

Pecyn Dogfennau



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DYDD MAWRTH, 28 MEHEFIN 2022

AT: HOLL AELODAU'R CABINET

YR WYF DRWY HYN YN EICH GALW I FYNYCHU CYFARFOD
AML-LEOLIAD O'R CABINET A GYNHELIR YN SIAMBR,
NEUADD Y SIR, CAERFYRDDIN, SA31 1JP NEU O BELL
AM 10.00 YB, DYDD LLUN, 4 GORFFENNAF, 2022 ER MWYN
CYFLAWNIR MATERION A AMLINELLIR AR YR AGENDA SYDD
YNGHLWM

Wendy Walters

PRIF WEITHREDWR

Swyddog Democrataidd:	Janine Owen
Ffôn (llinell uniongyrchol):	01267 224030
E-bost:	JanineOwen@sirgar.gov.uk

Wendy Walters Prif Weithredwr, *Chief Executive*,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

Y CABINET AELODAETH – 10 AELOD

CYNGHORYDD	PORTFFOLIO
Darren Price	Arweinydd
Linda Evans	Dirprwy Arweinydd ac Aelod Cabinet dros Gartrefi
Glynog Davies	Addysg a'r Gymraeg
Ann Davies	Materion Gwledig a Pholisi Cynllunio
Philip Hughes	Trefniadaeth a'r Gweithlu
Gareth John	Adfywio, Hamdden, Diwylliant a Thwristiaeth
Alun Lenny	Adnoddau
Edward Thomas	Gwasanaethau Trafnidiaeth, Gwastraff a Seilwaith
Jane Tremlett	Iechyd a Gwasanaethau Cymdeithasol
Aled Vaughan Owen	Newid Hinsawdd, Datgarboneiddio a Chynaliadwyedd

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Mae'r dudalen hon yn wag yn fwriadol

Dydd Llun, 11 Ebrill 2022

YN BRESENNOL: Y Cyngorydd E. Dole (Cadeirydd);

Y Cynghorwyr:

C.A. Davies, G. Davies, H.A.L. Evans, L.D. Evans, P.M. Hughes, P. Hughes-Griffiths, D.M. Jenkins a J. Tremlett;

Hefyd yn bresennol:

Y Cyngorydd D.M. Cundy;

Yr oedd y swyddogion canlynol yn gwasanaethu yn y cyfarfod:

C. Moore, Cyfarwyddwr Gwasanaethau Corfforaethol;
N. Daniel, Pennaeth Gwasanaethau TGCh a Pholisi Corfforaethol;
J. Morgan, Pennaeth Cartrefi a Chymunedau Mwy Diogel;
L.R. Jones, Pennaeth Gweinyddiaeth a'r Gyfraith;
A. Thomas, Pennaeth y Gwasanaethau Addysg a Chynhwysiant;
P.R. Thomas, Prif Weithredwr Cynorthwyol (Rheoli Pobl a Pherfformiad);
D. Hockenhull, Rheolwr y Cyfryngau a Marchnata;
S. Rees, Cyfeithydd Ar Y Pryd;
K. Evans, Swyddog Gwasanaethau Democratiaid Cynorthwyol;
M.S. Davies, Swyddog Gwasanaethau Democratiaid.

Rhith-Gyfarfod: 10.00 yb - 10.15 yb

1. YMDDIHEURIADAU AM ABSENOLDEB / MATERION PERSONOL
Ni chafwyd ymddiheuriadau am absenoldeb.

Dyweddodd y Cadeirydd nad oedd Wendy Walters, y Prif Weithredwr, a Jake Morgan, Cyfarwyddwr y Gwasanaethau Cymunedol, yn hwylus ar hyn o bryd a dymunodd wellhad buan iddynt.

2. DATGANIADAU O FUDDIANNAU PERSONOL
Ni ddatganwyd unrhyw fuddiannau personol.

3. COFNODION - 28AIN MAWRTH 2022

PENDERFYNWYD YN UNFRYDOL Iofnodi cofnodion cyfarfod y Cabinet oedd wedi ei gynnal ar 28ain Mawrth 2022 gan eu bod yn gywir.

4. CWESTIYNAU Â RHYBUDD GAN YR AELODAU
Dyweddodd y Cadeirydd nad oedd dim cwestiynau â rhybudd wedi cael eu cyflwyno gan yr Aelodau.

5. CWESTIYNAU A RHYBYDD GAN Y CYHOEDD
Dyweddodd y Cadeirydd nad oedd dim cwestiynau wedi dod i law gan y cyhoedd.

6. ADRODDIAD CHWARTEROL YNGYLCH RHEOLI'R TRYSORLYS A DANGOSYDD DARBODAETH EBRILL 1AF 2021 I RHAGFYR 31AIN 2021

Bu'r Cabinet yn ystyried adroddiad diweddar ar weithgareddau rheoli'r trysorlys a'r dangosyddion darbodaeth ar gyfer y cyfnod rhwng 1 Ebrill 2021 a 30 Rhagfyr 2021.

Pwysleisiwyd bod lefel bresennol y buddsoddiad yn sylweddol uwch na'r disgwyl ar hyn o bryd gyda balans o £181.1m wedi'i fuddsoddi ar 8 Ebrill 2022. Gydag arian pellach yn ddyledus yn y tymor byr i gynnwys ail daliad y Grant Cynnal Refeniw ar gyfer Ebrill 2022 (£20.1m), y grant costau byw (11.05m), taliadau ar gyfer y grant gweithwyr gofal cymdeithasol (£7.1m) a chyllid ychwanegol ar gyfer prosiect Bargin Ddinesig Bae Abertawe (£23m), rhagwelwyd y byddai'r sefyllfa o ran arian parod yn uwch na therfynau parti i gcontract presennol yr Awdurdod.

Yng ngoleuni'r uchod, roedd Cyfarwyddwr y Gwasanaethau Corfforaethol o'r farn ei bod yn ddoeth defnyddio ei bwerau dirprwyedig i gynyddu'r terfynau ar rai partïon i gcontract gan sicrhau y gellid buddsoddi'r arian yn ddiogel. O ganlyniad, byddai'n cynyddu cyfleuster y Swyddfa Rheoli Dyledion o £100m i £125m, a Chronfeydd y Farchnad Arian o £5m i £10m fesul parti i gcontract (cedwir 5 Cronfa'r Farchnad Arian ar hyn o bryd). Ystyriwyd y dylai'r newidiadau hyn roi'r gallu i'r Awdurdod reoli lefel uwch y buddsoddiad a ragwelir sy'n ofynnol dros yr wythnosau nesaf.

PENDERFYNWYD YN UNFRYDOL

6.1 bod yr Adroddiad ynghylch y Dangosyddion Darbodaeth a Rheoli'r Trysorlys rhwng 1 Ebrill 2021 a 31 Rhagfyr 2021 yn cael ei dderbyn;

6.2 cefnogi'r camau sydd i'w cymryd gan Gyfarwyddwr y Gwasanaethau Corfforaethol mewn perthynas â'r cynnydd i derfynau y parti i gcontract;

6.3 PENDERFYNWYD YN UNFRYDOL ARGYMELL I'R CYNGOR ei fod yn cadarnhau'r penderfyniad uchod [6.2] pan fydd yn derbyn yr Adroddiad Blynnyddol ynghylch Rheoli'r Trysorlys i'w gymeradwyo maes o law.

7. UNRHYW FATER ARALL Y GALL Y CADEIRYDD OHERWYDD AMGYLCHIADAU ARBENNIG BENDERFYNU EI YSTYRIED YN FATER BRYS YN UNOL AG ADRAN 100B(4)(B) O DDEDDF LLYWODRAETH LEOL, 1972

Dyweddodd y Cadeirydd nad oedd unrhyw eitemau eraill o fater brys.

CADEIRYDD

DYDDIAD

CABINET**4 GORFFENNAF 2022****2022-2032 CYNLLUN STRATEGOL Y GYMRAEG MEWN ADDYSG****Diben:**

Ystyried adborth Llywodraeth Cymru ar ein Cynllun Strategol Cymraeg mewn Addysg a chymeradwyo'r Cynllun diwygiedig cyn ei gyflwyno'n ffurfiol ar gyfer cymeradwyaeth Gweinidogol.

Yr Argymhellion / Penderfyniadau Allweddol Sydd Eu Hangen:

Gofynnir i'r Cabinet gymeradwyo cynnwys Cynllun Strategol diwygiedig y Gymraeg mewn Addysg 2022-2032 yn dilyn adborth gan Lywodraeth Cymru (LIC) er mwyn gallu cyflwyno'r Strategaeth yn derfynol cyn dyddiad cau Mehefin 24^{ain} (nawr wedi ymestyn i **Orffennaf 4^{ydd}**).

Y Rhesymau:

- Rhoi gwybodaeth i'r Cabinet am 'Gynllun Strategol y Gymraeg mewn Addysg 2022-2032' a'r diwygiadau a wnaed mewn ymateb i adborth (LIC)
- Cydymffurfio â Deddf Safonau a Threfniadaeth Ysgolion Cymru (2013) sy'n gosod dyletswydd statudol ar awdurdodau lleol i baratoi a chyflwyno Cynllun Strategol y Gymraeg mewn Addysg.

Ymgynghorwyd â'r pwyllgor craffu perthnasol DO

Cyflwynwyd drafft cyntaf Cynllun Strategol y Gymraeg mewn Addysg 2022-2032 i'r Pwyllgor Craffu Addysg a Gwasanaethau Plant ar yr 8fed o Orffennaf 2021 cyn ymgynghori'n ffurfiol â'r cyhoedd (Tymor yr Hydref 2021). **PENDERFYNODD Y PWYLLGOR YN UNFRYDOL Y DYLID DERBYN YR ADRODDIAD.** Trafodwyd yr ymgynghoriad ac addasiadau i'r ddogfen yn y Cabinet ar 31.01.22. Cymeradwywyd y cynllun a'i ddanfon i mewn i LIC. Cawsom ymateb ffurfiol gan LIC, dyddiedig Mai 18^{fed}.

Angen i'r Cabinet wneud penderfyniad

OES

Angen i'r Cyngor wneud penderfyniad

NAC OES

YR AELOD O'R CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:- Cyng. Glynog Davies.

