Tynnodd KS sylw at thema allweddol yn y papur, sef yr anawsterau cyfredol i recriwtio'r bobl briodol er mwyn sicrhau capasiti yn y sefydliad i gyflawni'r rhaglen waith a gynlluniwyd. Roedd gallu ymgynghori mewn ffordd ystyrlon â'r sector yn parhau i fod yn her yn sgil yr amgylchedd gweithredu cyfredol a'r angen i ymateb i heriau'r sector yn enwedig mewn perthynas â recriwtio.
- ii. Diolchodd y Cadeirydd i KS am y trosolwg a gofynnodd am unrhyw sylwadau neu gwestiynau ar thema blaenoriaeth 1, y gweithlu gofal cymdeithasol a'r blynyddoedd cynnar. Trafodwyd y materion canlynol:
 - Gofynnodd CC gwestiwn cyffredinol am y nifer o weithgareddau cynllun busnes a oedd mewn lliw oren yn rhagolwg chwarter 3. Roedd yn meddwl tybed a oedd hyn yn bryder, neu a oedd y sefyllfa'n debygol o newid yn y chwarter nesaf. Wrth ymateb, eglurodd KS sut roedd swyddogion yn penderfynu ar y rhagolwg ond eglurodd CC fod ei bryder yn ymwneud mwy â chyfran y gweithgareddau busnes y rhagwelir y byddant yn oren yn chwarter 3. Eglurodd DP fod hwn yn adroddiad eithriadol ac na fyddai'r gweithgareddau sydd ar y trywydd cywir yn ymddangos yn yr adroddiad fel arfer. Cyfeiriodd y Cadeirydd hefyd at dabl 3.1 yn y papur a ddangosai fod 82% o weithgareddau ar y trywydd cywir ac felly, roedd yr adroddiad yn canolbwyntio ar y 18% sydd angen cymorth ychwanegol;
 - Tynnodd TP sylw at yr amseroedd prosesu ar gyfer ceisiadau newydd o dan thema 1, a oedd yn goch a hynny'n anarferol. Nododd fod yna eglurhad yn y sylwadau perfformiad mewn perthynas â recriwtio staff ychwanegol i wella amseroedd prosesu a gofynnodd pryd oedd disgwyl i'r gweithgarwch hwn fod yn ôl ar y trywydd cywir. Dywedodd KS fod y rheolwr tîm wedi rhoi sicrwydd y byddai

amseroedd prosesu yn ôl ar y trywydd cywir (h.y. o fewn 5 diwrnod) erbyn diwedd Hydref ac y byddai staff a oedd newydd eu recriwtio wedi setlo erbyn hynny. Ychwanegodd DP ei fod yn hyderus na fyddai'r dangosydd yn goch yn y cyfnod adrodd nesaf. Roedd y tîm wedi bod yn gweithredu o dan bwysau yn sgil twf mewn ceisiadau a'r tîm wedi bod yn edrych ar flaenoriaethu ceisiadau a defnyddio'r staff ychwanegol i leihau'r dyddiau prosesu. Mae'r twf mewn staff yn cyd-fynd â'r twf disgwyl mewn ceisiadau. Mae'r dangosydd wedi bod yn ddefnyddiol i gael y tîm i edrych ar sut i flaenoriaethu'n fwy effeithiol;

- Gofynnodd KS am niferoedd myfyrwyr gwaith cymdeithasol a bod nifer y bwrsariau i fyfyrwyr newydd yn is na'r disgwyl. Roedd yn meddwl tybed a oedd hyn yn gysylltiedig â thanrecriwtio, a oedd wedi'i ddisbarthu'n gyfartal, a oedd yna berygl y gallai un neu fwy prifysgol ddewis rhoi'r gorau i gynnig gradd mewn gwaith cymdeithasol ac os felly, beth fyddai goblygiadau hyn, er enghraifft, o ran mynediad cyfartal? Atebodd SMcC gan ddweud nad oes unrhyw bryder gwirioneddol ar hyn o bryd am unrhyw brifysgol yn rhoi'r gorau i gynnig y radd mewn gwaith cymdeithasol ond bod gwaith yn cael ei wneud i edrych ar gymhwyster gweithiwr cymdeithasol a'r cymorth a ddarperir i sicrhau bod y bwrsari (a mecanweithiau cysylltiedig) yn darparu cymhelliant i hyfforddi.

- iii. Nid oedd unrhyw gwestiynau ynghylch thema blaenoriaeth 2, Rheolwyr, Arweinwyr a Pherchnogion Gofal Cymdeithasol a Blynyddoedd Cynnar, na thema blaenoriaeth 3, Arweinwyr Systemau Gofal Cymdeithasol a Blynyddoedd Cynnar, na thema blaenoriaeth 4, Ein Gweithlu Ni.
- iv. Gofynnodd y Cadeirydd i GR roi trosolwg o adroddiad y gyllideb. Cyflwynodd GR yr adroddiad gan ddweud bod incwm yn cyd-fynd â'r gyllideb fwy neu lai er, fel y nodwyd yn yr adroddiad, roedd £275,000 ychwanegol wedi'i ddyrannu ar gyfer llesiant ac ymgyrch Gofalwn Cymru. Derbyniwyd £300,000 o arian ychwanegol ar gyfer Ymgyrch Gofalwn Cymru ar gyfer chwarter 3 hefyd. Roedd incwm ffioedd cofrestru'n uwch na'r disgwyl ar hyn o bryd. Roedd hyn oherwydd amseru yn hytrach na disgwyl y byddai incwm yn uwch na'r hyn y cyllidebwyd ar ei gyfer ond byddai'r sefyllfa'n cael ei monitro'n ofalus.
- v. Rhoddodd GB drosolwg o wariant cyfredol a thynnodd sylw at danwariant disgwyl o £490,000. Roedd gorwariant yn y gyllideb grantiau ar hyn o bryd ond roedd hyn yn sgil talu mwy o fwrsariau na'r disgwyl ym mis Medi. Fodd bynnag, byddai'r gostyngiad mewn bwrsariau'n arwain at danwariant o £374,000 ar ddiwedd y flwyddyn. Roedd tanwariant yng nghyllideb Rheoleiddio'r Gweithlu yn sgil £120,000 o danwariant yn y gyllideb gwrandawiadau, yr oedd disgwyl iddo gynyddu i £300,000 o danwariant ar ddiwedd y flwyddyn. Y rheswm am hyn oedd nad oedd y nifer a ragwelwyd o achosion ar gyfer y gweithlu gofal cartref mor uchel â'r disgwyl ar y pwynt hwn yn ogystal ag arbedion drwy ddileu trwy gytundeb a gwaredu swyddogion.
- vi. Roedd tanwariant yn y gyllideb Gwella a Datblygu hefyd, yn bennaf yn y gyllideb cyflogau lle'r oedd anawsterau wedi bod i recriwtio i swyddi ar gyfer yr adran hon. Fodd bynnag, ar ddiwedd y flwyddyn rhagwelir y byddai gorwariant o £245,000 yn dilyn penderfyniad i fuddsoddi mwy mewn prosiectau. Roedd tanwariant yn y gyllideb blynyddoedd cynnar a gofal plant ond roedd hyn oherwydd amseriad ac mae disgwyl i'r gyllideb hon gael ei gwario'n llawn erbyn diwedd y flwyddyn. Roedd tanwariant o £11,000 yn y gyllideb Strategaeth a Chymorth Busnes, gyda'r gyllideb cyflogau'n cyfrannu'r rhan fwyaf at y tanwariant yma eto, yn enwedig yn sgil swyddi gwag yn y

tîm Cyfathrebu. Ar ddiwedd y flwyddyn mae disgwyl i'r gyllideb hon fod â gorwariant gan fod buddsoddiad ychwanegol yn cael ei wneud yn seilwaith TG y sefydliad. Rhagwelwyd tanwariant cyffredinol o £333,000 ar ddiwedd y flwyddyn, a fyddai o fewn y 2% o arian parod sy'n cael ei gario drosodd ar ddiwedd y flwyddyn.

- vii. Diolchodd y Cadeirydd i GR am y trosolwg a gofyn, os oedd y sefydliad yn cario 2% drosodd yn gyson, a allai Llywodraeth Cymru ei gymryd yn ôl neu os oedd angen gwario'r arian ble fyddai modd gwneud hynny.
- viii. Dywedodd GR mai pwrpas y 2% sy'n cael ei gario drosodd yw rhoi hyblygrwydd; roedd cydweithwyr yn Llywodraeth Cymru yn ymwybodol o'r tanwariant cyfredol a ragwelir ac nid oeddynt wedi awgrymu y byddai'n rhaid ad-alw'r arian. Ychwanegodd AL fod y sefydliad yn gweithredu gyda pholisi dim cronfeydd wrth gefn o un flwyddyn i'r llall ac felly nid oedd 2% yn swm mawr i'w gario drosodd i'r flwyddyn ariannol nesaf. Roedd hyn yn golygu bod modd gwneud penderfyniadau ar brosiectau sy'n cwmpasu dwy flynedd ariannol, yn enwedig gyda phrosiectau mwy fel data a deall tystiolaeth a TG lle mae angen i raglenni barhau ar ôl diwedd y flwyddyn. Mae arian grant hwyluso rhanbarthol ychwanegol ar gyfer awdurdodau lleol, i gefnogi prosiectau denu, recriwtio a chadw a chydweithio yn opsiynau i leihau'r swm sy'n cael ei gario drosodd ymhellach.
- ix. Nid oedd rhagor o gwestiynau am adroddiad y gyllideb a gofynnodd y Cadeirydd am unrhyw gwestiynau neu sylwadau ar yr adroddiad AD, ond nid oedd rhai.
- x. Diolchodd y Cadeirydd i'r aelodau am eu cwestiynau a'u sylwadau ac i swyddogion am eu hymatebion. Cytunodd yr aelodau eu bod wedi **crافfu** a **chymeradwyo**'r cynnydd yn erbyn Cynllun Busnes 2020-21 ar y cam chwe mis.

13. Rheolau Sefydlog Cyfarfodydd y Bwrdd

- i. Eglurodd y Cadeirydd fod Rheolau Sefydlog cyfarfodydd y Bwrdd wedi'u diwygio i adlewyrchu'r newid i gyfarfodydd rhithwir a Phroses Weithredu'r Cadeirydd a gyflwynwyd yn ystod 2020-2021. Gofynnodd y Cadeirydd am unrhyw gwestiynau neu sylwadau a chodwyd y materion canlynol:
 - roedd RJ yn meddwl tybed a ddylid cynnwys hybrid (h.y. lle mae rhai pobl yn yr ystafell ac eraill yn rhithwir) fel ffordd bosibl o gyfarfod yn y dyfodol a chytunodd y Cadeirydd i ychwanegu hyn fel opsiwn ochr yn ochr â wyneb yn wyneb a rhithwir;
 - cytunodd y Cadeirydd hefyd y byddai'n gweithio gyda LIB i edrych ar beth mae eraill yn ei wneud o ran cyfarfodydd hybrid a dod â rhai syniadau i ddiwrnod datblygu wrth edrych ar yr amserlen ar gyfer cyfarfodydd 2021-22. **GWEITHREDU**
 - ychwanegodd GQ y byddai'n ddefnyddiol diffinio beth a olygir wrth y term hybrid a chytunwyd y byddai hyn yn cael ei ychwanegu fel troednodyn i'r Rheolau Sefydlog;
 - ychwanegodd JK fod cyfarfodydd Pwyllgorau wedi'u cynnal mewn ffordd hybrid o'r blaen gyda rhai pobl yn swyddfa Caerdydd ac eraill yn swyddfa Llanelwy.
- ii. **Cymeradwyodd** y Bwrdd y Rheolau Sefydlog diwygiedig gan ychwanegu hybrid fel opsiwn ynghyd ag esboniad o beth mae'n ei olygu yn y troednodyn.

14. Effeithiolrwydd cyfarfodydd

- i. Gofynnwyd i'r aelodau gyfrannu eu harsylwadau i Jamboard wrth i'r cyfarfod fynd rhagddo er mwyn gwerthuso effeithiolrwydd y cyfarfod.
- ii. Gofynnwyd tri chwestiwn, fel a ganlyn: -
 - (i) oedd yna un peth a oedd wedi mynd yn arbennig o dda yng nghyfarfod heddiw?
 - (ii) oedd yna un peth y gallen ni fod wedi'i wneud yn wahanol neu'n well?
 - (iii) oes yna rywbeth yr hoffech i ni ei ddilyn nad oedd yn gam gweithredu yn deillio o'r cyfarfod?
- iii. I grynhoi roedd y sylwadau ar y Jamboard yn cynnwys:
 - nifer o sylwadau cadarnhaol ynghylch y sesiwn atebolrwydd gyda'r Dirprwy Weinidog;
 - gwerthfawrogiad o'r ddogfen friffio a ddarparwyd gan SE cyn y cyfarfod;
 - roedd cynnydd ar y Cynllun Strategol a'r Cynllun Cydraddoldeb Strategol yn cael ei helpu gan drafodaethau blaenorol yn y Bwrdd ac yn y sesiwn ddatblygu;
 - cais am adborth ar y grŵp gofal cymdeithasol ar gyfer newid yn yr hinsawdd sy'n cael ei arwain gan Lywodraeth Cymru mewn cyfarfod yn y dyfodol. **GWEITHREDU**
- iv. Diolchodd y Cadeirydd i'r aelodau am eu cyfraniadau a dywedodd y byddai'r grŵp comisiynu clinigol yn trafod y sylwadau yn ei gyfarfod nesaf i nodi unrhyw gamau gweithredu a oedd angen o ganlyniad ac y byddai'r canlyniad yn cael ei rannu gyda'r aelodau drwy'r Porth.
- v. Nid oedd rhagor o sylwadau neu gwestiynau, ac o ganlyniad diolchodd y Cadeirydd i bawb am eu cyfraniadau a datgan bod y cyfarfod wedi cau.

Dyddiad y Cyfarfod Nesaf:

Dydd Iau 3 Chwefror 2022

Camau gweithredu

Rhif cam gweithredu	Eitem	Cam gweithredu	Pwy
10/21/SCW	Eitem 3 – Cofnodion Cyfarfod y Bwrdd 15 Gorffennaf 2021	Sicrhau bod crynodeb o sylwadau Jamboard yn cael eu cynnwys yn y cofnodion	Llinos Bradbury
11/21/SCW	Eitem 6 – Gosod cyd-destun a negeseuon	Trafod a fyddai briff Prif Swyddog Gweithredol arall yn ddefnyddiol	Sue Evans a Mick Giannasi

	allweddol gan y Prif Weithredwr		
12/21/SCW	Eitem 7 – Atebolrwydd gyda Julie Morgan AS, Dirprwy Weinidog Gwasanaethau Cymdeithasol	Anfon manylion arolygon llesiant Prifysgol Ulster a thystiolaeth canolfan dystiolaeth COVID-19 i'r Dirprwy Weinidog	Sarah McCarty
13/21/SCW	Eitem 8 – Cynllun Strategol Amlinellol 2022-2027	Ystyried newid y defnydd o'r gair 'eisiau' i 'beth ydym angen ei weld yn newid'	Sue Evans
14/21/SCW		Ailedrych ar adran hyder y cyhoedd	Sue Evans
15/21/SCW		Ailedrych ar ganlyniad 10 mewn perthynas â newid yn yr hinsawdd	Sue Evans
16/21/SCW		Sicrhau bod gwahaniaethu'n cyfeirio at yr holl nodweddion gwarchoddedig yn y ddogfen	Sue Evans
17/21/SCW	Eitem 9 – Cynllun Cydraddoldeb Strategol 2022-2025	Sicrhau bod yna gyfeiriad at gydymffurfio â Safonau'r Gymraeg yn y Cynllun	Abu Askira
18/21/SCW		Sicrhau bod croestoriadedd yn cael ei gynnwys yn aml a chryf yn y cynllun	Abu Askira
19/21/SCW	Eitem 13 – Rheolau Sefydlog cyfarfodydd y Bwrdd	Edrych ar beth mae eraill yn ei wneud o ran cyfarfodydd hybrid ble mae rhai aelodau'n bresennol yn yr ystafell ac eraill yn ymuno'n rhithwir a chyflwyno gwybodaeth mewn diwrnod datblygu wrth edrych ar amserlen cyfarfodydd 2021-22	Llinos Bradbury

20/21/SCW	Eitem 14 – effeithiolrwydd cyfarfodydd	Wedi gofyn am adborth ar y grŵp gofal cymdeithasol ar gyfer newid yn yr hinsawdd sy'n cael ei arwain gan Lywodraeth Cymru	Andrew Lycett
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Gweithrediadau cyfarfodydd Bwrdd Gorfal Cymdeithasol Cymru

Log gweithredu 2021-22

Rhif gweithred	Dyddiad cyfarfod	Eitem	Gweithred	Gweithred gan	Dyddiad targed	Canlyniad / diweddariad	Statws cyfredol	Dyddiad cwblhau
10/21/SCW	21.10.21	Eitem 3 – Cofnodion Cyfarfod y Bwrdd 15 Gorffennaf 2021	Sicrhau bod crynodeb o sylwadau Jamboard yn cael eu cynnwys yn y cofnodion	Llinos Bradbury	Hydref 2021	Mae crynodeb o sylwadau'r jamboard wedi'u cynnwys a byddant yn cael eu cynnwys yn y dyfodol	Caewyd	Hydref 2021
11/21/SCW	21.10.21	Eitem 6 – Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr	Trafod a fyddai briff Prif Swyddog Gweithredol arall yn ddefnyddiol	Sue Evans a Mick Giannasi	Tachwedd 2021	O fis Chwefror bydd briff 'mewn cysylltiad' y Cadeirydd yn cael ei anfon yn rheolaidd i roi'r wybodaeth ddiweddaraf i'r Bwrdd, a gellir hefyd neilltuo amser o fewn y sesiwn ddatblygu fisol i ddiweddariad gan y Prif Swyddog Gweithredol yn ôl yr angen.	Parhaus	
12/21/SCW	21.10.21	Eitem 7 – Atebolrwydd gyda Julie Morgan AS, Dirprwy Weinidog Gwasanaethau Cymdeithasol	Anfon manylion arolygon llesiant Prifysgol Ulster a thystiolaeth canolfan dystiolaeth COVID-19 i'r Dirprwy Weinidog	Sarah McCarty	Hydref 2021	E-bost wedi'i anfon at Andrea Street, Llywodraeth Cymru gyda'r manylion perthnasol i'w hanfon at y Dirprwy Weinidog	Caewyd	25.10.21

13/21/SCW	21.10.21	Eitem 8 – Cynllun Strategol Amlinellol 2022-2027	Ystyried newid y defnydd o'r gair 'eisiau' i 'beth ydym angen ei weld yn newid'	Sue Evans	Tachwedd 2021	Mae hyn wedi newid i: Pam a Sut byddwn yn gwybod beth sydd wedi newid?	Caewyd	Ionawr 2022
14/21/SCW	21.10.21	Eitem 8 – Cynllun Strategol Amlinellol 2022-2027	Ailedrych ar adran hyder y cyhoedd	Sue Evans	Tachwedd 2021	Mae'r canlyniadau ar gyfer yr adran hyder y cyhoedd wedi'u hail-eirio i wneud yn siŵr eu bod yn glir ac yn unol â 'ein llais'.	Caewyd	Ionawr 2022
15/21/SCW	21.10.21	Eitem 8 – Cynllun Strategol Amlinellol 2022-2027	Ailedrych ar ganlyniad 10 mewn perthynas â newid yn yr hinsawdd	Sue Evans	Tachwedd 2021	Mae canlyniad sefydliad effeithiol wedi'i ddiweddarau mewn perthynas â newid yn yr hinsawdd.	Caewyd	Ionawr 2022
16/21/SCW	21.10.21	Eitem 8 – Cynllun Strategol Amlinellol 2022-2027	Sicrhau bod gwahaniaethu'n cyfeirio at yr holl nodweddion gwarchoddedig yn y ddogfen	Sue Evans	Tachwedd 2021	Mae gwaith gwrth-wahaniaethu ar gyfer pob nodwedd warchoddedig wedi'i gynnwys o fewn canlyniad sefydliad effeithiol.	Caewyd	Ionawr 2022
17/21/SCW	21.10.21	Eitem 9 – Cynllun Cydraddoldeb Strategol 2022-2025	Sicrhau bod yna gyfeiriad at gydymffurfio â Safonau'r Gymraeg yn y Cynllun	Abu Askira	Ionawr 2022	Mae adran ar gydymffurfio â Safonau'r Gymraeg bellach wedi'i chynnwys yn y cynllun	Caewyd	Ionawr 2022