Mae Deilydd y Portffolio yn gwbl gefnogol i Cynllun Strategol y Gymraeg mewn Addysg 2022-2032

Y Gyfarwyddiaeth:

Enw Pennaeth y Gwasanaeth:
Gareth Morgans

Awdur yr Adroddiad: Aeron Rees a
Catrin Griffiths

Swyddi:

Cyfarwyddwr Addysg a Gwasanaethau Plant
Pennaeth y Cwricwlwm a Lles
Rheolwr Datblygu'r Gymraeg

Rhifau ffôn:

Cyfeiriadau E-bost:
EDGMorgans@sirgar.gov.uk

EXECUTIVE SUMMARY

**CABINET
4TH JULY 2022**

2022-2032 WELSH IN EDUCATION STRATEGIC PLAN

The purpose of Carmarthenshire's 2022-2032 Welsh in Education Strategic Plan (WESP) is to detail how we aim to achieve the Welsh Government's outcomes and targets outlined in their Welsh Medium Education Strategy (WMES). The WMES sets out the Welsh Government's vision for an education and training system that responds in a planned way to the growing demand for Welsh-medium education. The aim is to facilitate an increase in the number of people of all ages able to use the Welsh language with their families, in their communities and in the workplace. Carmarthenshire's WESP is a key vehicle for creating an improved planning system for Welsh-medium education.

The WESP will provide the means for the Welsh Government to monitor the way in which we respond and contribute to the implementation of the WMES objectives.

Background of the Plan

The 2022-2032 Welsh in Education Strategic Plan is a statutory document that all Welsh Local Authorities are required to produce. This Plan is approved by Welsh Government. The government is presented with regular report on progress against the plan.

The Content of the Plan

The Local Authority must provide information and targets against 7 learning areas or strategic outcomes as follows:

Outcome 1 - More nursery children / three-year olds receive their education through the medium of Welsh

Outcome 2- More reception class children / five-year olds receive their education through the medium of Welsh

Outcome 3- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

Outcome 4- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

Outcome 5- More opportunities for learners to use Welsh in different contexts in school

Outcome 6- An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN)

Outcome 7- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

The 2022-2032 WESP has been developed based on 7 aspirations to strengthen provision in Carmarthenshire:

Consultation

The consultation process was implemented in line with Welsh Government guidance for an 8-week period between the 4th of October and November 29th 2021. A total of **862 responses** received in response to the formal consultation. Various amendments were subsequently made to the plan and was then formally submitted to WG following Cabinet approval at the end of January 2022.

Feedback on our submission

Feedback on our submission was provided by WG in a formal letter, dated May 18th. WG is supportive of Carmarthenshire's vision, direction of travel and aspirations. This remains unchanged in our strategy. The main body of feedback has geared towards providing:

- additional data
- additional factual detail
- additional historical and contextual information
- some additional detail around aspects of implementation

This piece of work has been completed and is reflected in the detailed report provided.

Ministerial approval to WESPs throughout Wales is anticipated in a statement to the Senedd in early / mid-July. Prior to final submission, it has been considered prudent by officers to share the final draft with CMT and Cabinet before seeking the said Ministerial approval.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Rod Morgan

Signed:	Director of Education and Children's Services					
Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	YES	YES	YES	YES

Policy, Crime & Disorder and Equalities

Developments are consistent with the Department, County Council and Welsh Government's strategies and plans. It complies with Welsh Government statutory requirements.

Legal

Section 84 of The School Standards and Organisation (Wales) Act 2013 ("the 2013 Act") requires a local authority to prepare a Welsh in Education Strategic Plan ("the Plan") and outlines that a Plan must contain:

- a) A local authority's proposals on how it will carry out its education functions to:
 - i. Improve the planning of the provision of education through the medium of Welsh ("Welsh-medium education") in its area.
 - ii. Improve the standards of Welsh-medium education and of the teaching of Welsh in its area.
- b) The local authority's targets for improving the planning of the provision of Welsh-medium education in its area and for improving the standards of that education and of the teaching of Welsh in its area.
- c) Report on the progress made to meet the targets contained in the previous Plan or previous revised Plan.

Section 84 also sets out with whom a local authority is required to consult in preparing or revising its Plan and provides the Welsh Ministers with a power to prescribe other persons with which the local authority must consult. Section 85 of the 2013 Act requires each local authority to submit its Plan to Welsh Ministers for approval.

The Welsh Ministers may:

- approve the Plan as submitted,
- approve the Plan with modifications, or
- reject the Plan and prepare another Plan which is to be treated as the authority's approved Plan

The purpose of these regulations is to improve opportunities for local authorities to plan Welsh-medium education provision to support the current and future expectation for growth in Welsh-medium education. Improving the planning of Welsh-medium education will also support Welsh Government's long-term national ambition for the Welsh language as set out in *Cymraeg 2050: A Million Welsh speakers' strategy*, it will also contribute to promoting the Welsh language in accordance with the Promotion Standards under the Welsh Language Standards (No. 1) Regulations 2015 and support the introduction of a new curriculum for Wales.

Finance

Sufficient support and resources are required to develop and lead on the strategy to promote and extend Welsh medium education in Carmarthenshire. This will involve redirecting some current Council budgets and taking advantage of grant funding from Welsh Government.

ICT

Continued support from IT will be required to support better ways of working and developing a blended approach to teaching, learning and training. This will include ensuring sufficient software and hardware to deliver on our aspirations.

Risk Management Issues

Failing to deliver an aspirational Welsh in Education Strategic Plan could see problems being perpetuated and the County Council failing to meet **Carmarthenshire and Welsh Government's** requirements in respect of the development of Welsh medium education **and the Welsh language**.

Physical Assets

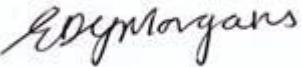
We will need to consider our 2022-2032 Welsh in Education Strategic Plan as part of the review of the Modernising Education Programme and take advantage of Welsh Government targeted capital funding to support the development of Welsh-medium provision.

Staffing Implications

As noted there will be a comprehensive staff training offer available to upskill our education workforce to enable them to contribute to the deliver our strategy. Governing Bodies will need to undertake regular staffing surveys to ensure they have the staff available to deliver on the Welsh Government's requirements regarding the teaching of Welsh.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed:  Director of Education and Children's Services

The consultation process was implemented in line with Welsh Government guidance for an 8-week period (4th of October until November 29th, 2021). This was a successful collaboration between the Education Department and colleagues in our Media Team. Substantial work was done to ensure that all stakeholders including parents and anyone living in Carmarthenshire were aware of the consultation. The table below outlines the comprehensive programme of promotion and consultations with key stakeholder groups e.g. Chairs of Governors.

October 2021

04/10	Consultation and dedicated content page with FAQs live on website
04/10	Statutory consultees letter sent
05/10	Web pop-up on Education pages
05/10	Web blocks on Education landing page and bilingual education landing page
05/10	Social media post on corporate accounts
05/10	Hwb and contact centre briefed and supplied with pdf document for paper copies if requested
05/10	Family Information Service & Flying Start- website/email content and social posts

05/10	Schools- info and draft social posts shared in schools' newsletter to issue to parents and staff
06/10	PR issued and on Newsroom
06/10	Town and Community Council's newsletter
07/10	Staff newsletter
07/10	Intranet
07/10	My Account newsletter
w/c 11/10	Social post
14/10	Members' seminar
w/c 18/10	Social post
w/c 25/10	Social post

November 2021

When?	What? Actions to take?
01/11	Web pop-up reinstated after half-term
w/c 01/11	Social post
04/11	Governors Chairs briefing
04/11	Town & Community Council's e-newsletter
04/11	Members' newsletter
04/11	Email to new additional stakeholders provided by policy.
w/c 08/11	Social post
w/c 08/11	Schools - info and draft social posts shared with schools directly to issue to parents and staff
w/c 08/11	PSB comms partners asked to share on their internal comms channels for staff (Police, health board, MAWWFRS, UWTSD & Coleg Sir Gar)
12/11	Carmarthenshire Youth Council
w/c 15/11	Social post
w/c 15/11	Staff newsletter
15/11	Insight Learner event
22/11	Social post with animation video
26/11	Social post with animation video

All stakeholders were advised they could respond to the consultation.

- Scrutiny Committee-** The Education and Children's Services Scrutiny Committee was consulted on 8th July however a Members' Seminar was also held on the 14th of October.
- Local Member(s) -** All Members were advised of the consultation via the Members' Newsletter and via their school's Governing Body.
- Community / Town Council-** All Community and Town Councillors were advised of the consultation via the Town & Community Council's e-newsletter.
- Relevant Partners-** all statutory consultees were advised of the consultation on the 4th of October.
- Staff Side Representatives and other Organisations-** they were advised of the consultation and directed to the consultation pages on the County Council's Website.
- Fforwm y Gymaraeg mewn Addysg (Welsh in Education Forum)-** the draft WESP was discussed in meetings held on the 25th of June and 1st of October 2021.
- Cabinet – 31.1.22**

CABINET MEMBER PORTFOLIO HOLDER AWARE/CONSULTED	YES The Portfolio Holder is fully supportive of the 2022-2032 Welsh in Education Strategic Plan
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Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report: THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Welsh in Education Strategic Plans 2022-2032- Welsh Government Guidance	Online	<u>guidance-welsh-in-education-strategic-plan.pdf (gov.wales)</u>
Cymraeg 2050: Welsh language strategy	Online	<u>Cymraeg 2050: Welsh language strategy GOV.WALES</u>
Cymraeg. It belongs to us all	Online	<u>Cymraeg. It belongs to us all [HTML] GOV.WALES</u>

Mae'r dudalen hon yn wag yn fwriadol

CYNLLUN STRATEGOL CYMRAEG MEWN ADDYSG



Enw'r Awdurdod Lleol

SIR GAERFYRDDIN

Cyfnod y Cynllun hwn

2022-2032

Mae'r Cynllun Strategol Cymraeg mewn Addysg hwn yn cael ei wneud o dan adran 84 o *Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013* ac mae'r cynnwys yn cydymffurfio â *Rheoliadau Cynlluniau Strategol Cymraeg mewn Addysg (Cymru) 2019*¹⁻². Rydym wedi rhoi sylw dyledus i'r canllawiau statudol a gyhoeddwyd gan Weinidogion Cymru wrth bennu ein targedau.

Llofnod:

A handwritten signature in black ink, appearing to read 'Elin Jones Morgan'.