18/21/SCW	21.10.21		Sicrhau bod croestoriadedd yn cael ei gynnwys yn aml a chryf yn y cynllun	Abu Askira	Ionawr 2022	Mae datganiad ar ein hymagwedd a'n dealltwriaeth o groestoriad wedi'i gynnwys yn y cynllun a chyfeirir ato. Mae cysylltiadau ag anfantais economaidd-gymdeithasol hefyd wedi'u cryfhau.	Caewyd	Ionawr 2022
19/21/SCW	21.10.21	Eitem 13 – Rheolau Sefydlog cyfarfodydd y Bwrdd	Edrych ar beth mae eraill yn ei wneud o ran cyfarfodydd hybrid ble mae rhai aelodau'n bresennol yn yr ystafell ac eraill yn ymuno'n rhithwir.	Llinos Bradbury	Rhagfyr 2021	Roedd cyfarfodydd hybrid yn eitem ar agenda cyfarfod grŵp Llywodraethu Cyrff a Noddir gan Lywodraeth Cymru ym mis Rhagfyr. Dim ond un sefydliad oedd wedi bod yn cynnal cyfarfodydd hybrid ac roedd pob un arall yn dal i gael cyfarfodydd rhithwir. Lle'r oedd cyfarfodydd hybrid wedi'u cynnal, prynwyd offer TG ychwanegol i alluogi hyn yn ogystal ag ystyried cymorth ychwanegol i'r	Caewyd	Rhagfyr 2021

						Cadeirydd sydd angen cadw llygad ar y rhai yn yr ystafell a'r rhai rhithwir. Bydd grŵp Cyrff a Noddir gan Lywodraeth Cymru yn parhau i ddiweddarau ei gilydd a rhannu arfer gorau wrth symud ymlaen.		
20/21/SCW	21.10.21	Eitem 14 – effeithiolrwydd cyfarfodydd	Wedi gofyn am adborth ar y grŵp gofal cymdeithasol ar gyfer newid yn yr hinsawdd sy'n cael ei arwain gan Lywodraeth Cymru	Andrew Lycett	Ebrill 2022	Anfonwyd e-bost diweddarau newid hinsawdd a datgarboneiddio at y Bwrdd ar 15 Tachwedd, a diweddariad pellach ar 27 Ionawr, bydd y Bwrdd yn cael ei ddiweddarau fel bo'r angen wrth fynd ymlaen.	Parhaus	
05/21/SCW	29.04.21	Eitem 10 - Diweddariad System Rheoli Diogelwch Gwybodaeth	GCC i ddatblygu cynigion yn y tymor byr, canolig a hir i drafod ymhellach mewn diwrnod datblygu Bwrdd yn y dyfodol fel ychwanegiad at y rhaglen waith	Aelodau'r Grŵp Cydlynu Cadeiryddion	Ebrill 2022	Mae Sue Evans wedi cael trafodaeth gychwynnol gydag unigolyn o'r GIG i ymuno ag Archwilio a Risg fel aelod cyfetholedig, gall yr unigolyn wneud cais am swyddi gwag ar y	Agored	

			<p>cryfhau llywodraethu.</p>			<p>Bwrdd sydd ar ddod a bydd angen aros am ganlyniad hynny cyn symud ymlaen ymhellach.</p> <p>Derbyniodd y Bwrdd hyfforddiant Seiberddiogelwch yn seiliedig ar becyn cymorth Bwrdd y Ganolfan Seiberddiogelwch Genedlaethol ym mis Hydref, gallai'r Bwrdd ofyn i'r unigolyn sy'n darparu'r hyfforddiant roi cyngor i'r Bwrdd wrth symud ymlaen mewn perthynas â seiberddiogelwch.</p>		
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Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	03.02.21				
Eitem Agenda / Agenda Item	7				
Teitl / Title	Cynllun Strategol 2022/27				
SCW/22/03					
Awdur / Author	Sue Evans, Prif Weithredwr				
Cyfraniadau Gan/ Contributions From	Aelodau'r Bwrdd Grŵp arweinyddiaeth Rheolwyr corfforaethol				
Papurau Cefnogol / Supporting Papers	Atodiad 1 – Cynllun Strategol 2022/27				
Gweithgaredd Cynllun Busnes / Business Plan Activity	Rhaglen waith 4: Ein gweithlu – Datblygu cynllun 5 mlynedd newydd (cynllun strategol 2022 – 2027)				
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	<p>Gofynnir i Aelodau'r Bwrdd drafod a chymeradwyo Cynllun Strategol 2022/27.</p> <p>Yn dilyn cyfarfod y Bwrdd gofynnir i'r Aelodau ddirprwyo cymeradwyaeth derfynol i'r Cadeirydd a'r Prif Weithredwr cyn i'r Dirprwy Weinidog gymeradwyo'n ffurfiol.</p>				
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried	<p>Trafododd a chymeradwyodd Aelodau y Bwrdd amlinelliad Cynllun Strategol 2022/27 ym mis Hydref 2021.</p> <p>Yn seiliedig ar drafodaethau'r Bwrdd a Swyddogion ers mis Hydref mae'r pwyntiau canlynol wedi'u hychwanegu a'u hadlewyrchu yn y cynllun terfynol:</p>				

<p>Main Points: Key Issues to Draw to Attention; Questions to Consider</p>	<ul style="list-style-type: none"> • Rhagair y Cadeirydd a'r Prif Weithredwr • Ychwanegu naratif i gefnogi llif golygyddol y ddogfen ar gyfer y darllynydd gan gynnwys cyfeirio'r darllynydd at fwy o fanylion a chefnidir • Diwigio sut mae'r canlyniadau'n cael eu cyflwyno (mae pam? wedi'i ychwanegu at y naratif) • Ailedrych ar bob canlyniad i wneud yn siŵr eu bod yn glir ac yn unol â 'ein llais'. Mae hyn yn cynnwys y pwyntiau a godwyd ar ganlyniadau ar gyfer hyder y cyhoedd, trefniadaeth effeithiol (newid hinsawdd) a'n gwaith gwrth-wahaniaethu ar gyfer pob nodwedd warchoddedig. <p>Gofynnir i aelodau ystyried a chymeradwyo'r Cynllun Strategol yng ngoleuni:</p> <ul style="list-style-type: none"> • y cynllun yn adlewyrchu'r egwyddorion a amlinellir yn Adran 1 yr adroddiad hwn • gwaith pellach ar ddatblygu manylion ein hymagwedd mewn strategaethau (Adran 2 a 3 o'r adroddiad hwn) • y dull o integreiddio ein gwaith ar draws canlyniadau (Adran 4) 			
<p>Goblygiadau Risg y cynigion / Risk Implications of Proposals</p>	<p>Gweler adran 6 am ragor o wybodaeth a diweddariad.</p>			
<p>Asesiadau Effaith / Impact Assessments Considered</p>	<p>Cyfle cyfartal / Equality of Opportunity</p>	<p>Diogelu data / Data Protection</p>	<p>Iaith Gymraeg / Welsh Language</p>	<p>Arall / Other (e.g climate change / future generations)</p>
	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>	<p><input type="checkbox"/></p>
	<p>Bydd ein cynllun 5 mlynedd yn nodi ein cyfeiriad strategol yn ystod 2022/27 a'r effaith y byddwn yn disgwyl ei chyflawni.</p> <p>Mae Adran 7 yr adroddiad hwn yn amlinellu'r dull o ddefnyddio'r Cynllun Strategol i lywio a llunio ein hadroddiad effaith blynyddol.</p> <p>Bob blwyddyn bydd ein cynlluniau busnes yn nodi'r gweithgareddau a'r rhaglenni gwaith, sef y manylion ar sut y byddwn yn gweithio tuag at gyflawni ein heffaith.</p> <p>Ar gyfer pob gweithgaredd yn ein cynllun busnes bydd asesiadau effaith a fydd yn nodi'r ystyriaethau ar gyfer cyfle cyfartal, diogelu data, y Gymraeg ac ystyriaethau eraill.</p>			

Cynllun Strategol 2022/27

1. Egwyddorion allweddol sy'n sail i ddatblygiad ein Cynllun Strategol 2022/27

- 1.1 Fel sefydliad gwasanaeth cyhoeddus cenedlaethol rydym yn gwybod ein bod yn gweithio o fewn ac ar draws sefydliadau cyhoeddus, preifat a thrydydd sector ledled Cymru. Yn ganolbwynt wrth ddatblygu ein cynllun 5 mlynedd yw edrych ar ba wahaniaeth a newid rydym 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 Felly, drwy gydol datblygiad ein Cynllun Strategol rydym wedi cytuno ar set o egwyddorion allweddol sy'n sail i'n Cynllun Strategol ar gyfer 2022/27. Ein Cynllun Strategol:
- yn nodi'n gryno y newid yr ydym am ei weld
 - yn glir o ran sut y byddwn yn effeithio'n uniongyrchol ar y newidiadau hyn a lle mae gennym ddylanwad ar wneud i'r newidiadau hyn ddigwydd
 - cysylltiadau uniongyrchol â'n rôl a'n cylch gwaith (fel y nodir mewn deddfwriaeth)
 - canolbwyntio ar effaith ein gwaith drwy lens ein 3 grŵp cwsmeriaid/rhanddeiliaid:
 - y gweithlu gofal cymdeithasol a blynyddoedd cynnar;
 - rheolwyr, arweinwyr a pherchnogion gofal cymdeithasol a blynyddoedd cynnar
 - arweinwyr strategol, rhanddeiliad
 - yn amlinellu ein ffordd o weithio mewn partneriaeth a chydweithio
 - gosod mesurau clir a ddefnyddiwn i ddangos ein heffaith a monitro patrymau newid yn flynyddol (a gyhoeddir fel ein hadroddiad effaith)
 - yn nodi y byddai ein cynllun busnes blynyddol wedyn yn nodi'r map ffordd sydd ei angen i gefnogi'r cyfeiriad hwn yn flynyddol
 - darparu'r cyfeiriad strategol ar gyfer ein gwaith dros y 5 mlynedd nesaf a dyma'r sail ar gyfer cyfathrebu ein negeseuon (strategaeth marchnata a chyfathrebu)
 - yn cael ei ddefnyddio i gefnogi ein proses gwneud penderfyniadau strategol a blaenoriaethu
- 1.4 Atodiad 1 yw ein Cynllun Strategol 2022/27 yn seiliedig ar yr ymgynghoriad â'n rhanddeiliaid a datblygiad gyda'r Bwrdd, grŵp arweinyddiaeth a rheolwyr corfforaethol.

2. Cyfathrebu a marchnata ein canlyniadau cynllun 5 mlynedd

2.1 Ar hyn o bryd rydym yn datblygu ein strategaeth marchnata a chyfathrebu 5 mlynedd. Bydd hwn yn nodi, yn fanylach, negeseuon allweddol ein gwaith (canlyniadau Cynllun Strategol) ar gyfer ein cwsmeriaid targed, cynulleidfaoedd a rhanddeiliaid. Yn ystod sesiwn datblygu'r Bwrdd ym mis Chwefror bydd yr Aelodau'n cael sesiwn ar sut mae'r strategaeth farchnata a chyfathrebu yn cael ei datblygu. Bydd y strategaeth marchnata a chyfathrebu yn:

- diffinio Cyfathrebu, Ymgysylltu a Marchnata yn ein cyd-destun
- diffinio ein cynulleidfaoedd
- goblygiadau trin ein cynulleidfaoedd yn wahanol
- amlinellu negeseuon allweddol ein gwaith (canlyniadau) ar gyfer y gwahanol grwpiau cynulleidfa

2.2 Rydym ni angen ein Cynllun Strategol fod mor glir â phosibl i'r rhan fwyaf o'n cynulleidfaoedd ac yn unol â'n canllawiau 'tôn llais'. Ond rydym hefyd wedi cymryd i ystyriaeth fod y Cynllun Strategol terfynol wedi'i gymeradwyo gan y Dirprwy Weinidog Gwasanaethau Cymdeithasol sy'n gosod/ dylanwadu ar ein gylch gorchwyl o waith.

3. Goblygiadau'r Cynllun Strategol ar sut rydym yn gweithio

3.1 Ochr yn ochr â datblygu ein Cynllun Strategol 5 mlynedd rydym wedi bod yn datblygu nifer o strategaethau a fydd yn nodi'r manylion ynghylch sut y byddwn yn ymgorffori'r Cynllun Strategol yn ymarferol naill ai ar gyfer y gweithlu gofal cymdeithasol a blynyddoedd cynnar neu i ni (ein gweithlu a sefydliad). Mae'r rhain ar gamau datblygu amrywiol ond ar hyn o bryd maent yn cynnwys:

- datganiad o fwriad strategol data
- strategaeth ymchwil
- strategaeth Gweithlu Iechyd a Gofal Cymdeithasol a chynlluniau cyflawni
- strategaeth ddysgu digidol
- cynllun cydraddoldeb strategol
- strategaeth Iaith Gymraeg ar gyfer y sectorau (yn aros i gynllun gweithredu Mwy Na Geiriau gael ei gyhoeddi)
- ein strategaeth marchnata a chyfathrebu
- ein strategaeth dysgu a datblygu'r gweithlu
- ein strategaeth ddigidol
- ein strategaeth Technoleg Gwybodaeth
- ein strategaeth rheoli risg
- ein fframwaith rheoli perfformiad

4. Mireinio ein canlyniadau

- 4.1 Yn dilyn y trafodaethau yn y Bwrdd ym mis Hydref mae swyddogion wedi parhau i weithio ar fireinio ein canlyniadau, gan amlinellu ein cyfraniad penodol, mesurau a gweithio drwy negeseuon allweddol ar gyfer cynulleidfaoedd penodol.
- 4.2 Yn seiliedig ar y gwaith hwn, roedd Aelodau a Swyddogion yn cydnabod bod ein gwaith o gyfrannu at wrth-wahaniaethu ar nodweddion gwarchoddedig a gwasanaethau Cymraeg wedi'i integreiddio i ganlyniadau, mesurau a gweithgareddau eraill. Felly mae ein Cynllun Strategol wedi'i ddiwygio i adlewyrchu'r mireinio hwn ac mae 2 ganlyniad drafft wedi'u dileu fel canlyniadau annibynnol.
- 4.3 Nid yw hyn er mwyn gwneud ein gwaith ar y meysydd hyn yn llai o flaenoriaeth na phwysigrwydd – mae'n dangos ein bod wedi integreiddio'r gwaith hwn ar draws ein holl waith. Er enghraifft, rydym yn gweithio ar Gynllun Cydraddoldeb Strategol sy'n nodi'n fanylach ein gwaith a'n cyfraniad yn y maes hwn. Tynnir yr effaith a'r mesurau o fewn y cynllun cydraddoldeb o bob rhan o fesurau canlyniadau'r Cynllun Strategol.
- 4.4 Ar gyfer ein gwaith gyda gofal cymdeithasol a blynyddoedd cynnar ar yr Iaith Gymraeg (gan gynnwys ein cyfraniad i Gymraeg 2050) rydym wedi cydnabod yr angen i ni ddatblygu strategaeth iaith Gymraeg. Mae'r datblygiad hwn wedi'i gynllunio i symud ymlaen ochr yn ochr â chynllun gweithredu wedi'i adnewyddu Llywodraeth Cymru i gefnogi strategaeth Mwy na Geiriau. Bydd gennym rôl glir o ran cyflawni, cyfraniad ac arweinyddiaeth. Byddem wedyn yn gwneud y cysylltiadau rhwng effaith a mesurau o'r strategaeth iaith Gymraeg i mewn i effaith a mesurau'r Cynllun Strategol.
- 4.5 Felly rydym wedi adlewyrchu'r dull hwn yn y Cynllun Strategol terfynol gan eu bod yn egwyddorion sylfaenol ar sut rydym yn gweithio ac wedi'u hintegreiddio ar draws yr holl ganlyniadau.

5. Goblygiadau adnoddau

- 5.1 Ym mis Awst fe wnaethom gyflwyno ein gofynion ariannol yn y dyfodol i gefnogi 22/23 a thu hwnt i'n tîm Noddi. Trafodwyd y gyllideb ddrafft derfynol gan y Senedd ym mis Rhagfyr, ac mae'n ymddangos bod y cyllid ychwanegol wedi'i gynnwys yn ein cyllideb ar gyfer 22/23 a'r 2 flynedd ddilynol.
- 5.2 Rydym yn cynnal trafodaethau gyda chydweithwyr cyllid yn Llywodraeth Cymru ar y camau nesaf ar y gyllideb. Yn y cyfamser rydym yn gweithio ar y cyllidebau dangosol, y dyraniadau ariannol drafft a'r goblygiadau at ddibenion cynllunio a recriwtio.
- 5.3 Nid ydym wedi cael cyfarfod pendodol â'r Noddwr i drafod y Cynllun Strategol. Fodd bynnag, ar draws y tîm arweinyddiaeth, mae swyddogion mewn trafodaethau rheolaidd gyda chydweithwyr Noddi ar ddatblygu gwaith

sy'n cyd-fynd â chanlyniadau ein Cynllun Strategol. Byddwn yn cael y cyfle i drafod ein cynllun 5 mlynedd ymhellach gyda'r Noddwr yn ystod ein cyfarfod atebolrwydd chwarterol ar 7 Chwefror.

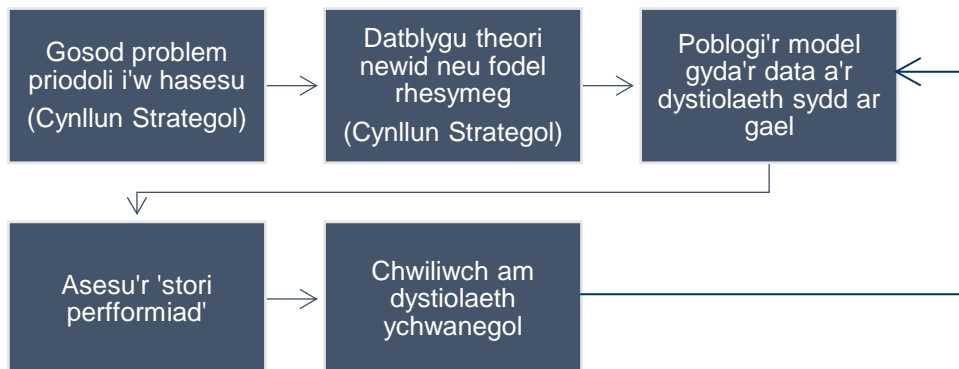
6. Risg a sicrwydd

- 6.1 Ym mis Rhagfyr 2021, yn ystod sesiwn datblygu'r Bwrdd, oedd y Bwrdd yn trafod ac yn nodi risgiau strategol sy'n gysylltiedig â chyflawni'r cynllun strategol 5 mlynedd newydd. O fis Ebrill ymlaen bydd hyn yn llywio ein cofrestr risg strategol yn y dyfodol ac yn adlewyrchu effaith cyflawni ein cynllun 5 mlynedd newydd.
- 6.2 Eitem nesaf yn ystod y cyfarfod Bwrdd ym mis Chwefror bydd aelodau yn trafod y gwaith presennol ar ddatblygu ein Cofrestr Risg Strategol. Y Pwyllgor Archwilio a Risg fydd yn goruchwyllo'r Gofrestr Risg Strategol. Bydd adrodd ar berfformiad yn y dyfodol yn erbyn ein cynlluniau busnes blynyddol i'r Bwrdd yn parhau i roi disgrifiydd y gofrestr risg strategol lefel uchel i'r Aelodau.

7. Mesur ein effaith

- 7.1 Nod ein Cynllun Strategol yw cyfrannu at welliannau yn yr 8 canlyniad. Fel rhan o ddatblygu ein Cynllun Strategol rydym wedi trafod ac amlinellu gyda'r Bwrdd sut y byddem, yn flynyddol, yn defnyddio'r Cynllun Strategol i gynnal dadansoddiad o effaith a'n cyfraniad gan ddefnyddio'r model isod:

Crynodeb o'r Dadansoddiad Cyfraniad



- 7.2 Byddai'r asesiad hwn yn cael ei gynnal gan randdeiliaid gan gynnwys, lle bo'n bosibl, rhanddeiliaid a fu'n rhan o'r ymgynghoriad cychwynnol a datblygiad y cynllun. Gan ddefnyddio hwn a'r data sydd ar gael, byddem yn llunio adroddiad effaith blynyddol ar gyfer adolygiad a thrafodaeth gan y Bwrdd a tim arweinyddiaeth cyn ei gyhoeddi. Byddai'r adroddiad hwn yn canolbwyntio ar fesur ein cynnydd o ran cyflawni ein canlyniadau. Byddai hwn ar wahân ond yn ategu'r adroddiad perfformiad sy'n eistedd o fewn y Cyfrifon Blynyddol Statudol.

8. Camau nesa

- 8.1 Yn dilyn cymeradwyaeth y Bwrdd bydd y Cynllun Strategol yn mynd drwy ein proses gyhoeddi. Bydd hyn yn cynnwys dylunio hygyrch, golygu pellach ar gyfer darllenadwyedd a sicrhau ansawdd. Bydd fersiynau dwyieithog o'r Cynllun yn cael eu cyflwyno i'r Dirprwy Weinidog. Yn dilyn cymeradwyaeth y Gweinidog byddwn yn cynllunio lansiad y Cynllun Strategol i'w gynnal gyda'n staff a'n rhanddeiliaid ym mis Ebrill.



Strategic Plan 2022 – 2027

Foreword by Chair and CEO (to be agreed)

Care matters to us all. It touches us all at some point in our lives. 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 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.

Our purpose is that 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. Everything we do is focused on making a positive difference for high quality care and support in Wales.

This plan sets out our focus for the next five years. Our work over the next few years will take place against a backdrop of considerable social and political change, as well as ongoing change in the way social care and early years services are delivered and how people access and use these services.

We do not underestimate these challenges, but we believe that we have significant opportunities to deliver improvements for the people of Wales. We 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 how we will deliver these priorities.

We want to continue our journey to embed a culture of people and stakeholders being involved across our work. We are committed to responding to the views and needs of adults and children who use care and support, their families and those working in the sector to inform our work. We will continue to seek opportunities to work together, learn from best practice and to welcome 'critical friends' from across other sectors. This value of partnership will inform all the work to be delivered under this plan.

We are committed to supporting the Programme for Government 2021 - 2026, the principles of the Well-being of Future Generations (Wales) Act 2015 and our responsibilities as a Welsh public service organisation. This Strategy will build on the foundations of Cymraeg 2050: A million Welsh speakers and The Race Equality Action Plan to create an engaged, healthy, flexible, responsive and sustainable workforce for the future that is reflective of Wales' diverse population, Welsh language and cultural identity.

A strong social care and early years system in Wales makes sure that we are able to reduce the impact of disadvantage of poverty, neglect, illness, disability, race or other protected characteristics. These disadvantages often lead to health inequalities and poorer prospects for children reaching their potential or for adults achieving a fulfilled life.

By developing and building on the skills of the care workforce, we will help children, adults and older people who receive care and support to improve their health and well-being and achieve what matters to them.

We will be answerable to the people of Wales through the Senedd and Members of the Senedd. We listened to you following our consultation receiving general positive support about our priorities. We have considered your views and thought through what will be different as a result of our actions, we have shown this in our strategic plan, and we will use this as a way to measure our impact.

We are living in an ever-changing environment and have to live with ambiguity and uncertainty. We want to make sure our Strategic Plan provides strategic direction but remains flexible and responsive to make sure that what we deliver is fit for purpose. The detail of our actions and activities will be published annually through our business plan and our progress on our impact will be published through an annual impact report.

Mick Giannasi
Chair

Sue Evans
Chief Executive

Introduction

Our vision

Making a positive difference for 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; Case studies to illustrate and demonstrate the state of the nation in relation to our vision above – this is to make sure that we do not lose the person at the heart of how care and support is provided across Wales.

Our purpose

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.

Outcomes

The key in developing our next 5-year plan has been to look at, with people who use care and support, the workforce, employers and leaders, what difference and change we want over the next five years.

These are national outcomes which are bigger than any one organisation. With more than one organisation responsible for working towards but we need to be clear on our contribution to the changes we are focusing on. We recognise that these are affected by a number of different factors, but they are sufficiently flexible to provide a clear 5-year direction for Social Care Wales in the impact we expect to make during 2022/27 whilst working towards our vision. Through consultation we have identified the following 8 national outcomes which we will be using as the core foundation of our 5-year plan.

- Improved wellbeing for the social care and early years workforce
- A social care and early years workforce that is highly recognised and valued
- Social care practice and policy is underpinned by innovation, sharing new ideas and the reflective and responsive use of high-quality research, data and other forms of evidence¹
- A registered workforce that has the public's confidence
- Social care and early years workforce is suitably qualified, knowledgeable and skilled with the right values, behaviours and practice
- Social care and early years services attract, recruit and retain people with the right values to meet the needs of those who need care and support now and, in the future,

¹ By evidence-informed 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

- Social care services embed and deliver strengths-based approaches to care and support
- Social Care Wales provides effective, high quality and sustainable services

Our national leadership role

We will build on our national leadership role and our relationships with the social care and early years workforce, employers and strategic leaders across Wales to improve practice, increase workforce resilience and make sure that care is valued as it should be.

We will provide insight, analysis and foresight to enable a collective response to sector-wide challenges and bring clarity to navigate an uncertain landscape. We will cultivate the specialist skillsets required to transform and improve social care services, and we will work with partners to positively influence the social care and early years system to improve outcomes for children, adults and families who use care.

We have a genuine desire to make improvements – we are committed in our ambitions to make a positive difference and work on making our Strategic plan a reality. We know that this will need us to continue to work within and across public, private and third sector organisations across Wales. Whilst recognising the need for us on continuing to work, learn and share practice at a UK and international level.

In the following pages we set out, under each national outcome, why this is a focus, what aspects we will use to show change, and where we will focus our energy and commitment to work with you over the next five years to realise our vision.

(Within the plan there will be a definition of who we mean as a key for the reader:

Definitions

Workforce: includes people who provide care and support. Where we mean registered persons, this will be made clear

Employers: includes Responsible Individuals, people who employ social care or early years workforce, responsible for the education and training of the workforce

Strategic leaders: includes stakeholders, Policy makers and influencers, National partners)

Outcome: Improved wellbeing of the social care and early years workforce

Why?

There is an increasing and compelling body of evidence linking wellbeing, capability and engagement of the social care and early years workforce to improved outcomes for the children and adults they provide care and support for. A happy, healthy and supported social care and early years workforce in turn supports the wellbeing of the people in their care.

The social care and early years workforce is our biggest and most precious asset in delivering high quality care and support. However, in too many cases feedback² from the workforce suggests that 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 impacts on quality of care for the children and adults at the centre of services.

How will we know what has changed?

We will use a number of national indicators, data and surveys including:

- Baseline data on levels of wellbeing across the workforce (our recent survey)
- Data on workforce; number joining workforce; number leaving – ‘picture’ of the workforce
- Turnover and vacancy rates
- Welsh Government social services data
- Case studies
- National conversation surveys (such as Early years wellbeing survey results)

How will we make a difference over the next 5 years?

With the workforce we will:

- undertake research to understand the scale and nature of the challenges faced by the workforce.
- engage directly with and provide support to the social care and early years workforce to improve their wellbeing.

With employers we will:

- produce resources and provide access to services to help employers improve workforce wellbeing

With strategic leaders we will:

² ‘A Healthier Wales: Our Workforce Strategy for Health and Social Care’, HEIW and Social Care Wales, October 2020

- influence strategic leaders to prioritise initiatives to improve workforce wellbeing
- use our data and intelligence to inform national decision and policy making
- work with strategic leaders to embed compassionate leadership across social care ensuring a culture of wellbeing, continuous improvement and openness

The following are examples on how we will measure how we are making a difference:

- Workforce planning data statistics (annual survey)
- Staff governance framework measures – between employee and employer* (this is in development and outcomes will be developed to support this measure)
- Annual survey to the social care and early years workforce (and employers) on their wellbeing – and what we do as a result of the findings
- Number of wellbeing offers produced and qualitative feedback from users

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

Why?

The social care and early years workforce is crucial to the well-being of people of all ages in communities across Wales. Social care and early years workers provide children and adults with the care and support they need to live the lives that matter to them. Yet care workers are, on average, paid much less than other key workers. The skill and dedication of care workers is something recognised by the Welsh public. We now register most social care workers, which is raising their status in Wales. If we can develop a better rewarded profession, it will also help attract more people with the right skills and values into social care and early years roles.

Their skill and dedication, in a crisis and at any other time, 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 and supported by the ambition of the workforce strategy. As well as revisiting the issue of fair reward for social care workers, it will be important to consider parity of esteem and terms and conditions between the health and care workforces and investment in new ways of providing care and support that meets the needs of the people of Wales.

How will we know what has changed?

We will use a number of national indicators, data and surveys including:

- Real living wage for social care workers (Fair work commission)
- Public perception survey on the work of social care and early years workers (linked to working in the sectors - connected to attraction, recruitment)
- National Survey of Wales satisfaction and value of social care
- Welsh Government 'temperature test' on value of the early years workforce

How will we make a difference over the next 5 years?

With the workforce we will:

- engage directly with the social care and early years workforce to understand the extent to which they feel recognised and valued and how we can best help to bring about any improvements.

With employers we will:

- provide advice, support and resources to employers to help them boost the extent to which the workforce feels recognised and valued.

With strategic leaders we will:

- influence strategic leaders to prioritise initiatives to improve the recognition of the social care and early years workforce.
- raise awareness on the value of the social care and early years profession to support recognition.
- provide data and evidence from the workforce to inform national policy and decision making.

The following are examples on how we will measure how we are making a difference:

- Data from workforce about how valued they feel (Survey)
- Feedback from workforce on specific initiatives undertaken (care worker card, Accolades)
- Perceptions from employers and strategic leaders on our contribution to helping the professions be valued (social care and early years)
- Number of resources produced and qualitative feedback from users

Outcome: Social care practice and policy is underpinned by innovation, sharing new ideas and the reflective and responsive use of high-quality research, data and other forms of evidence³

Why?

The priorities from the Social Care Research and Development Strategy⁴ gives Wales a unique opportunity to help improve well-being by applying evidence-based policy, practice and service models that have a focus on prevention and early intervention.

The rapid advances in technology have demonstrated beyond doubt that now is the right time to look closely at the social care needs across Wales and make sure that we have a clear, transparent and ethical vision for our data requirements both now, and for the future. The public sector is not yet fully harnessing these opportunities in a coordinated way. It is a mixed picture with some already using data more effectively, though often without the appropriate support, frameworks, disciplines, tools and resources to really succeed.

There is also a need to increase and improve the data we need to identify and address inequalities in social care, in when and how people with the full range of protected characteristics receive care and support, and to ensure that social care is a safe and fair place for all to work in.

How will we know what has changed?

- Examples of how people use evidence to enrich their policy and practice
- Data from Welsh Government's Performance and Improvement Framework
- Enhance the capabilities and connections of people delivering care and support in Wales
- *A relevant impact measure from the refreshed Social Care Research and Development Strategy (22)(TBC)*

How will we make a difference over the next 5 years?

For the workforce we will:

- work with the workforce to develop their capabilities and broaden their networks/connections to access and make use of high-quality evidence, knowledge and innovation

For employers we will:

³ By evidence-informed 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

⁴ 'Social care research and development strategy for Wales 2018-2023', Social Care Wales and endorsed by Health and Care Research Wales, February 2018

- work with employers to support knowledge dissemination, brokering and co-creation across social care to create cultures where evidence and innovation are valued and influence decision making.

For strategic leaders we will:

- work with strategic leaders who generate and share evidence and support its use into planning, practice and policy-making.
- support strategic leaders to ask the right questions about issues and opportunities to promote, nurture and role model evidence-enriched policy and practice.
- work with strategic leaders to raise the profile of innovation and the value it can bring to social care delivery.

The following are examples on how we will measure how we are making a difference:

- People are actively involved in our networks and communities of practice around research, data and innovation
- Qualitative feedback from people on community participation has informed practice
- Increased numbers of people are visiting and engaging with our data portal
- The extent to which research and evidence-based practice forms of Continuing Professional Development reporting when registered persons renew their registration

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

Why?

We have a key public protection function to deliver by ensuring the regulated workforce is registered and fit to practise. Keeping a Register of Social Care Workers (the Register) is part of this process. It provides those on the Register with professional recognition and access to training and development resources.

It provides public assurance to those in receipt of care and support services; they 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 and, if necessary, require them to undertake further training or prevent them from working in the care sector.

As the national care regulator, we use knowledge and evidence from regulation to inform and drive the improvement and development of the workforce. Improving the experiences and outcomes of those using services has been the guiding principle on which our approach has been built.

How will we know what has changed?

- Wales Omnibus survey:
 - Home care workers are always skilled and professional in the work they do
 - General care workers are always skilled and professional in the work they do
 - is clear to me what an acceptable standard of social care would look like
 - Question on public perception on public confidence

How will we make a difference?

For the workforce we will:

- run effective, transparent regulatory processes to make sure that the registered workforce has the right knowledge, skills and values.
- support the workforce through the regulatory process.
- set professional standards for the workforce.
- provide registered workers with professional recognition and access to training and development resources.

For employers we will

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

- support employers to carry out their responsibilities under the regulatory requirements.
- efficiently manage our relationships with employers to support them in providing safer and more resilient services.

For strategic leaders we will:

- work with strategic leaders to share our knowledge and evidence from regulation to inform and drive improvement of social care and early years services.

The following are examples on how we will measure how we are making a difference:

- Data from the Register: Number of fitness-to-practice referrals, cases, hearings, removals, appeals and upholds
- Information on themes from fitness-to-practice reviews and actions taken by us (or others) in light of these (regulation for improvement - Evidence of sharing, Examples and case studies) Links to practice guidance evaluation
- Surveys such as with employers and registered people understanding of the Code of Professional Practice; applied in their service; surveys - users of care and support, managers and employers know who we are, and how to make a referral to us?
- *Link to impact measure developed as part of the Employer support service – tbc*

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

Why?

To meet current and future demands high-quality training will equip and support the workforce so they have the right knowledge, skills, understanding and approach to provide good quality care and support in the social care and early years sectors. Education and training makes a critical contribution to the supply of the social care and early years workforce, employers and compassionate leaders. We need to make sure that we continue to invest in our capacity to train and learn in Wales. As well as increasing the numbers, we need to ensure that the investment delivers value by delivering the kind of education, learning and training that supports future needs and future service models.

Much of our education and training has been traditionally delivered; this needs to change to reflect the need for more multiprofessional approaches, seamless working and accessibility to those most underrepresented in our workforce. We also need to ensure that education and training pathways reflect the needs of learners, current and future social care and early years workers, managers and leaders who want more flexibility in delivery and location. There is a mismatch between the pace of digital and technological change and our ability to implement and embed them in our everyday work in social care and early years. One of the reasons for this is the variable socio-economic circumstances, digital literacy, confidence and capability of our current workforce, and the limited attention we have given this as a system to date.

Evidence of better outcomes for people accessing care and support, highlights the vital importance we place on the delivery of social care and early years in the language of Wales. Supporting the social care and early years workforce to deliver care and support using the Welsh language where needed, is a fundamental principle.

How will we know what has changed?

- Qualifications data from the Register (themes and trends)
- Take up and completion of relevant social care qualifications (Qualifications Wales data)
- Apprenticeships (take up and achievement of Welsh apprenticeships)
- Baseline digital competence as part of the workforce strategy development
- Thematic reviews by national organisations on social care and early years education and learning (such as HIW, Estyn)

How will we make a difference over the next 5 years?

With the workforce we will:

- continue to design and quality assure fit-for-purpose qualifications, underpinned with strengths-based practice, that are awarded by learning and training providers.
- design and publish continuing professional development resources that are known and used by the workforce.
- promote the standards expected through advice and guidance produced for the workforce.

With employers we will:

- make sure that employers and the social care workforce know about and implement the codes of practice.
- respond to sector intelligence to inform workforce learning and development.

With strategic leaders we will:

- make sure that the funding we provide to the social care sector for learning and development needs is targeted at the most important priorities.

The following are examples on how we will measure how we are making a difference:

- Outcomes of quality assurance of qualifications; Number of people who have completed the qualifications; Strengths based/ outcome focused practice underpins all our qualifications & development/training work
- Popularity of those resources; Number of people who have completed 'Principles and Values'
- Auditing of how the Social Care Wales Workforce Development Programme (SCWWDP) grant funding is used; Evaluation of SCWWDP; Auditing of how bursary funding is used
- Survey of the registered workforce about knowledge and implementation of the codes of practice
- Number of Registered Persons who complete the required CPD or qualification at renewal
- Feedback on the quality and impact of our training and learning resources – on improving practice from the workforce, employers and users of the services

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

Why?

The Welsh population is both ageing and 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 many services and settings. We need to increase our efforts in how we market and promote the hundreds of roles – and therefore opportunities available - at local, national or international level.

We need to be proactive in targeting specific shortages and in helping and supporting staff who want a change in career and direction. We need to reach out to children, and young people beyond our traditional paths to help shape their career choices and open access to the many people in our communities that have valuable skills and experience currently underrepresented in our workforce. We also need to make sure that the process for recruiting people is underpinned by our values and is as smooth and efficient as possible.

Improved workforce planning is required to understand skills gaps and recruitment issues facing employers and the risk this creates for the provision of safe care services. There is a need to anticipate and plan to meet the Welsh language needs of students, our workforce and ultimately people in receipt of care and support across Wales as we move forward.

How will we know what has changed?

- Data about the registered workforce⁶, such as numbers on the register; new joiners on the register; Attrition from the register
- Data from Social Care Workforce Development Partnership reports, covering: Commissioned care provider services; Local authority services; AWARE data (EY)
- Workforce planning data (links to recognition and valued outcome)
- National attraction, recruitment and retention framework – data/ case studies
- Number of agency staff within the workforce
- Self-Assessment Service CIW (Early Years)

How will we make a difference in the next 5 years?

With the workforce we will:

- lead on projects to improve sufficiency of the workforce with a particular emphasis on attraction, recruitment and retention.

With employers we will:

⁶ <https://socialcare.wales/research-and-data/workforce-reports#section-34688-anchor>

- work with employers to develop advice, guidance and support to attract people into the sector.
- work with employers to promote job opportunities within the sector

With strategic leaders we will:

- undertake research to help employers and strategic leaders to understand whether the workforce is sufficient now and into the future.
- use our data and intelligence to inform future policy decisions by strategic leaders.