Dyddiad: 4.7.22

(Mae angen i'r Prif Swyddog Addysg yn eich awdurdod lleol lofnodi'r Cynllun hwn)

¹ [Rheoliadau Cynlluniau Strategol Cymraeg mewn Addysg \(Cymru\) 2019](#)

² [Rheoliadau Cynlluniau Strategol Cymraeg mewn Addysg \(Cymru\) \(Diwygio\) \(Coronafeirws\) 2020](#)

Ein gweledigaeth deng mlynedd ar gyfer cynyddu a gwella'r cynllunio darpariaeth addysg cyfrwng Cymraeg yn ein hardal

Yn ôl Cyfrifiad 2011, Sir Gâr oedd â'r nifer fwyaf o siaradwyr Cymraeg yng Nghymru. Mae ein poblogaeth ddwyieithog yn ased unigryw a gwerthfawr.

Mae gennym ddyletswydd statudol i ddarparu gwasanaethau Cymraeg ond rydyn ni hefyd yn frwd dros hyrwyddo'r Gymraeg a sicrhau fod gan ein holl drigolion y cyfle i ddysgu a defnyddio'r Gymraeg ym mhob agwedd o fywyd.

Rydyn ni'n benderfynol o sicrhau bod y Gymraeg yn parhau yn iaith fyw yng nghymunedau Sir Gâr. Er mwyn gwneud hyn, mae'n rhaid i ni gydweithio i greu mwy o gylleoedd i blant, pobl ifanc, oedolion a theuluoedd i ddysgu a defnyddio'r Gymraeg yn yr ysgol, yn y gwaith, mewn busnesau ac mewn gweithgareddau hamdden.

Gweledigaeth hirdymor y Cyngor yn '[Strategaeth Hybu'r Gymraeg yn Sir Gaerfyrddin](#)' yw: [Anelu at wneud y Gymraeg yn brif iaith y sir](#).

Mae 5 prif nod sef-

1. Cynyddu niferoedd sy'n caffaol sgiliau sylfaenol a sgiliau pellach yn y Gymraeg drwy'r system addysg a thrwy drosglwyddo iaith yn y cartref;
2. Cynyddu hyder siaradwyr Cymraeg ac felly ddefnydd y Gymraeg ym mhob agwedd o fywyd, ac annog a chefnogi sefydliadau'r sir i wneud y Gymraeg yn gynyddol yn gyfrwng naturiol eu gwasanaethau;
3. Cymryd camau pwrpasol i effeithio'n gadarnhaol ar symudiadau poblogaeth gan geisio denu'n pobl ifanc i sefydlu neu i ail-ymsefydlu yn y sir fel na gollir y cynnydd yn nifer y siaradwyr Cymraeg a enillir drwy'r drefn addysg. Yn ogystal, gwneud ymdrechion sylweddol i gymathu mewnfudwyr a sicrhau nad ydy datblygiadau cynllunio newydd yn cael effaith andwyol ar hyfywedd y Gymraeg;
4. Targedu ardaloedd daearyddol penodol o fewn y sir, naill ai am eu bod yn cynnig potensial i ddatblygu neu yn achosi pryder yn ieithyddol, i gynyddu niferoedd sy'n medru ac yn defnyddio'r Gymraeg yn yr ardaloedd hynny;
5. Marchnata a hyrwyddo'r iaith. Codi statws y Gymraeg gan gynnwys manteision dwyieithrwydd a manteision addysg ddwyieithog. A thrwy godi ymwybyddiaeth o'r manteision hyn, denu mwy o drigolion y sir i gaffael yr iaith.

Yn ôl Cyfrifiad 2011, yn Sir Gaerfyrddin y gwelwyd y pwyt canran yn disgyn fwyaf yng Nghymru, o 50.3% yn 2001 i 43.9% yn 2011, a oedd yn golygu mai llai na hanner y boblogaeth oedd yn gallu siarad Cymraeg erbyn 2011. Dyma'r tro cyntaf yn hanes y sir i'r ganran ddisgyn dan yr hanner.

[Cyfrifiad 2011: Y Gymraeg yn Sir Gaerfyrddin Adroddiad gan: Dylan Phillips 15 Ionawr 2014](#)

Elfen ddadlennol iawn o ddata'r cyfrifiad yw dosbarthiad y siaradwyr Cymraeg ar draws nifer o grwpiau oedran. O fewn siaradwyr Cymraeg Sir Gaerfyrddin yn 2011, gwelir bod canrannau uwch na'r cyfartaledd sirol o-

- blant oed ysgol (3-14 oed),
- pobl ifainc (16-24 oed) a
- phobl dros oed ymddeol (65 oed a throsodd) yn gallu siarad Cymraeg:

Siaradwyr Cymraeg Sir Gaerfyrddin fesul Grŵp Oed, 2011

SIARADWYR CYMRAEG (3 oed a throsodd)	Nifer	Canran (%)
3-15	15,514	57.7%
16-24	9,040	46.2%
25-34	7,073	37.5%
35-49	12,881	35.8%
50-64	14,910	39.1%
65-74	9,209	45.3%
75-84	6,472	51.2%
85+	2,949	56.9%
CYFANSWM	78,048	43%

Yn dilyn Cyfrifiad 2011 cytunodd y Cyngor llawn i sefydlu Gweithgor Tasg a Gorffen i ymchwilio i'r ffactorau a wnaeth arwain at y dirywiad ac i lunio argymhellion er mwyn ymdrin â'r sefyllfa. Ym mis Mawrth, 2014 cyhoeddwyd Adroddiad '[Y Gymraeg yn Sir Gâr](#)' gan Weithgor y Cyfrifiad. Cyflwynwyd argymhellion ar gyfer y meysydd canlynol-

- *Cynllunio*
- *Addysg*
- *Iaith ac Economi*
- *Gweithleoedd cyfrwng Cymraeg a gweinyddiaeth y Cyngor*
- *Effaith sefydliadau sy'n gweithio er budd y Gymraeg megis y Mentrau Iaith*
- *Cyfleoedd i ddefnyddio'r Gymraeg yng nghymunedau'r sir*
- *Trosglwyddiad Iaith yn y teulu*
- *Marchnata'r Iaith*

O ran y sector Addysg a Phlant roedd 25 o argymhellion a gymeradwywyd gan y Cyngor Sir-isod mae rhai o'r prif argymhellion. Gellir darllen y rhestr lawn yn Atodiad 1 ar ddiwedd y ddogfen.

NOD: Cynyddu darpariaeth addysg cyfrwng Cymraeg yn Sir Gâr a sicrhau dilyniant ieithyddol o'r sector meithrin ar hyd y cyfnodau allweddol i'r sector uwchradd fel y daw pob disgyl yn rhugl ac yn hyderus yn y Gymraeg a'r Saesneg.

Addysg Cyn-Ysgol

- Bod y Cyngor Sir yn cydweithio'n agos gyda'r Mudiad Meithrin a darparwyr preifat i sicrhau bod addysg cyn ysgol cyfrwng Cymraeg ar gael yn hwylus ym mhob rhan o Sir Gâr.

Y Sector Cynradd

- Bod y Cyngor Sir yn paratoi cynllun gwaith ac amserlen bendant, mewn cydweithrediad â chyrff llywodraethu ysgolion, er mwyn symud pob ysgol gynradd ar hyd continwwm iaith. Bydd angen datblygu strategaethau ar gyfer yr amrywiol categoriâu ac ardaloedd daearyddol;

Ysgolion Uwchradd

- Bod y Cyngor Sir yn disgwl i ysgolion uwchradd adeiladu ar y sylfaen ieithyddol a osodwyd gan yr ysgolion cynradd Cymraeg drwy sicrhau bod pob disgyl yn parhau i astudio'r Gymraeg fel iaith gyntaf ac fel cyfrwng dysgu hyd at CA4;
- Bod y Cyngor Sir yn cynllunio ar gyfer twf mewn addysg cyfrwng Cymraeg yn y sector uwchradd.

Marchnata Addysg Gymraeg.

- Bod y Cyngor Sir yn cynnal ymgyrch farchnata barhaus i hyrwyddo addysg Gymraeg gan esbonio manteision bod yn ddwyieithog i rieni a disgyblion;

Cyffredinol

- Bod y Cyngor Sir yn cydweithio gyda phob corff Llywodraethol i gynnal awdit sgiliau iaith er mwyn ystyried anghenion ieithyddol y gweithlu ar gyfer gallu symud yr ysgol ar hyd y continwwm iaith.

NOD: I gynyddu ystod y cyfleoedd i ddefnyddio'r Gymraeg yn ein cymunedau, yn enwedig ar gyfer plant a phobl ifanc er mwyn atgyfnerthu'r iaith y tu allan i furiau'r ysgol.

Gwasanaethau Cymorth leuenctid

- Bod y grŵp gweithredu strategol yn sicrhau ei fod yn datblygu cyfleoedd cymunedol cyfrwng Cymraeg a fydd yn cefnogi ac yn atgyfnerthu'r cwricwlwm addysgol.

Mae'r Cynllun Strategol hwn yn ymateb i'r adroddiadau a'r argymhellion uchod a dyheadau'r Cyngor Sir a gymeradwywyd gan y Cyngor Llawn.

Er gwaetha'r cwmp yn nifer y siaradwyr Cymraeg, rydyn ni'n gwneud ein gorau glas i gyfrannu mewn modd ystyrlon i gynyddu nifer siaradwyr Cymraeg Cymru i Filiwn o siaradwyr erbyn 2050 yn unol ag amcan Llywodraeth Cymru.

Wrth ddilyn y nod o gael Sir Gaerfyddin ddwyieithog, rydym am sicrhau bod Sir Gaerfyddin yn gadarnle i'r Gymraeg yn ne-orllewin Cymru- Sir lle mae'r Gymraeg yn iaith fyw, ffyniannus a bywiog o fewn cymunedau dwyieithog, cryf a chynaliadwy.

Dymunwn sicrhau twf sylweddol mewn addysg a hyfforddiant cyfrwng Cymraeg er mwyn cynyddu nifer y bobl o bob oed sy'n dod yn rhugl yn y Gymraeg a'r Saesneg ac sydd â'r gallu i ddefnyddio eu hieithoedd yn hyderus gyda'u teuluoedd, eu cymdogion ac yn y gweithle.

Mae Cyngor Sir Caerfyddin wedi ymrwymo'n llwyr i'r strategaeth allweddol hon. Wrth weithredu'r strategaeth yma, fe fyddwn yn ystyrlon o'r ystod barn parthed y strategaeth gan droedio'n sensitif, yn bwyllog ac yn rhesymol ymhob achlysur.