The following are examples on how we will measure how we are making a difference:

- Use and feedback on the effectiveness of our resources
- WeCare Wales jobs portal – stats plus feedback from workforce and employers
- Longitudinal study and research through the portal – track careers
- Workforce data that provides intelligence on the movement of the workforce
- Employer survey on usage of the WeCare portal and materials

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

Why?

A change in the relationship between public and state is required - where people are at the very heart of their care and support planning. 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.

To do this we need move away from a system that has developed over the past 20 years which is 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 process.

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 co-productive approach relies on excellent teamwork between members of the multi-professional team and collaborative leadership.

How will we know what has changed?

- Performance Improvement Framework for social services
- social care improved quality of life - <https://gov.wales/national-survey-wales-results-viewer>
- Reviewing current landscape to see if there are there any existing national surveys, case studies, feedback from citizen's jury

How will we make a difference?

With the workforce we will

- engage directly with the social care workforce and provide resources to help bring about improvements in practice

With employers we will:

- provide advice, support and resources to employers to help facilitate a culture shift in practice.
- work with employers to develop a strengths-based practice framework

With strategic leaders we will:

- support and influence strategic leaders to implement systemic change to deliver strength-based practice.

- work with strategic leaders to support them in creating the right environment (culture) for strengths-based approaches to be embedded in how care and support is provided.

The following are examples on how we will measure how we are making a difference:

- Data and feedback from users on the resources developed
- Data on learning programmes – attendance and evaluation
- Feedback from workers on how resources/work programmes have changed practice

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

Why?

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.

As a national leadership organisation, we have a responsibility to lead by example in how we work. This includes:

- doing all we can as a public body to support the vision for an anti-racist Wales: taking a lead in promoting equality, challenging discrimination as well as valuing diversity and inclusion, both through our internal and external activities.
- building on our truly bilingual ethos which provides an environment that nurtures and develops staff to learn and improve their bilingual skills.
- reducing the impact of our work on the environment
- maintaining a supportive environment for our staff. Staff will feel comfortable to challenge the status quo and not do things because 'that is the way we have always' done things.
- seeing our culture in everything that we do. We will empower our people to thrive at work, retaining and building a talented workforce to meet the business needs.

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 will work with our customers to make sure our services meet their changing needs. We will 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

How will we know what has changed?

- organisational effectiveness reviews will take place every 12 – 18 months dependent on timing.
- No enforcement notices by regulators; Clean audit certificate Outcomes of the tailored review of the organisation – undertaken by Welsh Government during the next 5 years, the reach of our work to targeted audiences
- External benchmarking, – staff survey, customer service standards, External Accreditations
- value for money and social value of procurement, Progress towards Net Carbon Zero

How will we make a difference?

We're committed to:

- being a truly bilingual organisation
- valuing diversity and improving opportunity for all
- focusing on the needs of our users
- listening and responding to feedback
- setting high standards of customer service
- being open in how we work and make decisions
- reducing our carbon footprint in how we work
- publishing our data and evidence
- improving our own performance

The following are examples on how we will measure how we are making a difference:

- Accreditations: IIP; Disability scheme; ISO27001, Cyber essentials Plus
- Measure our carbon footprint – set targets for reduction
- Internal audit findings on organisational internal controls and compliance
- Additional external assurance on specific organisational areas such as assessing our digital maturity and progress

Further information

Our work continues to build on the legislative framework and ethos of the Regulation and Inspection of Social Care (Wales) Act 2016 and the Social Services and Wellbeing (Wales) Act 2014. Visit our website for more information on the detail of our role, remit and legislative framework: www.socialcare.wales

Our 5-year plan sets out our high-level focus for the next five years. You can find out more on the detail of activities in our annual business plans. These are published here: <https://socialcare.wales/about-us/what-we-do> .

If you are interested in finding out how we are measuring our impact on the 5-year plan we will be publishing an annual impact report. You can find out more on our annual activities here: <https://socialcare.wales/about-us/what-we-do> .

You can also find more information using on our work in developing a strong social care and early years system in Wales to make that we are able to reduce the impact of disadvantage of poverty, neglect, illness, disability, race or other protected characteristics. Strategic Equality Plan ([link](#)).

To find out more on the detail of how we are supporting the social care and early years workforce in delivering care using the Welsh language, which is a fundamental principle underpinning our 5-year plan. Welsh language strategy ([link](#))

It is important for us to show our values in the way we work with people to realise our vision. We continue to adapt, reflect and respond to the ever-changing context, listening and responding to feedback. If you would like to give feedback on the plan or find out more on our areas of focus, then please visit ([insert link here](#))



Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	03.02.22				
Eitem Agenda / Agenda Item	8				
Teitl / Title SCW/22/04	Cofrestr Risg Strategol 2022				
Awdur / Author	Andrew Lycett, Cyfarwyddwr Cyllid, Strategaeth a Gwasanaethau Corfforaethol				
Cyfraniadau Gan / Contributions From	Grŵp arweinyddiaeth				
Papurau Cefnogol / Supporting Papers	Atodiad 1 - Cofrestr Risg Strategol ddrafft lefel uchel				
Gweithgaredd Cynllun Busnes / Business Plan Activity	Thema flaenoriaeth 4: ein sefydliad Sicrhau gwelliant parhaus yn y modd yr ydym yn gwneud ein gwaith i fod yn sefydliad gwasanaeth cyhoeddus Cymreig effeithiol ac effeithlon.				
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	Gwahoddir yr aelodau i draffod y Gofrestr Risg Strategol ddrafft lefel uchel 2022.				
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried	<p>Ym mis Rhagfyr 2021, yn ystod sesiwn datblygu'r Bwrdd, bu'r Bwrdd yn trafod ac yn nodi risgiau strategol sy'n gysylltiedig â chyflawni canlyniadau'r cynllun strategol 5 mlynedd newydd.</p> <p>Ers hynny rydym wedi bod yn gweithio ar ddatblygu manylion ein Cofrestr Risg Strategol newydd. Mae Atodiad 1 yn dangos y Gofrestr Risg Strategol ddrafft lefel uchel sy'n cwmpasu:</p>				

Main Points: Key Issues to Draw to Attention; Questions to Consider	<ul style="list-style-type: none"> • Teitl • Disgrifiad Risg • Math o Risg • Archwaeth Risg • Sgôr Risg Gynhenid • Sgôr Risg Gweddilliol <p>Bydd gwaith pellach ar fireinio'r Gofrestr Risg Strategol yn mynd rhagddo yn ystod y mis nesaf cyn i ragor o'r manylion gael eu trafod yn y Pwyllgor Archwilio a Risg ym mis Mawrth.</p>			
Goblygiadau Risg y cynigion / Risk Implications of Proposals	Teitl y Risg / Risk Title	Cyfeirnod cofrestr Risg/ Risk Register Reference	Sgoriau risg gweddilliol Residual Risk Scores	
			Cyfredol Current	Dyfodol Future
	Amherthnasol			
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 gan fod gan bob prosiect, polisi neu raglen newydd asesiad effaith penodol.			

Draft Strategic Risk Register 2022

Risk ID	Title	Risk Description	Risk Type	Risk Appetite	Before any controls/ mitigations			Once effective controls in place		
					Inherent Likelihood Score	Inherent Impact Score	Inherent Risk Score	Residual Likelihood Score	Residual Impact Score	Residual Risk Score
SR-21-01-02	Wellbeing Effectiveness	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 SCW over our effectiveness and value for money.	People	Open	4	3	12	3	2	6
SR-21-02-01	Public Perception	There is a risk that IF SCW does not positively influence perceptions of the social care sector, THEN the sector will be undervalued, and its impact not clearly understood RESULTING in under investment within the sector.	Reputational	Cautious	4	4	16	3	4	12
SR-21-02-03	Pay/Reward	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.	Operational Delivery	Open	4	4	16	3	4	12

SR-21-03-02	Welsh Government Funding and Support	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 SCW being unable to fulfil its role to lead in evidence-based practice being development within the sector.	Financial/VFM	Open	3	3	9	2	3	6
SR-21-03-03	Research and Data	There is a risk that IF SCW do not support the development of research and data capacity and priorities, THEN the sector will not have access to the evidence base required, RESULTING a lack of R&D capacity, and effective service planning and improvement.	Operational Delivery	Cautious	3	3	9	3	2	6
SR-21-04-01	Application of Regulatory Framework	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	Governance	Averse	3	4	12	2	4	8

		reputation of Social Care Wales.								
SR-21-04-02	Regulator Effectiveness	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 SCW to deliver against its remit.	Governance	Averse	3	4	12	2	4	8
SR-21-05-02	Insufficient Recruitment	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, resulting in potential harm due to loss of service provision and quality.	Operational Delivery	Open	3	4	12	3	3	9
SR-21-05-03	Employer Relationships	There is a risk that IF SCW do not strengthen the connection/relationship with employers, THEN the impact and VFM of our recruitment/retention campaigns may be lost, RESULTING in the impact and value of our activities being lost.	Financial/VFM	Cautious	3	4	12	2	4	8
SR-21-06-01	Sector Collaboration Capacity	There is a risk that IF the sector and partner capacity issues remain, THEN it will	People	Cautious	4	3	12	4	3	12

		not be possible to implement changes or improvements in a timely manner, RESULTING in slow turnaround of projects, a disenfranchised workforce, a risk of harm to the public and significant reputational damage for SCW.								
SR-21-06-02	Professional Development	There is a risk that IF SCW do not develop a proportionate and positive set of expectations for registered people, such as CPD, 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 SCW.	Operational Delivery	Open	4	3	12	2	3	6
SR-21-07-01	Welsh Language	There is a risk that IF we do not maintain our strategic leadership in delivery to support Welsh language choices, THEN those requiring social care in Welsh may not get the service they require, RESULTING in a substandard service.	Operational Delivery	Open	4	3	12	3	2	6
SR-21-08-01	Equality and Diversity	here is a risk that if Social Care Wales does not deliver visible change in the equality and diversity agenda both	Operational Delivery	Open	4	4	16	2	4	8

		internally and in the sector, THEN we may not meet the Government's and public expectations in terms of change, RESULTING in reputational damage and losing the opportunity to correct inequities in our systems.								
SR-21-08-02	Knowing and Understanding our Audiences	There is a risk that IF we don't identify our audiences appropriately to ensure person centred service design, THEN particular groups may be disadvantaged RESULTING in their omission from service delivery models.	Governance	Averse	4	5	20	3	5	15
SR-21-10-01	Governance and Assurance	There is a risk that IF SCW 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.	Operational Delivery	Averse	4	5	20	2	3	6
SR-21-10-02	Cyber Resilience	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	Operational Delivery	Averse	5	5	25	5	4	20

		processes preventing us performing our functions.								
SR-21-10-04	Climate Change	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.	Operational Delivery	Hungry	4	4	16	4	4	16
SR-21-10-05	Skills and Capacity	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.	Operational Delivery	Open	3	4	12	3	3	9
SR-21-10-06	Interconnectivity	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.	Operational Delivery	Open	4	4	16	3	4	12

SR-21-10-08	COVID-19	There is a risk that IF the current pandemic prevalence continues to impact services, THEN SCW 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.	Operational Delivery	Open	4	4	16	4	4	16
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Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	03.02.22				
Eitem Agenda Agenda Item	9				
Teitl / Title	Cynllun Cydraddoldeb Strategol 2022-2027				
SCW/22/05					
Awdur / Author	Abu Askira, Rheolwr Ymgysylltu a Datblygu				
Cyfraniadau Gan/ Contributions From	David Pritchard, Cyfarwyddwr Rheoleiddio				
Papurau Cefnogol / Supporting Papers	Atodiad 1 – Cynllun Cydraddoldeb Strategol 2022-2027				
Gweithgaredd Cynllun Busnes / Business Plan Activity	Thema flaenoriaeth 4: ein sefydliad Sicrhau gwelliant parhaus yn y modd yr ydym yn gwneud ein gwaith i fod yn sefydliad gwasanaeth cyhoeddus Cymreig effeithiol ac effeithlon				
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 type="checkbox"/>
Argymhelliad / Recommendation	Gwahoddir aelodau i ystyried a chymeradwyo'r Cynllun Cydraddoldeb Strategol.				
Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried	<p>Mae y Dyletswyddau Cydraddoldeb Penodol yng Nghymru fel y Nodir yn y Ddeddf Cydraddoldeb Rheoliadau 2010 (Dyletswyddau Statudol) (Cymru) 2011 yn gosod dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi Cynllun Cydraddoldeb Strategol.</p> <p>Cyflwynwyd y Cynllun Cydraddoldeb Strategol drafft i'r Bwrdd yn ei cyfarfod ar 21 Hydref 2021. Mae'r cynllun terfynol bellach wedi dychwelyd ar ei gyfer cymeradwyaeth gyda metrigau dangosol a</p>				

<p>Main Points: Key Issues to Draw to Attention; Questions to Consider</p>	<p>ddefnyddir i fesur ein cynnydd o ran cyflawni ein huchelgeisiau.</p> <p>Dylid nodi bod ein trafodaethau gyda Llywodraeth Cymru yn 2021 ynghylch cyllidebau'r dyfodol, Gofal Cymdeithasol Cymru wedi nodi'n gyson yr angen am adnoddau ychwanegol yn y maes hwn i gefnogi uchelgeisiau ehangach. O ystyried y dyraniad cyllidebol cadarnhaol cyffredinol, mae'n debygol felly y bydd mwy o graffu gan ein noddwyr yn y maes hwn.</p>			
<p>Goblygiadau Risg y cynigion / Risk Implications of Proposals</p>	<p>Teitl y Risg / Risk Title</p>	<p>Cyfeirnod cofrestr Risg/ Risk Register Reference</p>	<p>Sgoriau risg gweddilliol Residual Risk Scores</p>	
		<p>Cyfredol Current</p>	<p>Dyfodol Future</p>	
<p>Asesiadau Effaith / Impact Assessments Considered</p>	<p>Cyfle cyfartal / Equality of Opportunity</p>	<p>Diogelu data / Data Protection</p>	<p>Iaith Gymraeg / Welsh Language</p>	<p>Arall / Other (e.g climate change / future generations)</p>
	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>
<p>Asesiadau Effaith / Impact Assessments Considered</p>	<p>Mae'r data a gasglwyd fel rhan o'r ymgynghoriad ar y Cynllun Cydraddoldeb Strategol wedi'i reoli ac asesiad risg yn risg isel.</p> <p>Mae datblygiad y Cynllun Cydraddoldeb Strategol yn cydymffurfio â Safonau'r Gymraeg.</p> <p>Mae gan y Cynllun Cydraddoldeb Strategol ffocws hirdymor ar gyflawni Cymru fwy cyfartal.</p> <p>Mae'r Cynllun Cydraddoldeb Strategol yn cydnabod ac yn ceisio hyrwyddo cyfle cyfartal ar gyfer grwpiau â nodweddion gwarchoddedig ac yn amlygu'n benodol y rhai sydd wedi profi'r anfantais fwyaf yn ystod y pandemig – lleiafrifoedd ethnig, menywod, pobl anabl a phobl hŷn.</p>			

Strategic Equality Plan 2022-2027

1. Context

- 1.1 This report focuses on the development and publication of a new Strategic Equality Plan for Social Care Wales. The Specific Equality Duties in Wales as set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 places a duty on Social Care Wales to publish a Strategic Equality Plan and Equality Objectives.
- 1.2 The consultation document **‘Have your say on what our priorities for equality, diversity and inclusion should be** was agreed by Board at its meeting on 29th April 2021.
- 1.3 A draft Strategic Equality Plan was considered by the board at its’ meeting on 21st October 2021.

2. Resource implications

- 2.1 The delivery of our equality objectives and the ambitions stated within the Strategic Equality Plan will require joined up working across several projects, functions and teams within the organisation.
- 2.2 The costs for associated / linked projects will be considered as part of the normal budgetary cycle and will be prioritised. However, acknowledging the recent publication of Welsh Government Action Plans in the areas of Race and LGBTQ+, a proportion of the additional funding requested from our sponsor in 2022/23 has been identified as supporting the delivery of this plan.
- 2.3 It is noted that this plan will be embedded within the core activities of Social Care Wales. Table 1 below sets out the responsibilities at senior level for each objective. The overall lead for the delivery of the plan will be the Director of Regulation.

Table 1- Overview/illustration of Management Team resources required for delivery of Strategic Equality plan

Equality Objective	Lead Assistant Director	Delivery partner/manager
Improve the use of equality data and information	Assistant Director of Regulation Assistant Director of Data and Intelligence Assistant Director of Workforce	Data and Intelligence Manager Data Senior Officer
Equality at work	Assistant Director of Workforce	Engagement and Development Manager

	Assistant Director of Regulation	
Digital inclusion	Assistant Director of Corporate Services Transition programme manager – early years and childcare	IT Manager
The well-being of the social care and early years workforce	Assistant Director of Workforce	Engagement and Development Manager
Equality, diversity and inclusion within Social Care Wales	Assistant Director of Corporate Services	HR and Wellbeing Manager Governance Senior Officer

3. Risk and assurance

3.1

Teitl y Risg / Risk Title	There is a risk that if Social Care Wales does not deliver visible change in the equality and diversity agenda both internally and in the sector, THEN we may not meet the Government's and public expectations in terms of change, RESULTING in reputational damage and losing the opportunity to correct inequities in our systems.		
Cyfeirnod cofrestr Risg / Risk Register Reference	SR-21-08-01 (NEW)	Sgoriau risg gweddilliol Residual Risk Scores	
		Cyfredol Current	Dyfodol Future
		20	
Effaith ar risg / Impact on Risk			
This Strategic Equality Plan is a direct commitment to embedding our work on equality and diversity within our day-to-day delivery. It will set objectives for the organisation, and methods to monitor progress. In this way, this plan will decrease the likelihood of the risk coming about			
Newdiadau i Reolaethau / Sicrwydd Changes to Controls/ Assurance			
Oversight and monitoring by the Equality and Diversity Group, reporting to Leadership and EMT			

Production of an annual equality report with associated metrics Embedding within annual business plan activities

4. Engagement

- 4.1 The development of the Strategic Equality Plan and equality objectives has been informed by engagement with people who share one or more of the protected characteristics. In November 2020, we commissioned Diverse Cymru to deliver five engagement sessions with people who share one or more of the protected characteristics and/or with organisations who represent their interests. The aim of the engagement was to test out (seeking views) to inform our draft equality objectives. Six engagement events were held (5 of the scheduled events were through the medium of English) and one event was through the medium of Welsh.
- 4.2 In 2021, following amendment of the draft plan after the engagement above, Social Care Wales undertook an open consultation on the draft objectives for the Strategic Equality Plan.

5. Key messages from the consultation

- 5.1 Respondents agreed with all five of our equality objectives and agreed that each objective should be achievable within five years. There was a call for the next level of detail on how we would achieve each objective.
- 5.2 We received comment on our approach to tackling discrimination on the grounds of multiples identities. We have now included a statement within the plan, reinforcing our awareness of intersectionality and how people's multiple characteristics and social identities can overlap, creating compounding experiences of discrimination.
- 5.3 We were pleased to receive a number of helpful suggestions on how we should measure the impact of our equality objectives. The suggestions have informed the final iteration of the plan which includes a mixture of qualitative and quantitative measures to assess our progress against each objective.

6. Impact

- 6.1 We understand that our commitment to opposing discrimination can never be passive. We must be honest and open about where we are, what we need to do and what impact achieving our equality objectives will have by 2027.
- 6.2 By 2027, we want to have an improved diversity and a more representative social care workforce. A workforce representative of the communities it serves, particularly where there is evidence of underrepresentation.