Credwn fod rôl y system addysg yn anhepgor o ran gwirededu'r dyheadau hyn. I gefnogi hyn, byddwn yn adeiladu ar nifer o'r egwyddorion yng nghynllun 2017-22 ac yn eu hehangu:

Egwyddorion

- Pob disgybl i fod yn ddwyieithog hyderus erbyn ei fod yn 11 oed, hyd eithaf gallu ein hysgolion, fel y cyflawnir gan drefniant presennol dynodiadau ieithyddol ein hysgolion, wrth ystyried eu taith ar hyd y continwwm iaith fel sefydliadau unigol.
- Cyflawni'r nod hwn yn yr ysgol gynradd drwy ymgorffori egwyddorion addysg drochi yn y blynnyddoedd cynnar fel opsiwn a ffafrir ac a argymhellir. Gall hyn sicrhau bod disgyblion yn rhugl yn barod erbyn 7 mlwydd oed, gyda chyflwyno elfennau ar drydedd iaith fydd erbyn diwedd y Cyfnod Sylfaen – wrth ganlyn llythrennedd deuol a thriphlyg, yn enwedig mewn perthynas â llafaredd.
- Ar ôl y cyfnod trochi, sicrhau bod y manteision cynnar hyn i blant yn cael eu cynnal drwy gadarnhau dilyniant ieithyddol uchelgeisiol priodol yn y blynnyddoedd dilynol
- Pob disgybl i gael 'dwy iaith gyntaf' erbyn diwedd yr ysgol gynradd, gyda threfniadau pwrpasol ar gyfer symud ymlaen i'r sector uwchradd er mwyn datblygu ac ychwanegu at fanteision bod â mwy nag un iaith er mwyn gallu cymryd pob cyfle mewn bywyd.
- Cyfarwyddeb i bob arweinydd ysgol a chorff Llywodraethu i sicrhau cydymffurfiaeth ag amcanion addysg drochi'r Sir a darpariaethau eraill yn y strategaeth hon.

- Hyrwyddo a datblygu amlieithrwydd, gan gyflwyno trydedd iaith tua diwedd y Cyfnod Sylfaen fel y gall dysgwyr gael 'dwy iaith a mwy'
- Hyrwyddo llafaredd, gwrando, darllen ac ysgrifennu mewn ffordd sy'n gyson â chwricwlwm newydd Cymru, gyda'r nod o sicrhau llythrennedd deuol a thriphlyg ein disgyblion
- Sefydlu system o ddisgwyliadau uchel a chodi'r bar wrth drin y Gymraeg fel un continwwm ieithyddol o hyn ymlaen
- Symud pob ysgol ar hyd y continwwm iaith, gyda lefel yr her sy'n briodol i'w chyd-destun cychwynnol, ond ar gyfradd ddatblygu sy'n bwrpasol ac yn bendant. Yn gyffredinol, gall hyn olygu symud pob ysgol o fewn eu categorïau newydd, gan anelu hefyd at ymgynghori'n gyhoeddus ar gyfer newid sylweddol i ddarpariaeth o leiaf 10 ysgol o fewn y ddegawd, 4 o rheiny o fewn y 5 mlynedd cyntaf.
- Ymgorffori ymagwedd ragweithiol tuag at drefn ail-ddynodi ieithyddol yr ysgol, gan symud ysgolion ar ddechrau'r system newydd i ddynodiad a fydd yn briodol heriol i bob un ohonynt wrth i'r Sir symud tuag at wireddu'r weledigaeth addysgol a amlinellir (gweler isod)
- Trefnu bod addysg cyfrwng Cymraeg ar gael i bob dysgwr o fewn pellter teithio rhesymol i'w cartrefi, ac yn eu dalgylchoedd eu hunain
- Gweithio gyda gwasanaethau corfforaethol eraill a rhanddeiliaid allweddol i hyrwyddo a datblygu ymhellach ddwyieithrwydd yn Sir Gaerfyrddin.
- Sicrhau bod dysgwyr ag anghenion dysgu ychwanegol yn cael cyfleoedd ieithyddol cyfartal.
- Datblygu'r gweithlu (deilliont 7), drwy ymelwa rhagor ar y 200 (13%) o athrawon sydd yn siarad Cymraeg yn rhugl ond nad ydynt yn ei ddefnyddio yn yr ystafell ddosbarth. Yn ogystal, cynnig hyfforddiant i'r gweithlu ar hyd ystod y gwahanol lefelau hyfedredd er mwyn codi sgiliau'n gyffredinol.

Amcanion

- Sicrhau bod **pob** disgybl yn gallu siarad, darllen ac ysgrifennu'r iaith yn rhugl erbyn diwedd Cyfnod Allweddol 2 yn unol â'u cyfnod datblygu disgwyliedig.
- Sicrhau cynnydd clir a hwylus o'r ddarpariaeth cyn-ysgol cyfrwng Cymraeg i addysg gynradd ac uwchradd cyfrwng Cymraeg a dwyieithog, ac ymlaen i fyd gwaith ac addysg bellach ac uwch.
- Darparu gwasanaethau a fydd yn sicrhau cyfleoedd dysgu o ansawdd da i bob plentyn, person ifanc ac oedolyn yn Sir Gaerfyrddin, gan eu galluogi felly i wireddu eu potensial llawn fel dysgwyr gydol oes yng nghyd-destun natur ddwyieithog unigryw'r Sir.
- Hyrwyddo datblygiad medrau dwyieithog dysgwyr ar bob cyfre mewn sefyllfaeodd ffurfiol, lled-ffurfiol ac anffurfiol fel bod y Gymraeg yn cael ei defnyddio'n naturiol i gyfathrebu.
- Hyrwyddo manteision gwybyddol, economaidd, cymdeithasol, addysgol, iechyd a chymunedol dwyieithrwydd
- Hyrwyddo cyfleoedd i rieni a'r teulu ehangach ddatblygu eu sgiliau Cymraeg fel y gallent gefnogi datblygiad iaith eu plant
- Gweithio mewn partneriaeth â'r holl ddarparwyr i wella safon y Gymraeg o fewn yr amgylchedd dysgu
- Datblygu a hyrwyddo rhagleni hyfforddi a fydd yn galluogi gweithlu'r ysgol i ennill y cymhwysedd a'r hyder i addysgu drwy gyfrwng y Gymraeg.
- Sicrhau bod hwyrdyfodiaid yn cael eu cefnogi'n llawn i sicrhau y gallent integreiddio'n naturiol i'w hysgol a'u cymuned leol drwy ddefnyddio Canolfannau Iaith y Sir.
- Cynnal tîm o staff fydd yn sicrhau gweithredu'r strategaeth, gan gynnwys gorolwg o'r strategaeth gan Benhaeth Gwasanaeth yn yr Adran Addysg a Phlant a Rheolwr Datblygu'r iaith Gymraeg yn yr adran honno'n ogystal. Cynnal Fforwm yr Gymraeg mewn Addysg (wedi ei gyfansoddi gan randdeiliaid a phartneriaid allweddol ac aelodau etholedig ar draws ystod y pleidiau gwleidyddol). Byddwn hefyd yn cydweithio gyda Fforwm Sirol y Gymraeg er mwyn dwyn y maen i'r wal.

Cysylltiadau â Pholisiau Llywodraeth Cymru

Ail-ddynodi Ysgolion- bydd y categorïau a fabwysiedir ar gyfer gwahanol ysgolion yn Sir Gaerfyrdin yn adlewyrchu strategaeth CSGA a disgwyliadau rhesymol i symud pob ysgol ar hyd y continwwm iaith. Ar yr adeg briodol, byddwn yn symud ein hysgolion o'u dynodiadau presennol i'r system gategoreiddio newydd:

- Ar y sail **nad yw'n niweidiol** i'r ddarpariaeth ddwyieithog bresennol
- Mewn modd sy'n rhoi taith ddigon heriol a datblygiadol i ysgolion ar hyd y continwwm iaith
- Bydd Cyngor Sir Caerfyrdin yn trafod ac yn cytuno ar y categori newydd a neilltuwyd gyda phob ysgol, cyn i'r categori gael ei gadarnhau gan bob Corff Llywodraethu

Y cwricwlwm i Gymru- Mae rôl y Gymraeg yng nghwricwlwm Cymru yn cael ei nodi'n glir ac yn aml yn y weledigaeth a osodir yn Ddyfodol Llwyddiannus. Rydym wedi ymrwymo, drwy argymhell cwricwlwm i Sir Gaerfyrdin, i hyrwyddo'r Gymraeg fel pwnc, fel cyfrwng addysgu, fel cymhwysedd ac fel yr iaith ar gyfer cyfathrebu anffurfiol yn ein hysgolion a'n cymunedau ledled Sir Gaerfyrdin.

Cafodd **Bil Cwricwlwm 2021** Gydsyniad Brenhinol ym mis Ebrill 2021.

Mandadu leithoedd - mae'r Gymraeg wedi'i mandadu o 3 oed, tra bo'r Saesneg wedi'i mandadu o 7 mlwydd oed. Mae hyn yn sicrhau:

- Gall addysg drochi Cymraeg sefydledig barhau heb ei lesteirio
- Mae'r ysgolion cyfrwng Saesneg presennol dal yn gallu cyflwyno Saesneg o 3 oed
- Bydd gan ysgolion nad ydynt yn defnyddio addysgeg drochi Cymraeg neu'r Gymraeg yn y blynnyddoedd cynnar gyfrifoldeb i gyflwyno'r Gymraeg o 3 oed ymlaen

Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015- Rydym wedi ymrwymo i sicrhau bod Sir Gaerfyrdin yn gymdeithas sy'n hyrwyddo ac yn diogelu diwylliant, treftadaeth a'r iaith Gymraeg, ac yn annog pobl i gymryd rhan yn y celfyddydau, chwaraeon a hamdden.

Strategaeth Llywodraeth Cymru - miliwn o siaradwyr Cymraeg erbyn 2050 - Rydym wedi ymrwymo i sicrhau cynnydd sylweddol yn nifer y plant a phobl ifanc sy'n derbyn addysg a sgiliau trwy gyfrwng y Gymraeg, gan mai dim ond drwy alluogi mwy o bobl i ddysgu Cymraeg y bydd modd gwireddu'r uchelgais o filiwn o siaradwyr Cymraeg. Byddwn yn canolbwytio ein strategaeth tymor hwy ar y blynnyddoedd cynnar, oherwydd po gynharaf y bydd plentyn yn dod i gysylltiad â'r iaith, y mwyaf o gyfle sydd gan y plentyn i ddod yn rhugl.

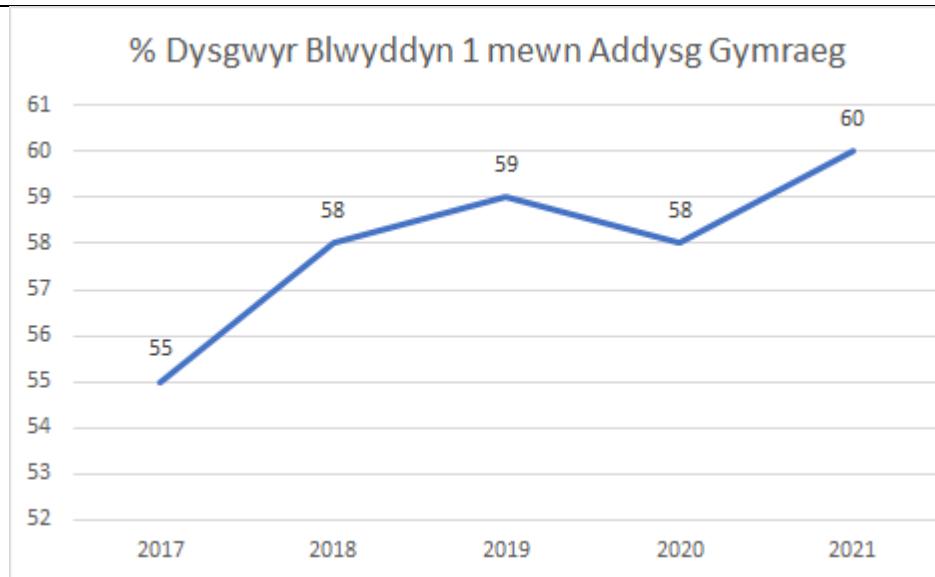
Rhaglen Cymunedau Dysgu Cynaliadwy - Bydd y Rhaglen Cymunedau Dysgu Cynaliadwy a'r Cynllun Cymraeg mewn Addysg yn cael eu halinio. Bydd buddsoddi mewn ysgolion ac adeiladau newydd yn llawn ystyried nodau strategol y Cynllun Strategol Cymraeg mewn Addysg dros y degawd nesaf.

Defnyddir buddsoddiad cyfalaf Llywodraeth Cymru fel mater o drefn, a fuddsoddwyd er enghraift wrth sefydlu Canolfan Iaith yn ardal Drefach, y disgwyli'r iddi agor yn 2021 fel adnodd i gefnogi'r Cynllun Strategol Cymraeg mewn Addysg newydd.

Deddf Anghenion Dysgu Ychwanegol a Thribiwnlysoedd Addysg (Cymru)- Blaenoriaeth: Bodloni gofynion ALNET a'r Côd ADY yn y Gymraeg

Targedau:

Mae Llywodraeth Cymru wedi gosod Sir Gaerfyrdin yn y categori mwyaf heriol gyda'r nod o sicrhau cynnydd o 10-14%+ yn y plant Blwyddyn 1 sy'n cael eu haddysgu drwy gyfrwng y Gymraeg yn ystod oes y strategaeth.



Yn Ebrill 2021, roedd 60% (1163 o'n dysgwyr) Blwyddyn 1 yn derbyn addysg cyfrwng Cymraeg. Mae hyn yn gynnydd o 5% ers dechrau'r Cynllun Strategol presennol.

Yn ôl data Llywodraeth Cymru- [Cyfanswm y disgyblion a nifer y disgyblion a addysgir Cymraeg fel iaith gyntaf yn ôl grŵp blwyddyn ac awdurdod lleol, 2012 i 2021](#) mae 56.89% (14,442) o ddysgwyr Sir Gaerfyrddin yn cael eu haddysgu drwy gyfrwng y Gymraeg. Yn 2017 y canran oedd 50.81% (13,694); gwelwyd cynnydd o 6.08% neu 748 o ddysgwyr yn dilyn y trywydd cyfrwng Cymraeg.

Yn seiliedig ar garfan gyfartalog o 1,964 o ddisgyblion ym Mlwyddyn 1, mae cynnydd o 10%-14% o Flwyddyn 1 mewn addysg cyfrwng Cymraeg yn golygu rhwng 196 a 275 o ddisgyblion ychwanegol. Hyderwn y bydd ein gweledigaeth ar gyfer addysg drochi ac ail-ddynodi ysgolion yn sicrhau ein bod yn rhagori'n gyfforddus ar y canrannau a'r niferoedd absoliwt hyn.

Erbyn mis Medi 2032, dyhead uchelgeisiol Cyngor Sir Gaerfyrddin yw y bydd 75% o'r holl ddisgyblion Blwyddyn 1 yn mynchu addysg cyfrwng Cymraeg. Bydd sicrhau sylfaen gadarn o ran addysg Gymraeg yn cynyddu dewis y dysgwyr a rhoi'r hyder iddynt i ddilyn llwybr addysg cwbl ddwyieithog ac yna ymlaen i gyflogaeth ac i'r gymuded ehangach.

Deilliant 1

Mwy o blant meithrin/ tair oed yn cael eu haddysg drwy gyfrwng y Gymraeg

Ble rydym ni nawr?

O ran darpariaeth ar gyfer plant meithrin/tair oed rydyn ni mewn sefyllfa gadarn a'n bwriad yw adeiladu ar y cynnydd sydd eisoes wedi ei gyflawni.

- Ar hyn o bryd, cyflwynir Addysg y Blynnyddoedd Cynnar yn Sir Gaerfyrddin drwy gymysgedd o lleoliadau a gynhelir gan yr awdurdod lleol, a lleoliadau nas cynhelir a ddarperir gan sefydliadau preifat neu ddielw. Y bwriad yw parhau i gynyddu darpariaeth blynnyddoedd cynnar cyfrwng Cymraeg ar draws y sir. Yn ystod oes y Cynllun blaenorol rydyn ni wedi gweld cynnydd yn y nifer o leoedd cyfrwng Cymraeg sydd ar gael o ran gofal cyn-ysgol a darpariaeth addysg.
- (Yn 2019/20 fe wnaeth 93.1% o'n dysgwyr drosglwyddo o Gylchoedd Meithrin i ysgolion cyfrwng Cymraeg, sy'n gynydd cyson ers 2015/16 (87.3%). Gweler deilliant 3 am ddadansoddiad manylach.

Er mwyn sicrhau dewis i rieni, a chynnig cyfle cyfartal, caiff lleoedd eu hariannu o fewn darpariaethau mudiadau gwirfoddol a phreifat, megis Mudiad Meithrin, Cylch Ti a Fi neu Gymdeithas Darparwyr Cyn-ysgol Cymru, yn unol â chanllawiau'r Awdurdod Lleol.

Mae'r awdurdod yn cefnogi 31 o lleoliadau nas cynhelir. Mae tua 100 o lleoliadau eraill nas cynhelir yn y Sir sy'n cynnig gofal plant ond nid yw'r rhain wedi'u cymeradwyo i ddarparu addysg. Mae Gwasanaeth Gwybodaeth i Deuluoedd Sir Gaerfyrddin yn cynnig gwasanaeth gwybodaeth i bob darparwr gofal plant yn ogystal â rhieni.(Gweler hefyd asesiad digonolrwydd gofal plant yn y linc isod).

<https://www.sirgar.llyw.cymru/cartref/cyngor-a-democratiaeth/ymgyngori-a-pherfformiad/ymgyngoriadau-actif/asesiad-digonolrwydd-gofal-plant-sir-gaerfyrddin-2022-27/>

Mae'r Awdurdod Lleol yn gweithio gyda darparwyr cyn-ysgol a gofal plant i gynyddu nifer y dysgwyr sy'n dewis addysg cyfrwng Cymraeg, drwy hyrwyddo manteision dwyieithrwydd. Drwy'r llyfryn 'Gwybodaeth i Rieni', hysbysir rhieni pa ysgolion a lleoliadau sy'n cynnig darpariaeth cyfrwng Cymraeg y Cyfnod Sylfaen.

Hefyd, datblygwyd pamffledi defnyddiol fel 'Cymraeg gyda'ch Plant- rhowch gynnig arni!' yn ogystal â 'Gwaith Cartref Cymraeg- dim problem', gan hefyd gyfeirio rhieni a gofalwyr at glipiau ffilm yr awdurdod ac adnoddau ar-lein Llywodraeth Cymru.

Y Sefyllfa Bresennol

Niferoedd Lleoliadau a Chylchoedd Meithrin

<i>Niferoedd</i>	2015/16	2016/17	2017/18	2018/19	2019/20
Nifer y lleoliadau	50	54	49	51	50
Nifer y Cylchoedd Meithrin	57	64	61	60	57

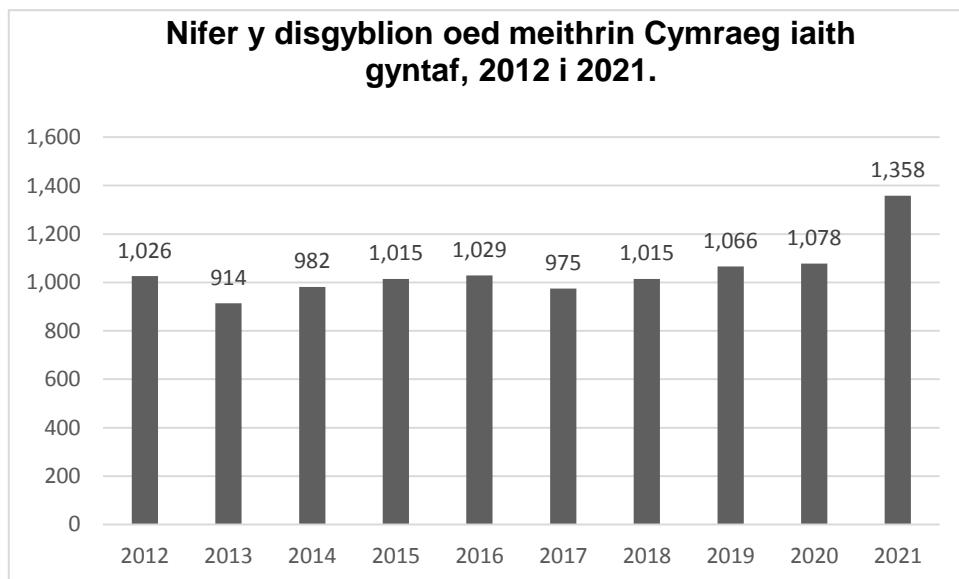
Nifer sy'n mynchu Cylchoedd Meithrin

<i>Niferoedd</i>	2015/16	2016/17	2017/18	2018/19	2019/20
Nifer y plant sy'n mynchu'r Cylchoedd Meithrin	1,634	1,715	1,651	1,606	1,307