- 6.3 By 2027, we will have taken supportive and challenging actions with providers and employers to help them address inequality and discrimination in the social care and early years workforce.
- 6.4 By 2027, we will ensure our digital resources and digital learning offer to the sector is built on a principle of inclusion informed by user-centred design principles.
- 6.5 By 2027, we will demonstrate both in action and results a social care Wales workforce and board which continues to be culturally aware and demonstrates anti-discriminatory practice across all its functions and services.



Becoming an anti-discrimination Wales promoting equality, valuing diversity in social care

Strategic Equality Plan 2022-2025

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

Overview

This Strategic Equality plan (Equality Plan) demonstrates Social Care Wales's commitment to becoming an organisation that actively seeks to improve the lives of people with protected characteristics by:

- tackling discrimination
- promoting equality and diversity
- creating a more inclusive society.

We recognise our role is to be a leader in these areas in social care and early years, and to work with others in the sector to create real and meaningful change.

We understand that our commitment to oppose discrimination can never be passive. We must be honest and open about where we are, and what we need to do. The objectives set out in this equality plan are part of that, but we will need to go further in our work if we are to meet our, and our citizens', ambitions.

Foreword by our Chair and Chief Executive

We are publishing a new equality plan. This new plan will give us an opportunity to align with, and reflect, the ambitions of our *Strategic plan for 2022 to 2027*. It will also give us an opportunity to respond to the current and ongoing inequalities that have been highlighted and made worse by the Covid-19 pandemic.

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

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

The impact of the pandemic on older and disabled people, ethnic minorities, some women and people living in socio-economic disadvantage is a wakeup call for the public sector and society. We must make sure our work supporting the Covid-19 recovery is informed by:

- up-to-date evidence
- our engagement with others
- the use of equality impact assessments to better understand the impact our decisions may have on different types of people¹.

The pandemic has made us focus our equality plan and equality objectives on tackling the inequalities made worse by Covid-19 and we are committed to putting equality and human rights at the centre of our decision making.

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

We are committed to being an anti-discrimination organisation – placing equality, diversity and inclusion at the heart of our work. Our support for the sector after Covid-19 must recognise the impact it has had on those with protected characteristics.

We also recognise that we can do more in some areas and we will prioritise the areas where we can make the most difference, in line with our remit and responsibilities.

This plan provides information about the five areas we propose to focus on in our work on equality and diversity going forward. Our equality objectives have been informed by a series of engagement events with people who share one or more of the protected characteristics.

Mick Giannasi, Chair, and Sue Evans, Chief Executive

Who are we? (to reflect strategic plan narrative once agreed)

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

Our role in early years is on a smaller scale, but no less important to us. We are a strategic partner for the Welsh Government, supporting the ongoing development, support and professionalisation of the workforce.

What do we do?

We:

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

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

Our work is underpinned by the principle that adults and children who use care and support, as well as their families and carers, work together to create support that works for them. The approach is values driven and built on the principle that those who use a service are best placed to help design it. We will do this directly in our work where appropriate, but we will also make sure we follow this approach in all our advice about evidence to the sector.

Our vision

We want to make a positive difference for care and support in Wales for children, adults and their families and carers

Our strategic equality plan

We have a statutory duty to publish an equality plan.

But our ambition is to go beyond the plan and to promote equality and tackle discrimination in all our work. We want to play a leadership role in making sure Wales opposes discrimination, so we will be vigilant, and speak up and challenge discrimination, in whatever form it may take.

Developing our equality plan and equality objectives for 2022 to 2027

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

- [Locked out: liberating disabled people's lives and rights in Wales beyond COVID-19](#) -Welsh Government, July 2021
- *Into sharp relief: inequality and the pandemic* – Welsh Parliament Equality, Local Government and Communities Committee, August 2020
- *First Minister's BAME Covid-19 Advisory Group: Report of the Socioeconomic Subgroup* – June 2020
- Equality and Human Rights Commission, *Briefing Paper 1: Rebuilding a more equal and fairer Wales: Focus on the unequal impact of the coronavirus pandemic* – May 2020
- *the equality profile of the social care workers who are registered with us*
- *Coronavirus (COVID-19) related deaths by occupation, England and Wales: deaths registered between 9 March and 28 December 2020* – Office for National Statistics

Engaging and involving people who use care and support

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

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

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

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

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

We will continue to engage with, and involve, a diverse range of people as we fulfil the commitments, we make in our strategic equality plan.

Our organisational approach

We will promote equality and tackle discrimination in everything we do. We will consider equality and diversity in all our work and expect all our staff to understand the principles of fairness, equality and inclusion, and put them into practice.

We will tackle discrimination on the grounds of protected characteristics² (set out in the Equality Act 2010) and discrimination experienced on the grounds of:

- preferred language
- family/domestic responsibilities
- socio-economic status
- any other individual characteristic that may limit a person's opportunity to achieve what matters to them.

It is also important that we recognise the reality of intersectionality in our work. We need to recognise the cumulative effect of multiple identities, and to understand the impact of our work as we develop and deliver our priorities.

Our Board members will use our five-year equality plan to scrutinise our work and our progress in accomplishing our equality objectives, holding our staff to account. We will share our progress on accomplishing our equality objectives with you on our website, and in our communication and meetings with you.

Comprehensive strategic approach

To make sure we embed equality, diversity and inclusion across our work we will remove the artificial distinction between our work in this area and our wider activity. The equality plan will become an underlying part of our new corporate strategic plan and we will report to our Board and the Welsh Government on our progress in fulfilling its commitments.

We will make our commitment to promoting equality and tackling discrimination across all outcomes within our strategic plan.

• ² [age](#), [disability](#), [gender reassignment](#), [marriage and civil partnership](#), [pregnancy and maternity](#), [race](#), [religion or belief](#) , [sex](#) and [sexual orientation](#).

Welsh Government leadership

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

We fully support and welcome this leadership from the Welsh Government. It sets an ambitious and timely set of markers for us all. We will continue to shape our plans in this area to reflect that leadership and to take forward actions that fall upon us.

We are also aware that the Equality and Human Rights Commission is carrying out an inquiry into racial inequality, looking at the experiences of low-paid ethnic minority workers in the health and social care sectors during the pandemic. We will look to feed this work into the delivery of our plan.

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

Welsh Language

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 strategic framework for Welsh language services in health, social services and social care*.

Our Welsh Language Scheme (Welsh Language Act 1993) and the Welsh language standards set out how we need to treat the English and Welsh languages on an equality 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.

Our objectives

Objective 1: Improve the use of equality data and information

What do we want to achieve?

We will improve the data collected about the social care workforce and the way it is used to better understand what the sector can do to achieve a diverse workforce that better reflects the communities it serves.

Why is this one of our objectives?

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

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

Our recent publication about the domiciliary care workforce found that 84 per cent are female, 97 per cent of workers are white and only 9 per cent are fluent in Welsh. This needs to change if we are serious about providing meaningful care and support. Providing care and support for someone is a very personal activity, and a common bond of trust, culture and language helps provide the highest quality care.

We must also consider the groups most likely to be affected by the expected rise in poverty because of the Covid-19 pandemic. These include young people, ethnic minorities, and disabled people who are already closest to the poverty line³.

³ *How coronavirus has affected equality and human rights* – Equality and Human Rights Commission, 2020

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

Our early actions will include:

Actions	Impact measures / How will we know we're making a difference?
Through <i>A Strategic Approach to Social Care Data in Wales</i> we will take forward specific actions to enhance data collection and availability to support a fairer and more equal workplace.	Increased use of our data and insights by employers and local authorities, to identify trends and opportunities for improvements in employment and retention and practice.
Work with local authorities and providers we will improve the data we collect on the social care workforce. A new online portal will be piloted, prior to roll out across providers collecting aggregated information on protected characteristics	Improvements in quality and completion for equality and diversity of workforce data (e.g. % of data populated for protected characteristics)
As Professional Registration expands, we will use it to provide ourselves and the sector a greater understanding of our regulated workforce, including how it is changing over time.	Registration to adult care home workers and other new groups completed in October 2022. Profile reports of the whole Register including specific reports on new and existing groups published from January 2023 onwards.

Objective 2: Equality at work

What do we want to achieve?

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

Why is this one of our objectives?

Ethnic minority communities have reported racial inequality in Wales, with some staff in health and social care settings saying they felt they had been treated less favourably than their white colleagues during the coronavirus pandemic⁴.

The GMB also reports that workers from an ethnic minority background remain at serious risk at work because of the lack of comprehensive risk assessments carried out during the

⁴ *First Minister's BAME Covid-19 Advisory Group: Report of The Socioeconomic Subgroup – June 2020*

pandemic.⁵ We believe social care workplaces should lead the way in terms of equality and inclusion, giving everyone the opportunity to thrive, regardless of their background, identity or circumstance, so they feel valued and supported at work.

Going above and beyond to support the most vulnerable in our society has been a major feature displayed by the social care and early years workforce during the pandemic. The pandemic has also raised the profile of the workforce, the work they do and their value to society as key workers.

But many of these workers are relatively low paid and in employment that's often insecure⁶. Having guaranteed employment and income are an essential part (among a number of factors) of making sure the social care and early years workforce achieves equal and fair work practices.

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

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

Our early actions will include:

Actions	Impact Measures / How will we know we're making a difference?
We will pilot new support mechanisms in our regulation work, to ensure people facing action have access to advice and representation through the process.	<ul style="list-style-type: none"> - Support services scoped and commissioned by April 2022. - Number of registered persons accessing support services from April 2022 onwards.
We will actively support the Welsh Government's Race Equality Action Plan, and other similar plans, to support the transformation set out for Wales.	Metrics in this area will be aligned to the Welsh Government's Race Equality Action Plan due to be published in 2022, following a major consultation exercise in 2021.

⁵ *GMB Report Black, Asian and Minority Ethnic Workers & Covid-19* – October 2020

⁶ [Fair care work. A post Covid-19 agenda for integrated employment relations in health and social care](#), King's Business School – June 2020

Objective 3: Digital inclusion

What do we want to achieve?

We will work to make sure equality, accessibility and inclusion are central to our work of building a digitally ready social care and early years workforce in Wales.

Why is this one of our objectives?

The world has changed because of the pandemic. One of the biggest changes has been the increasing speed of the move to digital services and virtual communication, which risks worsening unfairness in society.

Social care and early years workers who can't access or use digital technology may struggle to engage with our increasing digital activity and that of others in the sector, as we begin the work to support the sector's recovery and sustainability.

We have also seen a quick growth in the use of digital technologies, such as tablet devices, to give people who use care and support access to support and advice. This highlights the need for us to rethink the role of digital resources in the way care is assessed and provided going forward⁷.

The workforce strategy's ambition to "build a digitally ready workforce" can only happen if equality and accessibility are at the heart of digital literacy, skills and capabilities.

People with protected characteristics told us this issue was a big area of concern for the future. People who use care and support, their carers and families also told us how they and their care workers needed to adapt quickly during the pandemic so they could be assessed online, as workers couldn't provide face-to-face support.

We will work with Digital Communities Wales to support the Welsh Government's commitment to improve people's access to affordable broadband across Wales and to improve people's digital knowledge and skills, so they can make the most of digital public services. We will also work with employers to support their workforce.

⁷ *The Road to Renewal: five priorities for health and social care* – King's Fund, July 2020

Our early actions will include:

Actions	Impact Measures / How will we know we're making a difference?
We will work with others, including Digital Communities Wales, to support the workforce in their digital skills and confidence	Number of resources produced and qualitative feedback from users Statistics on increase of confidence from modules pre assessment and post assessment evaluations
We will embed user-centred design principles as we develop new digital resources for the sector, prioritising accessibility across all our digital work.	Feedback from workforce (learners) on specific initiatives (digital resources) including the evaluation from learners through our learning management system

Objective 4: The well-being of the social care and early years workforce

What do we want to achieve?

We will promote our well-being resources and offers, and improve access to them, to support the well-being of the social care and early years workforce.

Why is this one of our objectives?

The Covid-19 pandemic has highlighted the pressures faced by frontline social care workers. These pressures – along with the increased risk of catching Covid-19 and the fear of putting family members at risk – have raised concerns about the increasing stress on workers⁸.

The pandemic continues to affect the physical and mental well-being of the workforce, with higher levels of sickness and anxiety. The social care workforce had one of the highest death rates of all occupations during the first wave of the pandemic, and the pandemic has led to a growing recognition of how important it is to support the well-being of the workforce.

⁸ *The Impact of COVID-19 on social care workers' workload, wellbeing and ability to provide care safely: Findings from the UK* – The University of Kent, November 2020

We are working with others to develop initiatives and resources to support the workforce’s well-being that reflect a range of experiences in different settings and roles. In doing this, we must recognise the specific and unique challenges faced by those with protected characteristics. We believe equality, diversity and inclusion are essential to ensuring the well-being of our workforce and they must be at the heart of our approach.

People who use care and support told us the effect of Covid-19 on mental health and well-being makes this objective much more urgent. They felt that we, along with social care and early years employers, must act immediately to accomplish this objective.

Our early actions will include:

Actions	Impact Measures / How will we know we’re making a difference?
The development and provision of a broad wellbeing offer for those working in Social Care, ensuring the service is accessible and open to the needs of a diverse workforce. This will include the introduction of a health and wellbeing framework, designed to support employers in maintaining well-being amongst their staff.	<p>Improved wellbeing of the workforce</p> <p>Reach and uptake of our wellbeing support offers</p> <p>No of employers /workplaces using /accessing the resources on the health and wellbeing framework.</p>
Implementation of a consistent approach to monitoring and measuring employee experience through health and social care staff surveys. This will include enable us to capture staff experience across different settings, professional groups and protected characteristics.	<p>Delivering a wellbeing survey which is accessible, easy to understand and gives confidence to the workforce</p> <p>Completion rates for the wellbeing surveys</p> <p>Reach of the wellbeing survey and engagement from the diversity of the workforce</p>

Objective 5: Equality, diversity and inclusion within Social Care Wales

What do we want to achieve?

We will promote opportunities to work with us, to help us achieve a more diverse and inclusive Board, staff and regulatory panel, and to widen our networks.

Why is this one of our objectives?

We want to lead by example. We are proud of the diversity of our Board, in terms of gender, age, disability, background and lived experiences. But we believe we can do more to improve the diversity of our Board.

We believe we can also do more to improve the diversity of our regulatory panel, which looks at the evidence gathered in cases where concerns have been raised about social care workers' behaviour.

People who use care and support have told us that to achieve this objective change must start with us. We should share examples where this has worked well and influence our networks and partners with our positive action and communication to help spread this shift in culture.

We will continue to monitor our staff diversity. We want to create an environment where staff can thrive, accomplish their best work and their difference is valued. We will try to stamp out discrimination, make sure everyone has the same opportunities and encourage good relations between our staff, our Board members and anyone else who's involved in our work.

The coronavirus pandemic has led to increased levels of poverty in Wales with lower incomes and a potential economic downturn. This will have a bigger impact on people who already experience socio-economic disadvantage and will cut across all forms of inequality.

Our work to achieve greater equality, diversity and inclusion in our organisation will help us move the socio-economic duty forward and reduce socio-economic disadvantage.

Our early actions will include

Actions	Impact Measures / How will we know we're making a difference?
We will deliver cultural awareness training to all staff and members. This will be embedded within induction process for staff and Members, with evaluation to follow.	<ul style="list-style-type: none">• Results from staff survey on how the learning has informed their practice (increased knowledge and skills)• Results from Board effectiveness review on how learning has informed their practice (increased knowledge and skills)
We will revisit our recruitment activity to ensure we are encouraging applications from those with protected characteristics, including embedding external benchmarks	<ul style="list-style-type: none">• 100% of recruitment activity in line with best practice• Recruitment data profiles

<p>such as https://disabilityconfident.campaign.gov.uk/</p>	
<p>We will actively support the Welsh Government in its Social Care Wales board member recruitment, through engagement, communication and promotion of opportunities to support a more diverse Board in terms of members from a black, minority and ethnic background.</p>	<ul style="list-style-type: none"> • 'Reach' of Social Care Wales communication activity in supporting Board recruitment • Recruitment data profiles (from Welsh Government Public Bodies Unit)

Measuring our progress

Each of the five objectives set out in this plan will be reported on through our Annual Equality Report, which will be published on our website. We will use a mixture of qualitative and quantitative measures to assess our progress against each objective.

Contact details

We welcome comments about the equality plan. If you have any comments or want to inform our work, please contact:

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Cyfarfod / Meeting	Cyfarfod Bwrdd				
Lefel dosbarthiad / Openness Level	Preifat / Private		Cyhoeddus / Public		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
Dyddiad / Date	03.02.22				
Eitem Agenda Agenda Item	10				
Teitl / Title SCW/22/06	Gofynion cofrestru ar gyfer gweithwyr gofal Cymdeithasol				
Awdur / Author	David Pritchard, Cyfarwyddwr Rheoleiddio Hywel Dafydd, Cyfarwyddwr Cynorthwyol Rheoleiddio				
Cyfraniadau Gan/ Contributions From					
Papurau Cefnogol / Supporting Papers	Atodiad 1 - Cymhwysedd wedi'i gadarnhau ar gyfer cofrestru gweithiwr cartref gofal i oedolion Atodiad 2 - Dogfen Ymgynghori				
Gweithgaredd Cynllun Busnes / Business Plan Activity	<ul style="list-style-type: none">• Arfer o safon trwy reoleiddio proffesiynol a chefnogaeth Datblygiad Proffesiynol Parhaus (DPP).• Cynnal Cofrestr gywir ac ymestyn y cofrestriad i grwpiau newydd				
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 type="checkbox"/>
Argymhelliad / Recommendation	Gofynnir i'r Bwrdd gymeradwyo'r cyfeiriad a nodir yn y papur atodedig, a chaniatáu i ymgynghoriad cyhoeddus gael ei lansio ar sail y newidiadau a amlinellwyd. Os bydd yr ymgynghoriad hwnnw'n cael ymateb cadarnhaol, cynigir symud ar unwaith i weithredu'r cyntaf o'r tri newid a nodir isod (gan ddileu'r ddolen i Egwyddorion a Gwerthoedd). Ni fydd hyn yn gofyn am unrhyw newid ffurfiol i'r rheolau a gall y Cofrestrwydd weithredu arno.				

<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 papur hwn yn dilyn trafodaeth yn EMT am y gofynion presennol ar gyfer cofrestru gweithwyr gofal cymdeithasol (h.y., gofal yn y cartref, cartrefi gofal i oedolion a gweithwyr gofal plant preswyl). Ceisiodd y drafodaeth honno ddatblygu cynigion a fyddai'n symleiddio'r broses ar gyfer gweithwyr a chyflogwyr.</p> <p>Mae'r papur hwn yn nodi tri newid arfaethedig:</p> <ol style="list-style-type: none"> 1. Cael gwared ar y cysylltiad rhwng y Dyfarniad Egwyddorion a Gwerthoedd a chofrestriad cychwynnol a symud tuag at fodel cofrestriad cyntaf a gymeradwyir gan gyflogwr. 2. Symud, ar y cyd ag AGC, tuag at gyfnod byrrach o ras i weithwyr cyn bod angen iddynt gofrestru. 3. Lleihau ein gofynion DPP ar gyfer y grwpiau hyn 			
<p>Goblygiadau Risg y cynigion / Risk Implications of Proposals</p>	<p>Teitl y Risg / Risk Title</p>	<p>Cyfeirnod cofrestr Risg/ Risk Register Reference</p>	<p>Sgoriau risg gweddilliol Residual Risk Scores</p>	
			<p>Cyfredol Current</p>	<p>Dyfodol Future</p>
	<p>Risg 1 Mae risg OS nad yw ymestyn y gofrestr yn cyd-fynd ag ymwybyddiaeth gymesur o egwyddorion, prosesau a gweithdrefnau rheoleiddiol ymhlith y gweithlu a darparwyr, YNA y bydd potensial i unigolion amhriodol barhau i weithio yn y sector, gan ARWAIN i niwed i unigolion a i enw da Gofal Cymdeithasol Cymru.</p>	<p>SR-21-04-01</p>	<p>12</p>	<p>12</p>
<p>Risg 2 Os nad yw ymestyn y gofrestr yn cyd-fynd â chynnydd mewn effeithlonrwydd i ganiatáu ar gyfer y gostyngiad cymesur a ddisgwylir mewn incwm, mae risg YNA y bydd cyllid yn cael ei ddargyfeirio oddi wrth swyddogaethau eraill y sefydliad, O ganlyniad i anallu Gofal Cymdeithasol Cymru i gyflawni. yn erbyn ei gylch gorchwyl.</p>	<p>SR-21-04-02</p>	<p>6</p>	<p>4</p>	

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"/>
Bydd asesiadau effaith yn cael eu cynnal fel rhan o ddatblygiad y polisi.				