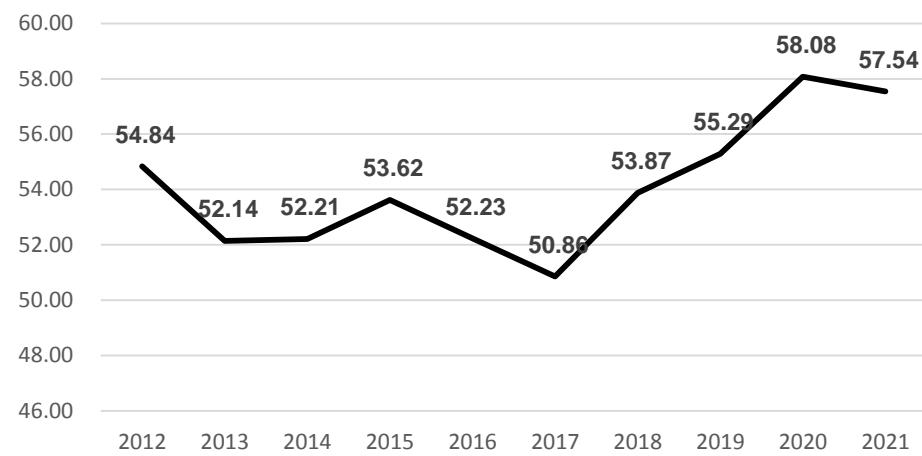
**Dalier Sylw: Mae newid oedrannau ysgolion wedi dylanwadu ar y niferoedd sy'n mynchu'r cylchoedd meithrin, felly hefyd tyfiant y sector breifat o fewn y Sir.*

Darparwyr Gofal Plant Cyfrwng Cymraeg

Math o leoliad	Nifer Ileoliadau 2013-14	Nifer o leoedd 2013-14	Nifer Ileoliadau 2016-17	Nifer o leoedd 2016-17	Nifer Ileoliadau 2021-22	Nifer o leoedd 2021-22
Gofalwyr Plant	29	160	55	295	41	290
Gofal Diwrnod Llawn	10	385	17	630	42	1016
Gofal Sesiynol	54	1076	51	935	25	481
Gofal ar ôl ysgol	23	625	24	653	26	824
CYFANSWM	116	2246	147	2513	134	2611



Canran y disgyblion oed meithrin Cymraeg iaith gyntaf, 2012 i 2021.



Canran y plant dosbarth meithrin/plant 3 oed sy'n derbyn eu haddysg drwy gyfrwng y Gymraeg yw 57.54% (2020). Sir Gâr sydd â'r nifer uchaf o ddysgwyr oed Meithrin sy'n cael eu haddysgu drwy gyfrwng y Gymraeg. Mae gan bob dalgylch yn Sir Gaerfyrddin fynediad i addysg cyfrwng Cymraeg.

Ar hyn o bryd mae rhaglen Dechrau'n Deg yn Sir Gaerfyrddin, yn cynnig gwasanaethau ymyrraeth gynnar a dargedir i deuluoedd â phlant 0-3 oed. O achos natur y rhaglen fel un sydd wedi'i thargeddu, cedwir yn llym at y rheol cod post cymwys. Fe'i sefydlwyd yn 2007, a chlustnodwyd wyth o gymunedau yn wreiddiol gan ddefnyddio'r nifer sy'n manteisio ar brydau ysgol am ddim a dangosyddion tlodi eraill fel tystiolaeth o fannau o amddifadedd, sef: Bigyn, y Betws, Carwe, Felin-foel, Penrhos, Llwynhendy a Pharc Waun Dew. Yn 2012/13 cyhoeddodd Llywodraeth Cymru y byddai'r gwasanaeth yn ehangu a chlustnododd Sir Gaerfyrddin 9 cymuned newydd arall a fyddai'n elwa ar wasanaethau cymorth dwys Dechrau'n Deg, sef: Dafen (Llanelli), Pantyffynon, y Garnant, Glanaman (Rhydaman), Gogledd Tref Caerfyrddin, y Pwll (Llanelli), Trimsaran (Cydweli), Porth Tywyn, a Phen-bre. Caiff gwasanaethau eu darparu o dan bedwar maes gwasanaeth, sef ymweliadau iechyd dwys ar sail anghenion, lleoedd gofal plant a ariennir ar gyfer plant 2-3 oed, gweithgareddau iaith yn y blynnyddoedd cynnar ac ystod o raglenni rhianta, sy'n cynnig cymorth ar reoli ymddygiad a rhianta cadarnhaol.

Mae darparu gofal plant o ansawdd da i blant 2-3 oed yn ganolog i'r rhaglen a chan ei bod yn canolbwytio ar blant sy'n byw mewn cymunedau dan anfantais, ei nod yw cynnig cyfleoedd ysgogol i wella eu deilliannau yn y tymor hir wrth baratoi at yr ysgol.

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

Mae ymrwymiad cryf i addysg drochi yn allweddol i'r strategaeth hon. Mae'r bwriad cenedlaethol i fandadu'r Gymraeg o 3 oed a Saesneg o 7 oed yn hollbwysig o ran cefnogi'r dull hwn. Yn ystod 5 mlynedd cyntaf y Cynllun;

- Byddwn yn gweithio gyda phartneriaid i gynyddu'r ddarpariaeth cyfrwng Cymraeg gan dargedu meysydd lle nad oes darpariaeth ar gael ar hyn o bryd.
- Byddwn yn darparu cymorth ac arweiniad drwy ein tîm Blynnyddoedd Cynnar a byddwn yn parhau i rannu deunyddiau gyda rhieni/gofalwyr/gwarcheidwaid mewn perthynas â

gwerth dwyieithrwydd er mwyn iddynt gael gwell dealltwriaeth a gallu gwneud penderfyniadau gwybodus ar bob cam trosiannol.

- Byddwn yn parhau i gynyddu'r ganran sy'n trosglwyddo o'r grwpiau meithrin i'r Cyfnod Sylfaen cyfrwng Cymraeg.

Er mwyn cynyddu nifer y lleoedd cyfrwng Cymraeg sydd ar gael byddwn yn ad-drefnu'r ddarpariaeth bresennol drwy ddatblygu mwy o ddarpariaeth gofal plant/cyn-ysgol drwy gyfrwng y Gymraeg.

- Byddwn yn parhau i weithio gyda darparwyr y blynnyddoedd cynnar gan gynnwys Mudiad Meithrin a darpariaeth cyn i'r plentyn droi'n 3 oed, i gryfhau ac ehangu'r ddarpariaeth gofal plant cyfrwng Cymraeg.
- Byddwn yn parhau i gryfhau ein gwaith gyda Dechrau'n Deg a gyda thîm Dysgu Cymraeg Sir Gaerfyddin. Mae cynllunio strategol eisoes wedi dechrau drwy weithio gyda'r asiantaethau hyn i sicrhau dealltwriaeth syml ac addysgedig o ddarpariaeth cyfrwng Cymraeg drwy rannu taflenni a phosteri ac ati.
- Byddwn yn defnyddio'r partneriaethau hyn er mwyn eu cyfeirio at lenyddiaeth a chyhoeddiadau Cymraeg a rhannu gwybodaeth am gyfleoedd ar gyfer dysgu oedolion.
- Mae gweithio gyda'n tîm Cymraeg i Oedolion Dysgu Sir Gâr a'r Ganolfan Dysgu Cymraeg Genedlaethol, yn ein galluogi i estyn allan i'r gymuned nid yn unig drwy rannu gwybodaeth ond hefyd drwy weithio yn y gymuned.
- Byddwn yn gweithio gyda'r Tîm Derbyniadau i sicrhau bod gwybodaeth glir a chynhwysfawr a diweddar yn cael ei chynnwys yn y llyfrynn Gwybodaeth i Rieni sydd ar gael i rieni plant o bob oed. Mae'r wybodaeth hon hefyd ar gael ar wefan y Cyngor Sir.
- Bydd swyddogion sy'n delio ag ymholiadau yn cael hyfforddiant mewnol bob blwyddyn i sicrhau mai nhw sydd yn y sefyllfa orau i ateb unrhyw gwestiynau. Hefyd, mae dealltwriaeth dda yn anhepgor er mwyn iddynt allu trafod goblygiadau opsiynau cyfrwng Cymraeg. Gall hyn hefyd fod yn bwynt pwysig lle gellir gofyn cwestiynau manwl. Felly, mae'n bwysig i'r tîm derbyn fod mewn cysylltiad â Rheolwr y Gymraeg mewn Addysg pan fo angen.
- Wrth adolygu'r broses derbyn ar-lein i'r ysgol, byddwn yn ystyried taith y defnyddwyr. Mae angen i hyn fod yn weladwy iawn ac yn hawdd i'w defnyddio fel bod rhieni a gofalwyr yn gallu ystyried a deall addysg cyfrwng Cymraeg yn well o'r dechrau. Gyda'n gweledigaeth i symud pob ysgol ar hyd y Continwwm Iaith, bydd yr angen am wybodaeth gywir am ddarpariaeth ysgolion unigol yn cael ei hamlygu drwy'r tîm derbyn i ddechrau.
- Byddwn yn hyrwyddo cyfres o gynnwys gwe Llywodraeth Cymru am addysg cyfrwng Cymraeg sy'n ceisio darparu canllawiau ar sut i greu naratif cadarnhaol o amgylch y Gymraeg.
- Byddwn yn cynyddu'r defnydd o'r cyfryngau cymdeithasol i sicrhau y gall rhieni a gofalwyr wneud penderfyniadau gwybodus ar ddewis ysgol ar gyfer eu plant.

Mae Athrawon Datblygu'r Gymraeg wedi creu clipiau ffilm am Addysg Cyfrwng Cymraeg gyda disgyblion addysg cyfrwng Cymraeg sydd o gymysgedd o gefndiroedd ieithyddol, yn ogystal â rhieni. Mae'r clipiau hyn yn rhoi cipolwg ar deuluoedd go iawn sydd wedi cwestiynu addysg cyfrwng Cymraeg o'r cychwyn ond sy'n huawdl iawn wrth gyfleu sut yr oedd eu diffyg dealltwriaeth o ddwyieithrwydd yn llywio eu penderfyniad. Mae'r rhain yn glipiau pwerus a defnyddiol iawn gan eu bod yn cyfleu llawer o faterion sy'n codi gyda rhieni a gofalwyr gall fod â rhai amheuon am Addysg Cyfrwng Cymraeg. Bydd gwybodaeth am y clipiau ar wefan Llywodraeth Cymru yn cael ei rhannu ynghyd â'r defnydd o'r gyfres o gynnwys ar y we sydd hefyd yn rhoi arweiniad ar sut i greu naratif cadarnhaol ynghylch dwyieithrwydd.

Bydd ymgyrchoedd marchnata'n cael eu cynnal megis cyfeirio at sianelau cyfryngau cymdeithasol Cymraeg i blant, sy'n cynnwys adnoddau i rieni a phlant fel caneuon, clipiau filml a gwybodaeth.

www.gov.wales/cymraeg-for-kids

www.youtube.com/cymraeg

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

Er mwyn cynyddu nifer y lleoedd cyfrwng Cymraeg sydd ar gael byddwn wedi:-

- Datblygu mwy o ddarpariaeth gofal plant/cyn-ysgol drwy gyfrwng y Gymraeg
- Cefnogi ysgolion dwy ffrwd a throsiannol presennol i ddod yn ysgolion cyfrwng Cymraeg
- Buddsoddi mewn sefydlu ysgolion cyfrwng Cymraeg/dwy ffrwd newydd gan ddefnyddio'r lle sydd ar gael.
- Ystyried ystod oedran ysgolion penodol ac o bosibl creu lle ar gyfer darpariaeth blynnyddoedd cynnar iawn cyfrwng Cymraeg
- Parhau i fonitro'r galw mewn ardaloedd trefol
- Ail-ddynodi pob ysgol yn fanteisiol iawn i wella'r niferoedd mewn darpariaethau cyn-ysgol a gofal plant.

Ein nod yw bod yr holl ddarpariaeth cyn-ysgol a gofal plant yn cael ei chyflwyno'n ddwyieithog o fewn y cynllun 10 mlynedd.

Data Allweddol

Niferoedd a % y plant meithrin/tair oed yn cael eu haddysg drwy gyfrwng y Gymraeg								
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027
1358	58%	1381	59%	1404	60%	1451	62%	1478 (+120) 63%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 – 2032
1545	66%	1615	69%	1662	71%	1709	73%	1756 (+398) 75%

Deilliant 2

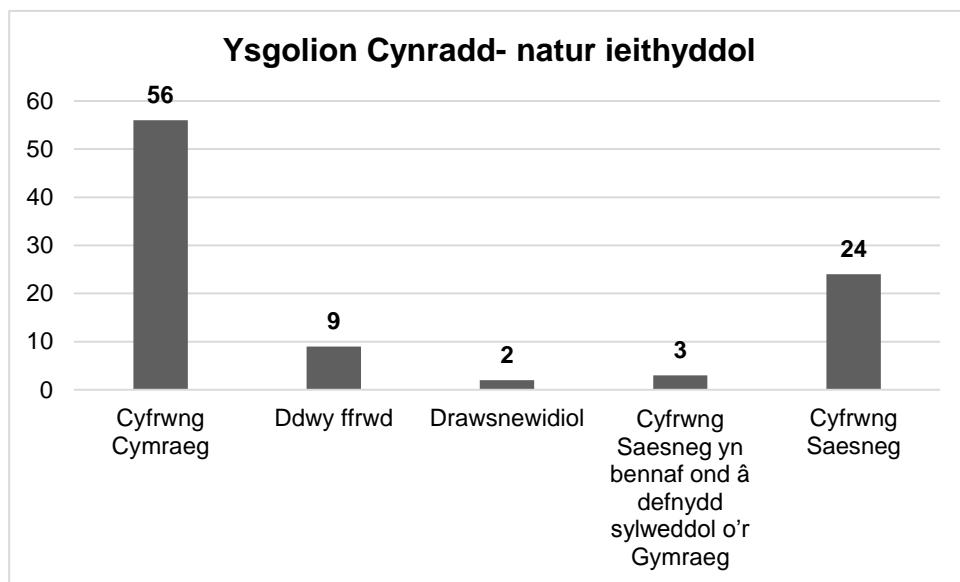
Mwy o blant dosbarth derbyn/pump oed yn cael eu haddysg drwy gyfrwng y Gymraeg

Ble rydym ni nawr?

O ran darpariaeth ar gyfer plant derbyn/5 oed rydyn ni mewn sefyllfa gadarn a'n bwriad yw adeiladu ar y cynnydd sydd eisoes wedi ei gyflawni ar draws y sir. Canran a nifer y plant dosbarth derbyn/plant pum mlwydd oed sy'n derbyn eu haddysg drwy gyfrwng y Gymraeg (2021)- 62.5%. Sir Gâr yw'r awdurdod lleol sydd a'r nifer uchaf o ddysgwyr Derbyn sy'n cael eu haddysgu drwy gyfrwng y Gymraeg.

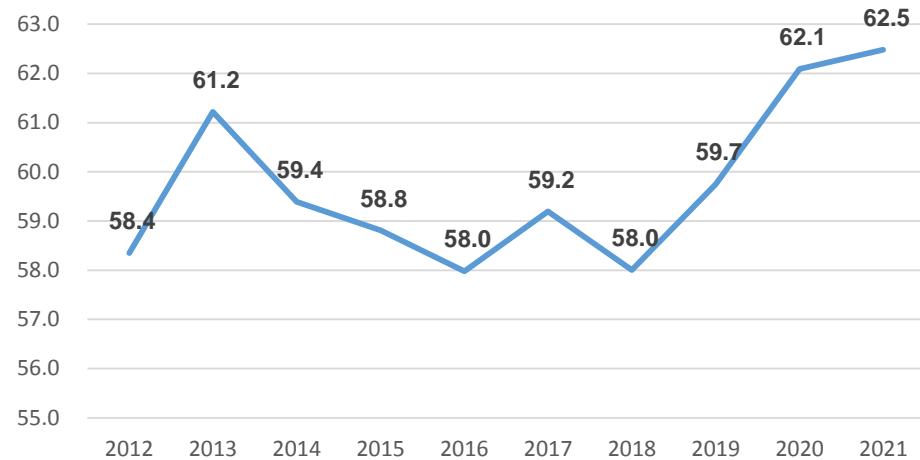
Y Sefyllfa Bresennol

Math o Ysgol	Nifer Dysgwyr
Meithrin/Cynradd	15,812
Uwchradd	11,498



Rydyn ni wedi sicrhau cynnydd yn y nifer o leoedd cyfrwng Cymraeg ar gael o ran darpariaeth addysg. Mae hynny wedi digwydd wrth i ni weithio gyda Llywodraethwyr a chymunedau ysgolion i'w symud ar hyd y continwwm ieithyddol gan newid categori iaith ysgolion drwy ymgynghoriadau cyhoeddus. Yn ystod cyfnod Cynllun 2017-2022 fe newidiwyd categoriâu iaith 7 o ysgolion cynradd gan greu o gwmpas 210 o leoedd newydd cyfrwng Cymraeg ar gyfer y Derbyn.

Canran y disgyblion Derbyn Cymraeg iaith gyntaf, 2012 i 2021



Gweledigaeth Sir Gaerfyrddin yw symud pob ysgol ar hyd y continwwm iaith ac ymgorffori dull trochi yn y Cyfnod Sylfaen dros amser gan gynyddu cyfleoedd i bob dysgwr ar draws y sir o bob cefndir ieithyddol gael mynediad i addysg cyfrwng Cymraeg.

Bydd newidiadau arfaethedig i ddynodiadau ysgolion yn ôl eu darpariaeth Gymraeg yn cael effaith gadarnhaol iawn ar ddarpariaeth Gymraeg a dwyieithog yn y sir. Bydd gweithio o fewn amserlen o 7-10 mlynedd yn sicrhau nad yw'r un ysgol yn sefyll yn ei hunfan. Fodd bynnag, mae hyn hefyd yn amlygu'r angen enfawr am hyfforddiant iaith dwys i'r holl staff ar draws pob cyfnod allweddol yn ogystal â hyfforddiant sgiliau iaith pwnc yn y sector uwchradd yn arbennig.

Mae swyddogion wedi dechrau gweithredu hyfforddiant yn y sector Cynradd ac Uwchradd ac mae cynllun strategol ar waith o ran targedu ysgolion penodol wrth symud ar hyd y continwwm iaith- mae pump ohonynt wedi llwyddo i wneud hynny yn ystod 2019/2020.

Mae'r ddarpariaeth i hwyrrddyfodiaid yn hollbwysig o ran cyrraedd y nodau hyn. Rydym wedi buddsoddi mewn Canolfan Iaith newydd a fydd yn darparu gwersi i hwyrrddyfodiaid o'r sector Cynradd ac Uwchradd. Bydd hwn yn adeilad pwrpasol lle gall disgyblion o bob oed ddysgu Cymraeg mewn amgylchedd arloesol uwch-dechnoleg fodern.

Rydym yn gweithio'n agos gyda'r tîm Cymraeg i Oedolion ar hyfforddiant ac arweiniad ar ddysgu cyfrwng Cymraeg, addysgeg a defnydd iaith yn yr ystafell ddosbarth. Mae tiwtoriaid Athrawon Datblygu'r Gymraeg a'r tiwtoriaid Cymraeg i Oedolion wedi cydweithio i greu continwwm dysgu ar gyfer staff addysgu yn seiliedig ar iaith berthnasol yn yr ystafell ddosbarth.

Gyda daearyddiaeth mor eang o fewn y sir, bydd Microsoft Teams/Zoom a Google Classrooms hefyd yn cael eu defnyddio er mwyn cyrraedd pob disgybl. Bydd hyn yn barhad o'r gwaith a gynlluniwyd ac a wnaed yn ystod Covid-19 yn 2020/2021.