Proposed Changes to the Registration Requirements for Social Care Workers¹

1. Background

- 1.2 The development of the Regulation and Inspection of Social Care Act was accompanied by a commitment from the Welsh Government to require registration for those workers providing direct care in regulated settings. This would mean that those working in domiciliary care and adult care homes would be added to the Register.
- 1.3 These workers would join a Register that already included Social Workers, Managers, Social Work Students and Residential Child Care Workers.
- 1.4 Domiciliary care workers were the first group to be required to register in 2020, with adult care home workers to follow in 2022.
- 1.5 The purpose of registration was:
 - To strengthen public protection and assurance
 - To embed standards
 - To support professionalisation of the workforce
 - To improve the public status and perception of the workforce
 - To offer greater understanding of the workforce
 - To present new opportunities for networking and development
- 1.6 Recognising that these groups would be new to professional regulation, Social Care Wales reviewed the requirements for registration when it opened the Domiciliary Care Register in 2019. It developed three main avenues to register – qualification at level 2 or above, experience in the sector or completion of the whole All-Wales Induction Framework (AWIF) or the first two modules. This last became known as the Principles and Values Award. Those who have registered with this Award will, by the time of their renewal after three years, need to have completed their level 2 qualification and undertaken 90 hours of CPD. This latter requirement is expected at every subsequent renewal.
- 1.7 Although this system achieved domiciliary care worker registration as planned, through a major sector-wide effort over two years, the pandemic has demonstrated that where it is reasonable and practical, systems and structures must constantly be reviewed to ensure they are fit for purpose. Part of that consideration is whether they are necessary and appropriate to deliver the benefits of regulation above.
- 1.8 Both the Principles and Values Award, and the current extension of period for registration to twelve months, are examples of where Social Care Wales has responded to evidence and feedback and worked to refine the system.

¹ Social Care Workers in this paper refers to those registered with SCW, but who are not social workers, managers or social work students.

- 1.9 However, as the sector approaches mandatory Adult Care Home Worker registration some of the concerns raised about the current system are:
- Under the existing system, new workers can operate in the sector for 12 months without being required to register. This means that significant numbers of workers are not captured by the Public Register.
 - The requirement of the Principles and Values Award for registration, although valued for its role in induction and staff development, may deter new workers in a sector that faces ongoing recruitment and retention challenges
 - The requirements that the Principles and Values Award, in the context of the requirement to register, places on managers is disproportionate, especially for providers with large numbers of workers.
 - The expectations on Continuing Professional Development (CPD) for workers is not proportionate to their roles or their way of working, especially but not exclusively for those working part-time or who take career breaks.
- 1.10 Given these concerns, consideration has been given to changing registration requirements for social care workers prior to the mandatory registration of adult care home workers in October 2022.

2. Registration in other parts of the UK

- 2.1 Social Care Workers in England are not required to register, and no mechanism exists for them to do so. In Scotland, workers are required to register, and can do so without a qualification but must have achieved the appropriate level by the end of their first five-year period of registration. Workers are also required to undertake 60 hours of CPD over this period. In Northern Ireland, social care workers must register. There is no requirement for them to hold or to achieve qualifications at any point in their registration, although this is currently under review.

3. Principles for Registration changes

- 3.1 Any change to the registration framework for social care must demonstrate it will improve the outcomes for those engaged within the sector. Most importantly it must not negatively impact the ability to protect the public through regulation. A series of principles has therefore been developed to inform and guide potential changes to the system of registration.
- 3.2 Any changes should:
1. maintain the central commitment to public protection and, when possible, seek to strengthen it

2. simplify processes for registered persons, employers and/or the Register whenever possible, with requirements that are transparent and straightforward to understand
3. not be perceived as a barrier to bringing new workers into the sector and where possible, create a regulatory environment that encourages recruitment into social care
4. recognise that the central responsibility for the competence of workers remains with employers
5. continue to support the professionalisation of the workforce, offering straightforward pathways for professional development
6. maintain and strengthen opportunities to support the registered workforce through professional development, communication, and networking
7. not duplicate or cause confusion with other requirements and responsibilities that may fall on employers or workers.

4. Social Care Worker Registration

- 4.1 For the purposes of this paper, Social Care Workers on the Register include those working in specified regulated services, namely Residential Childcare, Domiciliary Care, Adult Care Homes and Residential Family Centres but are **not** working as Registered Managers, Social Workers or other professions regulated by the HPCP or NMC. These workers have been added to the Register over a decade, culminating with the mandatory requirement for the final two groups coming into force in October 2022. When this is complete, these workers will make up the significant majority (>80%) of the Register.
 - 4.2 The requirement to register, and the expectations placed on these workers have been developed over time, and include requirements on entry, high levels of continuing professional development and three years cycles of registration renewal. This approach to regulation reflects traditional expectations on other regulated professions such as medicine, nursing and social work.
 - 4.3 Following the pandemic therefore, consideration is being given to creating a registration regime more fit for purpose social care worker groups, reflecting the experiences and career pathways of those workers. We are also keen to learn lessons from the current recruitment and retention crisis within social care, which has demonstrated the need for all systems in the sector to be responsive to the challenges it faces.
- Requirement to Register and period of grace prior to registration requirement
Issue:
- 4.4 Currently, social care workers who do not hold an appropriate qualification or meet the confirmed competence criteria are required to complete either the Principles and Values Award or All Wales Induction Framework within 12

months before applying to register, extended from 6 months in response to Covid-19.

- 4.5 During this period of twelve months, workers are not fully subject to our regulatory system and members of the public are not able to check such individuals against our Register. Given the relatively high turnover rates in social care, this means that a significant proportion of workers caring for vulnerable people are not registered with us, and are effectively invisible to regulation.
- 4.6 Feedback from the sector has also expressed concerns that the nature and scale of the registration requirements are deterring workers from staying in the sector. Stakeholders have identified the academic nature of the requirements as a concern for some workers, especially for those part-time workers who have little opportunity to attend the required training and development within their work.
- 4.7 Finally, some evidence has identified that workers undertaking training for the registration requirements may need to repeat this work when entering formal qualification routes.
- 4.8 Proposed way forward:

The Regulation and Inspection of Social Care Act (RISCA), sections 83, sets out that the requirements for registration are:

- (a) the person is appropriately qualified (see section 84),
- (b) the person's fitness to practise is not impaired on one or more of the grounds in section 117(1), and
- (c) the person intends to practise the work of persons registered in the part of the register to which the application relates.

Section 84 of RISCA then states that for social care workers, 'appropriately qualified' means:

- (i) has successfully completed a course approved by SCW under section 114 for persons wishing to become a social care worker of that description, or
- (ii) satisfies any requirements as to training which SCW may by rules impose in relation to social care workers of that description.

Essentially, this provides significant latitude for Social Care Wales to set the initial requirements for registration.

- 4.9 It is proposed that Social Care Wales moves to an employer assessment model of competence for initial registration. This would mean, in a similar manner to our current [confirmed competence](#) route, employers would provide assurance that the individual worker had achieved a required level of competence (a copy of the existing competency areas in this system is

attached as Appendix 1, although it is proposed that this approach would be amended to be fit for purpose for these groups of workers).

- 4.10 This new approach would more closely align with other administrations in Scotland and Northern Ireland.
- 4.11 It is believed that this system would greatly simplify the process for workers and would also allow them to be brought into registration at an earlier time in their work. We would seek, through partnership with CIW, to reduce the period of grace from the current 12-month period to either 3 or 6 months (best aligned with employer probation periods), ensuring a greater proportion of the workforce are brought under regulatory oversight.
- 4.12 This change would also reinforce the principle that the central responsibility for the competence of workers is mainly the role of the employer. This is set out clearly in Regulated Services (Service Providers and Responsible Individuals) (Wales) Regulations 2017, whereby Welsh Ministers, through Care Inspectorate Wales, can take action against providers who fail to ensure appropriateness of staff. The Regulation says:

“The service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service...”

- 4.13 Making this change will bring a greater proportion of the workforce into regulation earlier so that issues related to fitness to practise can be addressed. For these reasons, we believe this change will not negatively impact on the central role of regulation of public protection but will strengthen it. The change will also reinforce the responsibility of employers for the competence of their workforce.
- 4.14 Finally, this change can give greater confidence to employers and workers who are new to the sector, encouraging recruitment and retention in the workforce. Requirements of registration will be more straightforward, and employers will be able to align their own induction requirements to meet their service needs. Workers will not be presented with additional assessment requirements in the first year of their career beyond those of their employer’s induction.

- Re-registration Requirements

Issue:

- 4.15 We remain committed to the professionalisation of the social care workforce and recognise that registration has an important role in that ambition. We believe that the achievement of qualifications, and continuing professional development, evidenced through regulation, are central elements of moving towards a more professionalised workforce.
- 4.16 Currently all registered social care workers, other than those registering with confirmed competence, are required to achieve the City and Guilds Level 2 or

3 in Health and Social Care (Core and Practice) (most of those who joined the register for domiciliary care when it opened already had this qualification and did not need to achieve any more specific qualifications to undertake their role, and we are anticipating the same for Adult Care Home Workers). For those who register with the All-Wales Induction Framework or the Principles and Values Award, they are required to achieve the qualification by the time of their first registration renewal (normally 3 years).

- 4.17 In terms of Continuing Professional Development (CPD), or Post Registration Training and Learning (PRTL) as it was called until recently, our expectations for social care workers have broadly replicated those used traditionally for social workers. That means, over the registration period of three years, [workers have to evidence 90 hours of appropriate CPD](#). There is currently no allowance for career breaks or part-time working.

Proposed way forward:

- 4.18 We will retain the requirement to achieve the Level 2 qualification by the first point of renewal, after three years.
- 4.19 In terms of CPD, we believe the current system presents significant challenges for social care workers. This is particularly true for part-time staff, who often have little opportunity to take up formal education and training. The current system also places too much emphasis on formal development, when we know that the most effective learning is often through practice rather than study. The majority of social care workers are part-time, and therefore on a wider level we will need to recognise and support flexible education and training opportunities
- 4.20 We therefore propose to reduce the requirement for social care workers from 90 hours to 45 hours, and to eventually move to an outcome focussed system of CPD which enables registered persons to reflect on and evidence how they meet the requirements of the code of professional practice in their delivery of care and support.

5. Risks

- 5.1 These changes will raise some risk potential, which will require a clear communication plan for the changes.

1) That these changes will be seen as a diminution in the regulatory framework.

- 5.2 By reducing the requirements for initial registration, these changes could be perceived as a weakening of the regulatory framework. However, these proposals will strengthen the framework by bringing workers onto the Register much more quickly, ensuring those who receive care have reassurance about those who care for them. This also means that the regulatory processes can be brought to bear more quickly against those who are not fit to practise.

Additionally, the fundamental ambition remains – to ensure all workers in the sector are required to work towards an appropriate qualification as part of their registration.

2) That those already registered through Principles and Values will consider this change unfair to them

- 5.3 Over five thousand domiciliary care workers registered through the Principles and Values Award, and it is anticipated that a similar number of adult care home workers will be planning to undertake the Award before mandatory registration. There is a risk that these workers will feel any change will mean their efforts were unnecessary. However, the Principles and Values Award is the first part of the larger Level 2 qualification, and the work to achieve the award should be seen in this context.

3) That this will undermine the Principles & Values Award and the AWIF.

- 5.4 It is accepted that the linkage between the Principles and Values Award / AWIF and registration requirements has strengthened interest in these learning pathways and any breakage of that link could undermine their status in the sector. However, these modules are an intrinsic part of the full qualification that most new registered people are required to either hold or achieve with their first registration period. Promotion and development of the digital versions of these learning pathways, potentially linked to joint induction frameworks, will continue to improve their accessibility and usability.

6. Next Steps

- 6.1 If the Board support the direction of travel outlined within this paper, then a formal consultation will be undertaken in February and March. Should that consultation be supportive, we would aim to implement the new changes in April so that they can take effect in good time for the major push to register Adult Care Home Workers.
- 6.2 A significant communication plan will be implemented to ensure changes are known and understood across the sector. This will include direct communication, through the Register, with Managers in relevant services including care homes.

Confirmed competence for adult care home worker registration

Required competencies

Employers should use this guide to determine if a worker meets the required competencies to be able to apply for registration with Social Care Wales. It is a legal requirement for evidence of competence to be available as part of an application to the Register. Full use of this guidance will help workers and managers provide appropriate evidence.

The competencies are based on the practice outcomes set out in the all-Wales induction framework for health and social care. There are seven sections in total. Those working with adults need to complete sections 1, 3, 5, 6 and 7.

Each section lists ways in which the worker should be practising. There is a column next to each outcome where any evidence you may have used should be recorded. It is likely that some pieces of evidence may cover more than one learning outcome across more than one section.

Some of the elements are specific to a worker's role. For example, those who do not support people with foot care will not be expected to show their practice in this area.

A suggested starting point for evidence mapping would be the worker's job description and probationary review. Once a worker has completed and passed their probation review, this could be used as evidence of competence.

Social Care Wales may sample the evidence used to support your decision, so you should be able to make this available to us should we request it from you.

Examples of evidence for these competencies could include (but is not limited to):

- probationary review and job description
- induction workbook activities
- training records
- certificates gained through assessed training e.g., moving and handling, first aid, food hygiene, etc
- supervision and/ or appraisal notes
- team meetings
- observation
- discussions
- feedback from colleagues and people who use the service

How to confirm a worker's competence

As part of their application, the worker will be asked to identify their manager from a list on SCWonline. The manager will be contacted by email to confirm the application and competence.

Confirmed competence can be used to apply for registration until October 2022.

Section 1: Principles and values (adults)

Workers should complete the planned learning for five of the seven sections (1, 3, 5, 6 and 7 for those working with adults; and 2, 4, 5, 6 and 7 for those working with children and young people).

1.1 How legislation, national policies and codes of conduct and practice underpin health and social care and support for individuals	List evidence used
Relate the principles and values of the Social Services and Well-Being (Wales) Act 2014 to your practice	
Uphold the Codes of Conduct and professional practice in your work	
1.2 Rights based approaches. How rights-based approaches relate to health and social care	
Embed a rights-based approach in your practice	
1.3 Person-centred approaches. How to use person-centred approaches	
Recognise the importance of knowing an individual's preferences and background and reflect this in the way that you practice	
Embed person centred approaches in your practice	
1.4 Equality, diversity and inclusion. How to promote equality and diversity and inclusion	
Respect and promote equality, diversity and inclusion	
1.5 Positive risk taking. How positive risk-taking supports well-being, voice, choice and control	
Follow workplace policies and procedures for the use of risk assessments to support individuals to take positive risks	
1.7 Communication. The importance of effective communication in health and social care	
Identify and use a range of communication methods to meet the needs and preferences of the individual/s that you support	
1.8 Welsh language and culture. The importance of Welsh language and culture for individuals and carers	
Implement the principles of Mwy na Geiriau / More than Just Words in your work	

1.9 How positive approaches can be used to reduce restrictive practices in social care.	
Embed the use of positive approaches in your practice	
Follow workplace policies and procedures that are in place for behaviour support	
1.11 Reflection. How own beliefs, values and life experiences can affect attitude and behaviour towards individuals and carers	
Reflect on how your attitude and behaviour impact on the individual/s that you support	

Section 3: Health and wellbeing (adults)

Workers should complete the planned learning for five of the seven sections (1, 3, 5, 6 and 7 for those working with adults; and 2, 4, 5, 6 and 7 for those working with children and young people).

3.1 Well-being. What well-being means in the context of health and social care	List evidence used
Recognise the importance of families, friends and community networks and work in a way that supports and develops these relationships	
Recognise what matters to individuals	
3.2 Factors that impact upon health and well-being. Factors that impact upon the health and well-being of individuals	
Know where to access further information or support related to the health and well-being of the individuals that you support	
Take account of any specific factors that impact upon the health and well-being of the individuals that you work with	
Support health promotion	
3.3 Support for personal care and continence. How to support individuals with their personal care and continence management	
Follow individuals' personal plans when assisting them with their personal care and / or continence management	
Follow workplace policies and procedures for the recording of information when supporting a person with management of their continence	
Follow workplace policies and procedures for infection prevention and control when supporting an individual with their personal care and continence management	
3.4 Pressure area care. Good practice in relation to pressure area care	
Follow individuals' personal plans and risk assessment when assisting them with pressure area care	
Follow workplace policies and procedures for infection prevention and control when supporting an individual with pressure area care	
Follow workplace policies and procedures for reporting and recording any changes in skin condition including improvement or deterioration	
3.5 Oral health care. How to support good oral health care and mouth care for individuals	
Follow individuals' personal plans when assisting them with mouth care	

Follow workplace policies for infection prevention and control when supporting individuals with mouth care	
Follow workplace policies and procedures for recording and reporting any changes in the condition of the mouths of individuals	
3.6 Foot Care. The importance of footcare to the health and well-being of individuals	
Follow individuals' personal plans when assisting them with their foot care	
Follow workplace policies and procedures in the monitoring, recording and reporting of the feet condition of individuals	
3.7 Administration of medication. Roles and responsibilities related to the administration of medication in social care settings	
You are aware of what you can and cannot do in relation to the administration and use of medication at this stage of your training in the context of your role	
Follow your workplace policies and procedures in support of the administration and use of medication	
3.8 Nutrition and Hydration. The importance of nutrition and hydration for the health and well-being of individuals	
Take account of any specific nutrition and hydration requirements for the individuals that you support	
Follow workplace policies and procedures for monitoring and recording when supporting individuals with the management of their nutrition and hydration	
3.9 Falls Prevention. How to support falls prevention	
Minimise the factors that can contribute to falls	
Follow workplace policies and procedures for the recording and reporting of any concerns about factors that may lead to falls	
3.10 End of life care. Factors that affect end of life care	
Follow workplace policies and procedures when supporting individuals with end of life care	
3.11 Assistive Technology. How Assistive Technology can be used to support the health and well-being of individuals	
Follow workplace policies and procedures for the use of assistive technology	
3.12 Sensory Loss. How sensory loss can impact upon the health and well-being of individuals	
Take account of sensory loss support requirements	
3.13 Dementia. How living with dementia can impact on the health and well-being of individuals	

Support individuals that you work with to live well with dementia	
3.14 Mental health. How mental ill-health can impact upon the health and well-being of individuals	
Support individuals to live well with mental ill-health	

Section 5: Professional Practice

5.1 Role and responsibilities of the health and social care worker. The role, responsibilities and accountabilities of health and social care workers	List evidence used
Embed the ethos and structure of the organisation you work for and your role within it	
Take account of your own job description, what it requires you to do and the limits of your role	
Make use of support for yourself in undertaking your role	
Promote good practice by reporting matters that affect the welfare and safety of individuals or their carers or practices that are unsafe or conflict with the ethos, policies and procedures of the organisation	
Follow workplace policies and procedures	
5.2 Partnership working. How to develop and maintain effective partnership working with others in health and social care	
Recognise the range and roles of other workers in your organisation and other agencies that you may come into contact with	
Apply the principles of partnership working and co-production in your work with others	
Apply the principles of confidentiality in all communication with others	
Develop good working relationships with other workers and professionals whilst maintaining clear professional boundaries	
5.3 Team working. How effective team working supports good practice in health and social care	
The structure, purpose and make up of your own team and how you contribute to its work	
5.4 Handling information. How to handle information	
Follow your workplace policies and procedures on the handling of information including: storing, recording, confidentiality and sharing	
Record written information with accuracy, clarity, relevance and an appropriate level of detail in a timely manner	
5.5 Personal conduct of health and social care workers. The importance of upholding the profession of health and social care workers	
Uphold the profession of health and social care workers and role model best practice in your work	
5.6 Continuing Professional Development. How continuing professional development contributes to professional practice	

Meet your workplace requirements regarding learning and development in your role	
Actively identify your own learning and support needs and work with your manager to develop and follow a personal development plan to meet these	
Actively prepares for and contributes to supervision and appraisal	
Reflect on your practice to support your professional development	
Develop the literacy, numeracy and digital competency skills needed to meet the requirements of your role	

Section 6: Safeguarding individuals

6.1 Legislative frameworks for Safeguarding. The purpose of legislation, national policies and Codes of Conduct and Professional Practice in relation to the safeguarding of individuals	List evidence used
Follow your local and workplace policies and procedures for safeguarding individuals	
6.2 Safeguarding individuals from harm, abuse or neglect. How to work in ways that safeguard individuals from harm, abuse and neglect	
Promote and support the safeguarding of individuals	
6.3 Factors, situations and actions that could lead or contribute to harm, abuse or neglect. The factors, situations and actions that could lead or contribute to harm, abuse or neglect	
Promote safe practice and minimise risks to individuals of harm, abuse or neglect	
6.4 Reporting and recording in relation to safeguarding. How to respond, record and report concerns, disclosures or allegations related to safeguarding	
Where and how to access additional personal support if dealing with safeguarding issues	
Adhere to your workplace policies and procedures for recording and reporting concerns	
Follow workplace policies and procedures to record concerns with accuracy, clarity, relevance and an appropriate level of detail in a timely manner	

Section 7: Health and safety

7.1 Health and Safety in the workplace. How to meet legislative requirements for health and safety in the workplace	List evidence used
Meet your responsibilities in line with health and safety legislation	
Adhere to your workplace policies and procedures for health and safety	
Follow workplace processes for the recording and reporting of any concerns or incidents related to health and safety	
7.2 Risk assessments for health and safety. How risk assessments are used to support health and safety in the workplace	
Are compliant with health and safety risk assessments for your workplace and procedures for reporting concerns or incidents	
7.3 Fire Safety. How to promote fire safety in work settings	
Adhere to the procedures of your work setting that must be followed in the event of a fire	
7.4 Moving and Handling and Moving and Positioning. The principles of moving and handling and moving and positioning	
Undertake safe moving and positioning and/or moving and handling in accordance with your training and in the context of your role	
7.5 Emergency first aid. How and when emergency first aid can be applied in the work setting	
Note: workers in health and social care settings would be expected to attend an external first aid course to complete this area of learning if it is relevant to their role	
Attend emergency first aid training suitable to your role and know when it is appropriate to apply emergency first aid and when medical help needs to be sought	
7.6 Infection prevention and control. The main routes to infection and how to prevent the spread of infections in the workplace	
Follow good hygiene practice	
Implement your workplace policies and procedures for infection prevention and control	
Follow hand washing technique that is used to prevent the spread of infection	
7.7 Food Safety. How to implement food safety measures	

Follow your workplace policies and procedures in relation to food safety	
7.8 Hazardous substances. How to store, use and dispose of hazardous substances safely	
Follow your workplace policies and procedures for the storage, use and disposal of hazardous substances	
7.9 Security in the work setting. How to maintain security in the work setting	
Adhere to arrangements that are in place to ensure that you, individuals and others are safe in the work setting	
Adhere to workplace policies and procedures for lone working, advising of whereabouts and access to the work setting	
7.10 Managing stress. How to manage stress	
Use supervision to discuss your well-being with your line manager	



Registration is changing

Have your say on our proposals for:

- a new way to register
- reducing the time to register
- continuous professional development for social care workers.

Consultation closes on 22 March 2022

Overview

We want to hear from you about our proposals for:

- a new way to register social care workers and reducing the time to register
- reducing the number of hours of continuous professional development (CPD) for social care workers.

Social Care Wales was established in 2017 and we are responsible for leading improvement in social care. Part of our role is to protect the public, as set out in the Regulation and Inspection of Social Care (Wales) Act 2016.

We keep a Register of workers who are fit to practise, to help safeguard the public and improve standards for people receiving and providing care. There are more than 34,000 workers on our Register and all adult care home workers will have to register with us by October 2022. This will mean that most of the social care workforce in Wales will be regulated.

The pandemic has led us to look at our processes and systems to make sure we continue to meet our commitment to protect the public. As the social care workforce continues to grow, we know how important it is to make our registration process simpler, to help encourage people to work in the social care sector.

For the purposes of this consultation, the term '**social care workers**' means residential childcare workers, domiciliary care workers, adult care home workers and residential family centre workers.

How to respond

Our proposals are explained in each section. If you'd like to have your say on our changes, you can do so by:

- completing the online survey at [xxxxxxx](#)
- completing this document and emailing it to consultations@socialcare.wales.
- registering to attend our webinar at 10am on 15 February 2022 by emailing consultations@socialcare.wales.

If you need a copy of this consultation in a different format or have any questions, please contact us at consultations@socialcare.wales.

The closing date for the consultation is **5pm, 22 March 2022**.

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

New way to register social care workers and reducing the time to register

Introduction of a new employer assessment route

What are we changing?

We propose:

- to introduce a **new way** to register, which will allow employers to endorse their workers' application to register after assessing them against a list of competencies. This route will be for people who don't have a required qualification and will replace the [Principles and Values Award](#) and/or the [All Wales Induction Framework](#)
- to work with Care Inspectorate Wales to reduce the time period before a social care worker must register to its previous period of six months.

Why are we changing it?

The pandemic has shown us the importance of having robust ways to register. We have looked at what is necessary and appropriate, while making sure that we meet the requirements of public protection.

The new employer assessment route will follow a similar approach to the [confirmed competence](#) route. Employers will provide assurance that the social care worker has met the required level of competence. This new route recognises that employers are, in the main, responsible for the competence of their workers.

Social care workers who use the employer assessment route to register will need to complete one of the qualifications listed in the qualification framework within the first (three-year) period of registration.

The Principles and Values Award will be available as a route to register until 31 March 2022, but from 1 April 2022, workers will not be able to register using the award. The All-Wales Induction Framework will still be an important resource and we will continue to develop and promote it.

We will work with Care Inspectorate Wales (CIW) to review the period before social care workers must register, to **reduce** the time from 12 months to **six months**.

Under regulations, care staff working in care homes for children, secure accommodation or domiciliary support services must register with us within six months of the date they start employment. The regulations give CIW the power to extend the six months period of grace in exceptional circumstances.

In response to the exceptional circumstances of the Covid-19 pandemic, CIW temporarily extended the period of grace to 12 months for all new employees in these services. CIW took this decision to support providers to recruit and retain extra staff when they needed them most.

But this extended time means that workers are not on the Register available to the public. They are also not subject to the same oversight as registered workers.

We believe the new employer assessment model for registration will make the process simpler for social care workers and will allow them to register earlier. The change will mean more of the workforce will be on the Register sooner and this will strengthen public protection.

We will continue to work with CIW to review the time period before social care workers must register, with the aim of changing it to six months when the pressures of the pandemic have eased.

Continuous professional development

Reducing the number of hours of continuous professional development (CPD) social care workers have to do to renew their registration.

What are we changing?

We propose to:

- **reduce** the amount of CPD social care workers have to do to renew their registration, from 90 hours to **45 hours**
- develop an **outcome-focused approach** to CPD, which will allow people on the Register to apply their knowledge by reflecting and showing how they meet the requirements of the [Code of Professional Practice](#) when they are providing care and support.

Why are we changing it?

We are committed to the professionalisation of the social care workforce and know that gaining qualifications and completing continuous professional development are important when developing a more skilled workforce.

Currently, everyone who is registered with us must show evidence of [90 hours of appropriate CPD](#) over the three-year registration period. We believe the current system is challenging for social care workers and we want to reduce the number of hours of CPD needed.

We also recognise that the current system places more weight on formal learning and development, when we know practical experience is often as effective as studying. So, we want to move towards an outcome-focused way of recording learning in the future.

Consultation questions:

About you/your organisation

Are you responding to this consultation:

a) as an individual

If you're responding as an individual, are you a/an:

- | | |
|---|--|
| <input type="checkbox"/> person who uses care and support | <input type="checkbox"/> owner of a setting providing care |
| <input type="checkbox"/> early years worker | <input type="checkbox"/> responsible individual |
| <input type="checkbox"/> social care manager | <input type="checkbox"/> employer of social care workers |
| <input type="checkbox"/> social care worker | <input type="checkbox"/> educational professional |
| <input type="checkbox"/> social worker | <input type="checkbox"/> member of the public |
| <input type="checkbox"/> social work student | |
| <input type="checkbox"/> other – please describe below: | |

b) on behalf of an organisation

If you're responding as an organisation, is the organisation:

- central or devolved government
- a local authority
- a social care employer
- a learning provider
- other – please describe below:

Organisation name/type of work carried out:

About our proposals

We welcome your views about our new proposals and would be grateful if you could take the time to answer these questions:

1. Do you agree with our proposal that social care workers who do not hold the recognised qualifications should register using a list of competencies assessed by their employer?

Yes No

2. Do you agree with our proposal to reduce the time social care workers have to register from 12 months to six months, once the employer assessment model is introduced?

Yes No

3. Do you agree with our proposal to reduce the amount of CPD social care workers have to do to renew their registration, from 90 hours to 45 hours?

Yes No

4. Do you agree with our proposal to move towards an outcome-focused approach to CPD in the future?

Yes No

5. Do you have any comments about our proposals?

Please comment in the space below:

Effects of our changes

6. What effects will our proposals have on the Welsh language, specifically on:

- i) opportunities for people to use Welsh**
- ii) treating the Welsh language no less favourably than the English language.**

How could we increase the positive effects or reduce the negative ones?

Please comment in the space below:

7. What effects will our proposals have on people with protected characteristics, specifically on:

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

How could we increase the positive effects or reduce the negative ones?

Please comment in the space below:

How we will use your views

Any response you send us will be seen in full by our staff dealing with the issues this consultation covers. It may also be seen by other members of staff to help us plan future consultations.

We will be publishing a summary of the responses to this document. We may also publish the responses in full. Normally, the name and address of the person or organisation who sent the response are published with the response. This helps show that the consultation was carried out properly. If you do not want your name or address published, let us know in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, but we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including Social Care Wales. This includes information that has not been published.

But the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it. If someone has asked for their name and address not to be published, that is an important fact we would take into account. There may sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we decided to reveal the information.

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Email: info@socialcare.wales

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



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

Cynllun Busnes 2020-21: Diweddariad chwarter 3

1. Pwrpas yr adroddiad a'r argymhelliadau

- 1.1 Mae'r adroddiad hwn yn rhoi'r cynnydd 9 mis yn erbyn ein cynllun busnes yn 2021-22.
- 1.2 Mae sylwebaeth perfformiad fer wedi'i chynnwys ar gyfer pob thema ac adroddiad eithriadau ar weithgareddau ambr a coch.
- 1.3 Er bod cynnydd sylweddol yn cael ei wneud yn y rhan fwyaf o weithgareddau'r cynllun busnes; cydnabyddir bod y pandemig yn cael effaith sylweddol a pharhaus ar y sector. Yn benodol, y gallu i ymgymryd â'r lefel o ymgysylltu sy'n ofynnol ar ein gwaith i sicrhau ei fod yn cael ei gyd-gynhyrchu â'r sector. Mae'r dull hwn wedi bod yn sail i rywfaint o'n gwaith mwyaf llwyddiannus yn ystod y blynyddoedd diwethaf ac felly penderfynwyd tynnu'n ôl ymgysylltiad oni bai ei fod yn gwbl hanfodol.
- 1.4 Gofynnir i'r Aelodau ystyried a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2021-22 yn ystod cyfnod naw mis.

2. Cyd-destun

- 2.1 Mae'r Cynllun Busnes 2021-22 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 9 mis

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

	Gweithgareddau	Ar y trywydd iawn	Angen cymorth ychwanegol	Pryderon mawr
Gweithgareddau	54	38	16	-
% ar ol 9 mis		70%	30%	0%

- 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 2021-22. 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. Fodd bynnag, bydd gwaith pellach a mireinio mesurau a dangosyddion yn parhau yn unol â'n gwaith mewn perthynas â mesur ein heffaith a'n diwygiad o'n Cynllun Strategol a'n fframwaith adrodd perfformiad newydd.
- 3.3 Adolygir y Gofrestr Risg Strategol gan y Tîm Rheoli Gweithredol (EMT) yn fisol.
- 3.4 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.

4.2 I ba raddau y mae'r wybodaeth am berfformiad (dangosyddion, sylwebaeth, cyllideb, dangosfwrdd Adnoddau Dynol) yn adlewyrchu perfformiad y thema flaenoriaeth?

Priority theme 1 - Social Care and Early Years Workforce

Performance Indicators / Milestones / Outputs	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Processing times of applications*	88%	49.6% (Average 8 days to process)	86.2%		90% within 5 days
Number of open applications	574	586	523		Less than 600 open at any one time
Adult Care Home Workers registered	213 (991 total registered)	184 (1175 total registered)	234 (1409 total registered)		1500 for 21/22
Number of fitness to practise cases open	298	303	294		Last quarter
Number of active cases open longer than 18 months	7% (21 cases)	9% (27 cases)	9.7% (29 cases)		Less than 10%
Number of appeals lodged to CST and % upheld	1 (no decision yet)	1 (no decision yet)	1 (withdrawn)		
Eligible students receive a bursary with a placement provided	n/a	100%	100%		100%
No. enrolled for the new digital version of the Social Care Worker card	15,024	17,541	19,050		30,000 by year end

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

Performance Commentary

Most activities are on track with amber targets listed below and whilst the registration of adult care home workers is categorised as amber, this is fully in line with expectations. As well as the outputs recorded, we have been exploring options to change registration requirements during this period with the intention of consulting on them in the next quarter.

During this quarter, we received an average of 578 applications received per month, along with a small handful of renewals (average of 10 per month) since everyone on the Register has been given a one-year extension. Our processing times are slightly below target, but much improved on the previous quarter.

The number of open fitness to practise cases is stable. Domiciliary care worker cases account for 47% of all cases.

The number of care workers signing up for the social care worker card continues to climb steadily. This quarter has shown a rise of 8.6 per cent on the previous reporting period. This quarter, the focus has been on making sure we have an effective process for updating the expiry dates for existing cards. This will enable us to renew cards without asking everyone to sign-up once again. Plans are in place to re-promote the card and its benefits in the next quarter.

Business plan activity	Narrative	QTR 3	QTR 4
Extend professional registration to adult care home workers and new managers	There are 1,409 adult care home workers on the Register. A range of materials are on the verge of being signed off and will be ready for our engagement activities this month. We will be meeting with most regional partnerships in the next quarter along with individual Local Authorities and employers.		
Implement a revised CPD offer for registered people	Agreed to pause workstream whilst exploring options for changing registration requirements, which will be consulted on in the next quarter.		
Provide financial support for social work students (bursaries)	<p>We have:</p> <ul style="list-style-type: none"> processed 172 Bursary Application forms and 297 Bursary Renewal forms. paid 132 Masters (including 13 pro rata payments to completing Bangor students) and 283 undergraduate student bursaries so far in academic year 2021/22 totalling some £512,801. paid 7 PusC Core Payments totalling £31,467. paid 20 Practice Learning Opportunity Fund (PLOF) Claims totalling £280,780. <p>It is now expected that in the region of 174 new bursaries will be awarded of the 227 available.</p> <p>In addition to date in the region of 40 additional students have been funded through “Grow your own” through the Regional Facilitation Grant. This will increase at the Open University February enrolment point</p>		
Develop and implement a digital all Wales induction framework for the social care and EYCC workforce.	Some work has commenced on review of materials for Health and Social Care All Wales Induction Framework workbooks. High level timescales are agreed, and discovery is underway. This work will carry over into 2022/2023 and the contract with the external supplier has been arranged accordingly. We are expecting completion of all of the All Wales Induction Framework for both Early years and child care and Health and Social Care by the end of 2022.		
Develop digital training and learning to support Levels 1 – 3 of the ‘All Wales Infection Prevention and Control Training, Learning and	Content for all three modules is agreed and English modules are being uploaded for testing on the Learning Management System at the end of January with a view to launch 3 fully bilingual and accessible modules early April. There have been some delays due to requirements for accessibility testing and timescales for this being underestimated. Estimate approximately 6 weeks behind schedule. These resources are important for use in the sector and as a result the lessons learned from this project have been updated to include how we publish resources moving forward, where		

Development Framework'	there has been high level of need and demand in the sector.		
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These are our current strategic risks against our current Strategic Plan (17/22)

Strategic risks	Inherent score	Residual score
If there is government, policy agenda and/or commitment changes in relation to early years then there could be wider implications for the sector and to our programme of work	Yellow (12)	Yellow (12)
There is a risk that if we do not continue to respond, listen and adapt to sector needs in responding to Covid (and its impact) THEN we will lose credibility	Yellow (9)	Yellow (9)

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

Performance Indicators / Milestones / Outputs	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Qualification's framework updated with new early years and childcare qualifications	n/a	23 rd September			September - completed
Early Years Manager induction framework launched	n/a	n/a	Projected to be launched in new financial year		March 2022
Number of employers registered on the jobs portal	Available from next quarter	4019 (a combined figure between registered employers and job seekers)	6123 (a combined figure between registered employers and job seekers)		Previous quarter
Numbers of new job seekers registered on the jobs portal	Available from next quarter				Previous quarter

Performance Commentary

Majority of activities progressing well and to timelines.

Positive Approaches to reducing restrictive practice in social care has been through a light touch review and is now in the publication process. Design of a digital learning module is included in the digital programme for the next phase in the new financial year. Due to the fragility within the sector, induction for Early Years Managers has now been put back until next financial year, other work such as responding to the pandemic and current needs of the sector has been prioritised eg Early years e-bulletin & peer networks. The Early Years bulletin has been well received by the sector.

WeCare Recruitment campaign focussed on social care taking place across Dec-Jan 22. Broad range of channels used (TV, cinema radio, social). The Jobs Portal remains a key focus for messaging and activity with the resource.

A total of 79 entries and nominations were received for the 2022 Accolades categories. All categories had a reasonable spread of entries apart from the one seeking projects showing good practice in the recruitment and retention of workers, which only attracted three. More entries and nominations had been expected given that more than 200 entry forms had been downloaded from the website. However, work pressures in the sector may have played a part in potential entries and nominations not coming to fruition. The judging process has gone smoothly, and is on-track, with all but one of our panels meeting and agreeing on a shortlist in their category. A date has also been agreed for the awards ceremony - 21 April 2021.

Business plan activity	Narrative	QTR 3	QTR 4
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Review and improve how we regulate	All workstreams are progressing either as expected or if there are delays and changes, they have been appropriately considered and approved at programme or project board level with any underspend reported to the finance team. Reported as amber at quarter 3 due to changes in milestone timescales.		
Regulate social work training	Quality Assurance Annual report presented to Regulation and Standards Committee which an agreement in principle to publish pending some changes being made. Staffing situation has become challenging due to pending departures of both team members, meaning recruitment plans will be accelerated in the next quarter to ensure business continuity.		
Develop a workforce plan for the direct care workforce in line with themes of the workforce strategy.	Final reports from consultants received. However due to delay in engagement with sector due to the pandemic submission slightly behind planned original dates, it has been decided to leave the final sign off until the new business plan and strategic plan has been further developed to allow for alignment across our key plans from 2022/3.		
With HEIW, develop a workforce plan for the mental health workforce in line with themes of the draft workforce strategy	Extensive pre-consultation engagement with the sector has taken place and the draft Plan with proposed actions is now nearing completion. Planning for early February as consultation start date (subject to Ministerial approval & impact of Omicron). There may be a delay to publication as consultation period may be extended if pandemic situation dictates as effective sector consultation is critical to the success of this Plan therefore amber RAG status. No mitigation as this work is affected by pandemic unknowns.		
Supporting the sector to work bilingually	There are current capacity issues, within the organisation, to refresh and review key documents to support our Welsh language support for the sector. Our strategic engagement has continued most notable through the Health and Social Care Welsh Language partnership board and through active membership of the Mwy na Geiriau evaluation task and finish group. We will align our work to the resulting Mwy Na Geiriau action plan in partnership with stakeholders across the sector.		

Priority theme 3: Social Care and Early Years Systems Leaders

Performance Indicators / Milestones / Outputs	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Workforce Strategy Implementation plans costed and approved	N/A	N/A	N/A		March 2022
Visitors to data portal	651	625	886		Previous quarter
Research support and engagement framework launched	Delayed until Q2	Delayed until Q3	Delayed until Q4		June 2021
Evidence for Improvement Draft Strategy approved	N/A	N/A	Will be published in new financial year – see performance commentary		March 2022

Performance Commentary

The current *Social care research and development strategy 2018-23* has been reviewed. The overarching strategy remains highly relevant and, due to pressures on the sector and the final publication of our strategic plan, we do not intend to produce an Evidence for Improvement Strategy during this financial year. Instead we will focus on developing a delivery plan for the remaining areas of the original strategy.

The Research Support and Engagement Framework has been delayed predominately due to staffing capacity. With a number of new colleagues now in place this will be published in the next quarter.

There are a large number of significant developments underway including the launch of the new data portal, progressing digital communities and consideration on how to take a strategic approach to supporting social care innovation.

Business plan activity	Narrative	QTR 3	QTR 4
Implementation of the Social Care Research and Development Strategy 2018-23	<p>New advisory group for the innovation offer met December 2021, with good and growing interest from a wide range of stakeholders. We commissioned a third party supplier to undertake user research to inform the innovation offer - work to commence in quarter 4. Input into the cross-government innovation strategy and the health and social care innovation programme ongoing, with our precise role being negotiated.</p> <p>We agreed with Health & Care Research Wales that we would fund a priority-setting process with the James Lind Alliance around strengths-based approaches with children and families. This will follow the same process as the 2020 process on care and support for older people.</p>		

	<p>Work is underway, with survey and workshop activity planned for the next quarter.</p> <p>This task is marked amber as we are still working on the new Implementation Plan for the Research Strategy and the Research Support and Engagement Framework, with the aim of publishing these in the next quarter.</p>		
<p>Develop the skills, capabilities, and connections of those using, delivering, and researching care and support in Wales</p>	<p>Work on developing our community management approach is progressing well with suppliers through user research. This work will continue as planned in the next quarter with selecting the relevant digital platform to support this approach.</p> <p>To support development of capacity/skills building and our research support offer, we've progressed well with academic mapping (interviewing 15 academics so far), supported with Developing Evidence Enriched Practice (DEEP) catalyst training, completed Using Evidence Phase 2 discovery work with providers, and worked with our Research Skills Advisory group.</p> <p>Work to develop a research support offer and our approach to evidence synthesis is ongoing, but delivery will move into 2022-23 due to delays with recruitment during this year.</p>		
<p>Develop the social care data portal and projections platform</p>	<p>The final discovery report was presented to the EMT in October. Following consideration of the options, we agreed that we would deliver a value-add product which allows for people to interact with the data on the portal. We are working, with the supplier, on delivering a 'continuity portal' in quarter 4, which transfers the current data portal functionality and data to the new platform. This work would be followed by the development of a 'discovery portal' in 2022/23.</p>		
<p>Improve how social care data is collected and used - work together with colleagues from across health and care sectors to build a comprehensive and inclusive social care data strategy</p>	<p>We procured a supplier for a project to develop a skills framework and development approach for data analytic skills. This work is due for completion in the next quarter.</p> <p>We presented a proposal to the Programme Board of the National Data Resource to secure funding for work on the data strategy. Further discussions are planned for Q4, with a general commitment between Social Care Wales and Digital Health & Care Wales for a joint programme of work. This includes funding for a Citizens Jury approach for sharing data.</p> <p>The publication of the high level roadmap and quick win summary report have been delayed due to workload issues - these will be published in Quarter 4.</p>		

Priority 4 - Our own workforce

Performance Indicators / Milestones / Outputs	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Staff sickness levels	1.19%.	Year to date 0.79%	Year to date is 1.87%		3% (Excluding long term absence)
Staff engagement levels (annual staff survey)	N/A	N/A	90%		80% target
Timely laying of Statutory Annual Accounts	N/A	August 2021	N/A		August 2021 - completed
Internal audits receive substantial or moderate assurance	N/A	N/A	100%		90%
External accreditation awarded or maintained: <ul style="list-style-type: none"> ISO 27001 Disability Confidence 	Maintained Level 1 awarded	Maintained Level 1 awarded	Maintained Level 1 awarded		Maintained
Budget forecast	No Budget overspend predicted / cash balance below 2% predicted	No Budget overspend predicted / cash balance below 2% predicted	Budget underspend in region of £700k predicted (pension payment of £350k to be made dependant on permission by Sponsor. This will ensure cash balance of less than 2% at the end of the financial year		No Budget overspend and 2% cash target at end of year to be achieved

Performance Commentary

Work on outlining our Business Plan 22/23 has begun following the recent draft Senedd budget for 22/23. An outline of the Business Plan 22/23 will be considered by the Board in February. The Board will be signing off the 5 year strategic plan in February prior to approval by the Deputy Minister.

The key principles for a marketing and communications strategy were agreed by the Leadership Team in October 2021. Since then, work has focused on developing the detail underpinning the strategy. This has included identifying audiences, messages, channels, services and touchpoints with our digital work. This work ties in closely with the outcomes agreed as part of our new five-year strategic plan. It is anticipated that the detailed marketing and communications strategy will be complete by the end of January 2022.

As a result of national restrictions we have put phase 2 of the office pilot on hold until mid January. In the meantime our draft hybrid working policy has been developed and is currently 'out' for consultation with staff. The results from the staff survey (due in January 2022) will also provide further evidence and feedback on our approaches in supporting staff. We are also in discussions with our Internal Auditors on scoping an advisory report to learn the lessons from Covid including what works (to take forward as part of our future business operations). During quarter 4 we will be commissioning external support on our broader business continuity arrangements, plans and procedures.

Business plan activity	Narrative	QTR 3	QTR 4
<p>Maintain compliance with statutory organisational requirements and organisational standards.</p>	<p>Our annual assurance report on the Welsh Language Standards was agreed by Leadership team. This report will be published bilingually on our website. We promoted Welsh Language Awareness Day on 7 December. During the last quarter we had an Internal Audit on our DPA 2018 compliance. The final report will be considered by our management team in February 2022 prior to Audit and Risk Committee. The Information Governance group continues to meet monthly to work through the work plan for the year which brings together ISO27001 compliance, DPA and records management. The Strategic Equalities Plan will be published alongside the new strategic plan in 2022. Work is progressing on embedding our compliance requirements for this business plan activity. Activity has been highlighted as needing further developments/ improvements as there is still a need to further embed actions for compliance in relation to Impact Assessments and Information Governance requirements.</p>		
<p>Maximise our digital offer across all our business.</p>	<p>This work underpins several business plan activities. During the past quarter we have taken forward a couple of recommendations on the digital road map such as central place to commissioning digital services, a standardised approach to digital requirements and implementing single sign on for registered people and our learning management system. This activity is marked as amber due to a number of factors such as planned delays to the recruitment of a digital team; progress on evaluating our existing learning management system and linking in our requirements with that of other public sector organisations on the digital journey. We have also experienced staff capacity and absences within delivery teams which has impacted on the deadlines of initial delivery.</p>		

These are our current strategic risks against our current Strategic Plan (17/22)

Strategic risks	Inherent score	Residual score
If we don't have increased budget allocations to meet what is expected from the current and future Government term of office work programme, then we will not be able to deliver our remit in future including statutory responsibilities and areas of Government priorities	Yellow (9)	Green (6)
If we can't recruit the right people, with the right skills into our organisation we won't be able to achieve our priorities.	Yellow (12)	Yellow (12)
If we don't put sufficient internal controls in place to mitigate cyber fraud, hacking and scamming we are vulnerable to successful attacks which would disrupt business operations	Red (25)	Amber (16)
If we are unable to recruit Board members through Public Appointments with the right skills, experience, and diversity then we will have a gap at Board level to support the social care and early years sector and scrutinise fully the work of the organisation.	Yellow (9)	Yellow (9)
There is a risk that If we do not meet our ambitions in the area of equality and diversity, THEN the quality of our staff and the effectiveness of our work in the sector will be impacted, which could result in reputational damage of Social Care Wales	Yellow (12)	Yellow (12)

Budget Report for the period to 31 December 2021

This is the third budget monitoring quarterly report for the financial year 2021-22. The report covers income and spend for the first nine months to 31 December 2021. The report is based on a total annual budget of £25,407,000. This is financed from £23,251,000 Grant in Aid (including £410k internal carry forward), £1,405,000 registration fee income, £60,000 Apprenticeship certification income and £66,000 in relation to our Workforce Strategy Mental Health Work. In addition, mid-year additional funding from Welsh Government was secured for the WeCare campaign and for recovery funding to support Social Care Workforce Wellbeing totalling £625,000.

A high-level summary of performance for the first nine months is reported below and a more detailed approach is also attached: -

Financial Summary to 31 December 2021

	Annual Budget	Actual YTD	Budget YTD	Variance	Outturn Prediction
	£'000	£'000	£'000	£'000	£'000
Income	25,407	12,990	12,930	60	25,463
Expenditure					
Grants Programme	11,699	5,064	5,189	125	11,672
Workforce Regulation	4,649	2,924	3,313	389	4,040
Improvement and Development inc Res and Data	4,443	2,657	3,139	482	4,627
Early Years and Childcare	345	157	257	100	345
Strategy and Business Support	4,271	2,805	3,099	294	4,081
Totals	25,407	13,607	14,996	1,389	24,765

Income Analysis

Income	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Income
	£'000	£'000	£'000	£'000	£'000
Grant In Aid	23,251	11,340	11,340	-	23,251
We Care-Additional funding	160	160	160	-	160
Wellbeing-Additional funding	115			-	115
We Care-Additional funding	350	350	350		350
Apprenticeship Certificate Income	60	27	47	(20)	40
Registration Fee Income	1,405	1,069	983	86	1,470
Mental Health Workforce	66	32	50	(17)	66
Other Income	0	11	-	11	11
Total Income	25,407	12,990	12,930	60	25,463

£60k of Income has been received more than budgeted in the first nine months of the financial year. This predominately relates to Registration Income being higher than profiled

and is due to a significant amount of income received from debtors in November and December 2021. Although the budget was calculated with an allowance for income from debtors the amount received has been significantly higher. Therefore, the outturn figure for Registration fees has been increased compared to budget and it is now predicted that income in totality will be £56k greater than budget at the end of the financial year.

Expenditure Analysis

As at the end of December we are reporting a £1,389K expenditure underspend with all budgets underspent. 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	3,133	3,038	(94)	7,149
People Using Services and Carers	70	38	40	2	70
Regional Facilitation	782	782	782	-	1,184
Student Funding	2,235	692	844	152	1,942
PLOF	1,326	405	485	80	1,190
SfCD	14	14	-	(14)	14
Research	123	-	-	-	123
Sub-total	11,699	5,064	5,189	125	11,672

- The Grants Programme shows an underspend of £125k. The main contributors are overspends in the SCWWDP budget of £94k and underspends of £152k in the Student Funding budget and £80k in the PLOF budget. The SCWWDP overspend is a matter of timing but the underspend in the Student Funding and the PLOF budgets reflects that only 174 bursaries have been awarded from the 228 available. Therefore, the outturn figures have been reduced by £293k in the Student Funding budget and £136k for the PLOF budget. In addition, it should be noted the increase in the outturn figure of £402k for Regional Facilitation Grant reflects the decision made to allow bids from the Regions in respect to current issues in the sector and improve long term resilience. Taking all these elements into account it is now predicted that the Grants Management Budget will be underspent by £27k 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	85	53	64	11	78
Hearings	1,128	522	785	263	684
Projects	369	109	223	114	229
Salaries	3,067	2,239	2,240	2	3,050
Sub-total	4,649	2,924	3,313	389	4,040

- The Workforce Regulation has a £389k underspend to date with the majority of the underspend relating to the Hearings Budget. This reflects that activity to date has been significantly lower than budgeted. The budget is £263k underspent to date and based on hearings planned for the rest of the financial year it is projected that this budget will be underspent by £444k at the end of the financial year.
- The underspend in the projects budget reflects slower progress on the Regulation reform project than planned and the project will only spend £63k of the original budget of £200k and the outturn figure has been amended accordingly
- Therefore, in totality it is projected that the Workforce Regulation budget will be underspent by £609k 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	45	18	27	9	34
Intelligence and Data Admin	6	0	-	(0)	6
Projects	1,943	1,044	1,319	275	2,401
Salaries	2,449	1,594	1,793	199	2,187
Sub-total	4,443	2,657	3,139	482	4,627

- The Improvement and Development budget is underspent by £482k primarily due to an underspend of £199k in the Salaries budget and £275k in the projects budget. It is predicted that the Salaries budget will be £262k underspent at the end of the financial year. This reflects that there will be significant savings in the budget due to delays in recruitment and not recruiting into posts but is reduced by the provision for a potential pay award.
- The underspend in the projects budget is a matter of timing and it is projected that this budget will be overspent by £458k and reflects additional investment as part of our continued response to current issues within the sector and improve long term resilience in the sector including an additional internal investment of in the WeCare campaign.
- However, it is projected that the Improvement and Development budget in totality will be £184k overspent 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	124	15	97	82	124
Salaries	221	142	160	18	221
Sub-total	345	157	257	100	345

- The Early Years and Childcare has a significant underspend of £100k but this is a matter of timing and represents the projects element of the budget. However, it is still projected 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	602	444	452	8	592
Governance	98	70	70	(0)	92
Communications	113	68	66	(2)	111
Carreg and IT	617	460	476	17	656
Finance & Grant Admin	10	1	5	3	7
Human Resources	118	107	70	(37)	160
Projects	308	74	188	114	322
Salaries	2,407	1,581	1,772	191	2,142
Sub-total	4,271	2,805	3,099	294	4,081

- Strategy and Business support shows an underspend of £294k with major underspend in the Salaries budget of £191k and the projects budget of £114k. The Salary underspend reflects vacancy and delays in recruitment in particular in respect of the Communications department. It is predicted that the Salaries element will be underspent by £265k at the end of the financial year after taking into account a potential pay award
- The underspend in the projects budget is a matter of timing and it is projected that this budget will be £14k overspent at the end of the financial year.
- However, in totality it is projected that the Strategy and Business Support budget will be £190k underspent at the end of the financial year.

Therefore, with income predicted to be £56k greater than budget and expenditure predicted to be lower than budget by £642k we are predicting a total net underspend of £698k. With the 2% cash limit allowing an underspend of £350k we have approached Sponsor Division to obtain permission to make a lump sum payment of £350k into the Pension scheme.

Financial Summary to 31 December 2021

Income	Annual Budget £'000	Actual YTD £'000	Budget YTD £'000	Varianc e £'000	Predicted Income £'000
Grant In Aid	23,251	11,340	11,340	-	23,251
We Care-Additional funding	160	160	160	-	160
Wellbeing-Additional funding	115			-	115
We Care-Additional funding	350	350	350		350
Apprenticeship Certificate Income	60	27	47	(20)	40
Registration Fee Income	1,405	1,069	983	86	1,470
Mental Health Workforce	66	32	50	(17)	66
Other Income	0	11	-	11	11
Total Income	25,407	12,990	12,930	60	25,463

Expenditure	Annual Budget £'000	Actual YTD £'000	Budget YTD £'000	Varianc e £'000	Predicted Outturn £'000
Grants Programme					
SCWWDP	7,149	3,133	3,038	(94)	7,149
People Using Services and Carers	70	38	40	2	70
Regional Facilitation	782	782	782	-	1,184
Student Funding	2,235	692	844	152	1,942
PLOF	1,326	405	485	80	1,190
SfCD	14	14	-	(14)	14
Research	123	-	-	-	123
Sub-total	11,699	5,064	5,189	125	11,672
Workforce Regulation					
Administration	85	53	64	11	78
Hearings	1,128	522	785	263	684
Projects	369	109	223	114	229
Salaries	3,067	2,239	2,240	2	3,050
Sub-total	4,649	2,924	3,313	389	4,040
Improvement and Development					
Administration	45	18	27	9	34
Intelligence and Data Admin	6	0	-	(0)	6
Projects	1,943	1,044	1,319	275	2,401
Salaries	2,449	1,594	1,793	199	2,187
Sub-total	4,443	2,657	3,139	482	4,627
Early Years and Childcare					
Projects	124	15	97	82	124
Salaries	221	142	160	18	221
Sub-total	345	157	257	100	345
Strategy and Business Support					
Premises	602	444	452	8	592
Governance	98	70	70	(0)	92
Communications	113	68	66	(2)	111
Carreg and IT	617	460	476	17	656
Finance & Grant Admin	10	1	5	3	7
Human Resources	118	107	70	(37)	160
Projects	308	74	188	114	322
Salaries	2,407	1,581	1,772	191	2,142
Sub-total	4,271	2,805	3,099	294	4,081
Total Expenditure	25,407	13,607	14,996	1,389	24,765

HR Quarter 3 Dashboard

Key points from Quarter 3	Future focus in Quarter 4
<p>We undertook our Annual People Survey, achieving a response rate of 86%.</p> <p>The survey shows our engagement score is 90% (target is 80%) which is the highest score we have achieved since we began running the survey as the Care Council for Wales in 2005. Benchmarking scores against the results of the wider Civil Service scores will take place once their report is published.</p> <p>We ran a series of listening exercises with staff to inform development of a hybrid working policy.</p> <p>Developed underlying principles to support our new 5-year Learning and Development Strategy.</p>	<p>Finalise and approve Hybrid Working Policy and begin the review of associated policies and procedures</p> <p>Finalise and approve our Learning and Development Strategy</p> <p>Revise and refresh our Health and Wellbeing action plan</p>
Staff turnover	Staff absence
<p>Our year-to-date turnover rate is 8%. Our target turnover rate is to remain under 15%.</p> <p>We had 1 leaver in Q3 and 12 this year to date.</p>	<p>The total sickness absence rate excluding long term absence, for the year to date, is 1.87%</p> <p>This is currently within our <3% target.</p> <p>Our current absence rate for <i>all</i> absences is 4.55%.</p>