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

Yn ystod oes y Cynllun hwn, er mwyn diwallu dyhead Sir Gaerfyrddin a tharged Llywodraeth Cymru, byddwn yn newid natur ieithyddol nifer o ysgolion. Ein dyhead yw cyrraedd y targed o gynnydd o 14+% yn y nifer o ddysgwyr Blwyddyn 1 sy'n dilyn llwybr addysg cyfrwng Cymraeg. O safbwyt penderfynu pa ysgolion fydd yn ffurfiol newid eu darpariaeth a'u natur ieithyddol, byddwn yn ystyried ffactorau megis parodrwydd rhieni a'r gymuned i gefnogi'r newid, sicrhau fod gennym weithlu digonol gyda'r sgiliau angenrheidiol, bod corff llywodraethu'r ysgol yn gefnogol a bo'r penneth a'r arweinyddiaeth hŷn yn bleidiol ac yn barod i gynorthwyo i yrru'r esblygiad dan sylw yn ei flaen.

Er mwyn gwneud hynny bydd angen-

- *Cynorthwyo ein ysgolion Trosiannol i symud i fod yn ysgolion cyfrwng Cymraeg.*
- *Cynorthwyo rhai o'n ysgolion dwy ffrwd i symud i fod yn ysgolion cyfrwng Cymraeg.*
- *Cynorthwyo rhai o'n ysgolion Cyfrwng Saesneg i fod yn ysgolion dwy ffrwd neu ddwy iaith.*
- *Cynorthwyo ein ysgolion uwchradd/arbennig i gynyddu'r ddarpariaeth cyfrwng Cymraeg gan ystyried dynodiad ieithyddol.*

Sefyllfa Bresennol ysgolion cynradd

	Cyfrwng Cymraeg	Dwy Ffrwd	Trawsnewidiol	Saesneg gyda defnydd sylweddol o Gymraeg	Cyfrwng Saesneg
Math o ysgol	56	9	2	3	24
Nifer o leoedd	7409	2685	295	683	4653

Targed erbyn diwedd y Cynllun

Newid Categori a darpariaeth ieithyddol 10 ysgol gynradd (drwy ymgynghoriad cyhoeddus) er mwyn sicrhau cynnydd o 300+ o ddysgwyr Blwyddyn 1 mewn addysg cyfrwng Cymraeg.

Blwyddyn	2022-27	2028-2032
Targed	4	6

Er mwyn **cefnogi'r ysgolion i gynyddu nifer y lleoedd cyfrwng Cymraeg sydd ar gael** byddwn yn:

- Datblygu mwy o ddarpariaeth gofal plant/cyn-ysgol drwy gyfrwng y Gymraeg.
- Cefnogi ein ysgolion dwy ffrwd a throsiannol presennol i ddod yn ysgolion cyfrwng Cymraeg yn y tymor byr.
- Bydd Rhaglen Cymunedau Dysgu Cynaliadwy (Moderneiddio Ysgolion) y Cyngor Sir yn anelu at sicrhau cynnydd mewn lleoedd cyfrwng Cymraeg.
- Cefnogi ysgolion cyfrwng Saesneg i ddatblygu darpariaeth y Cyfnod Sylfaen Cymraeg.
- Ymestyn ystod oedran ysgolion penodol a chreu lle ar gyfer darpariaeth blynnyddoedd cynnar cyfrwng Cymraeg.
- Monitro'r galw yn ein hardaloedd trefol yn barhaus ac yn hyrwyddo ac yn ehangu'r ddarpariaeth yn ôl y gofyn.
- Byddwn yn rhoi cymorth ac arweiniad i ysgolion drwy ein tîm Athrawon Datblygu'r Gymraeg ar sut i ymateb i ymholaadau gan rieni.

- Byddwn yn rhannu deunyddiau gyda rhieni/gofalwyr/gwarcheidwaid mewn perthynas â gwerth dwyieithrwydd er mwyn iddynt gael gwell dealltwriaeth a gallu gwneud penderfyniadau gwybodus ar bob cam trosiannol.
- **Byddwn yn** cynyddu'r pontio rhwng y grwpiau meithrin a'r Cyfnod Sylfaen cyfrwng Cymraeg.
- Byddwn yn sicrhau bod rhieni, drwy ein llyfryn 'Gwybodaeth i Rieni' yn gwybod pa ysgolion sy'n cynnig darpariaeth cyfrwng Cymraeg yn y Cyfnod Sylfaen a Chyfnodau Allweddol 2-5. Bydd y wybodaeth am natur ieithyddol pob ysgol, yn unol â dynodiadau ysgol newydd Llywodraeth Cymru Rhagfyr 2020, hefyd ar gael ar wefan y Cyngor Sir.
- Byddwn yn cyflwyno ceisiadau am arian grant gan Weinidogion Cymru o ran cyrraedd a disodli ein targedau penodol i gynyddu nifer y plant Blwyddyn 1 a addysgir drwy gyfrwng y Gymraeg yn ystod oes y cynllun yn bennaf ar gyfer hyfforddiant iaith.

Yn ogystal a newid ffurfiol mewn darpariaeth a chategori, y disgwyl yw y bydd pob ysgol yn symud a datblygu o fewn i'w chategori yn unol â nodau yn eu Cynlluniau Datblygu Ysgol.

Datblygu ein Canolfannau Iaith

Nod prosiect datblygu Canolfannau Iaith Sir Gâr yw adeiladu ar brofiad blaenorol ac adborth cadarnhaol a gafwyd hyd yma yn y maes hwn o ddarparu gwasanaethau ac i gyd fynd â'r ddarpariaeth yn ardal San Clêr a Llandeilo bydd angen sicrhau ymarferoldeb y canolfannau iaith i alluogi addysg drochi i ddysgwyr ar draws y sir gyfan. Bydd gan y ganolfan iaith sawl diben gan gynnwys bod yn gymorth allweddol wrth ddatblygu addysgeg ar gyfer cyflwyno'r Gymraeg fel un continwwm.

Mae gan y **prosiect 5** prif amcan:

1. Sicrhau bod pob disgyl sy'n hwyrddyfodiaid i Sir Gaerfyrddin yn dod yn ddwyieithog drwy ddarparu addysg drochi ar lefel gynradd ac uwchradd
2. Cynnig gloysi iaith i hwyrddyfodiaid a dysgwyr brodorol ar adegau pontio hanfodol megis diwedd y Cyfnod Sylfaen ac ar ryngwyneb Cyfnod Allweddol 2/3, a bod cyllid ar gael ar gyfer cludiant iddynt.
3. Cyflwyno rhagleni 'dal i fyny' ar gyfer disgylion ym Mlwyddyn 6/7 lle mae angen gwella sgiliau iaith er mwyn sicrhau pontio hwylus i addysg uwchradd cyfrwng Cymraeg.
4. Darparu datblygiad proffesiynol i wella sgiliau athrawon a chefnogi staff yr ysgol i'w galluogi i addysgu'n ddwyieithog yn yr ystafell ddosbarth a'r tu allan iddi. Hefyd, gwella sgiliau Cymraeg staff, yn enwedig y rhai ar daith continwwm iaith. Bydd hyn yn adeiladu ar brosiect peilot arloesol ardal Llanelli lle mae staff o ysgolion cynradd ac uwchradd cyfrwng Saesneg wedi cymryd rhan mewn dull deublyg o ymdrin â chymorth iaith Gymraeg.
5. Sicrhau profiadau cadarnhaol o ddysgu iaith i rieni a gwarcheidwaid i'w galluogi i gefnogi eu plant i ddysgu Cymraeg yn yr ysgol ac i helpu i atgyfnerthu eu dysgu gartref.

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

Bydd y strategaethau uchod yn ein galluogi i fod mewn sefyllfa lle bydd newid parhaus mewn meddylfryd ar draws y sir yn cael ei annog. Mae hyfforddiant yn hollbwysig a byddwn yn ymdrechu i weithio gyda phob asiantaeth allanol ac yn bennaf gyda Llywodraeth Cymru i sicrhau cyllid hirdymor.

Byddwn yn sicrhau bod gan rieni a gofalwyr ddealltwriaeth dda o addysg cyfrwng Cymraeg drwy gysylltiadau cyfathrebu da a rhannu gwybodaeth yn barhaus drwy wefannau ysgolion a chyfryngau cymdeithasol.

Ein nod yw integreiddio rhieni a gofalwyr i fywyd bob dydd yn yr ysgol drwy gynnig Cyrsiau dysgu iaith ochr yn ochr sy'n seiliedig ar ein gwasanaethau Cymraeg i'r Teulu lle mae rhieni a gofalwyr yn dysgu caneuon, rhigymau a geirfa a brawddegau ystafell ddosbarth o ddydd i ddydd yn ogystal â chwrs Cymraeg yn y Cartref. Y nod yma yw bod rhieni/gofalwyr yn cychwyn sgyrsiau syml yn y cartref yn ogystal â gallu canu gyda'u plant. Anogir rhieni hefyd i gynnal eu dysgu drwy ymuno â chyrsiau prif ffrwd Cymraeg i Oedolion.

Bydd hyn, ar y cyd â'r polisi dynodi ysgolion newydd, yn ein galluogi i gyflymu'r ddarpariaeth cyfrwng Cymraeg yn Sir Gaerfyrddin. Bydd egwyddorion trochi o fewn holl leoliadau'r Cyfnod Sylfaen yn gwneud y daith iaith yn llawer mwy ymarferol.

Rydym eisoes yn gweithio gydag ysgolion ac yn mynd drwy'r broses ymgynghori er mwyn dechrau taith trochi iaith ym mhob ysgol waeth beth fo'u categori neu ei dynodiad.

Data Allweddol

Niferoedd a % y plant 5 oed sy'n derbyn eu haddysg drwy gyfrwng y Gymraeg

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1169	62.5%	1229 (+60)	65.7%	1244	66.5%	1263	67.5%	1289 (+60)	68.9%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
1327	71%	1356	72.5%	1379 (+90)	73.7%	1430	76.5%	1469 (+90)	78.5%

Deilliant 3

Mwy o blant yn parhau i wella eu sgiliau Cymraeg wrth drosglwyddo o un cyfnod o'u haddysg statudol i un arall

Ble rydym ni nawr?

Gweledigaeth Awdurdod Addysg Sir Gaerfyrddin yw bod pob disgybl yn parhau i wella ei sgiliau iaith wrth drosglwyddo o un cyfnod o'i addysg statudol i un arall.

Yn 2019/20 fe wnaeth 93.1% o'n dysgwyr drosglwyddo o Gylchoedd Meithrin i ysgolion cyfrwng Cymraeg.

Blwyddyn ysgol	Nifer lleoliadau	Nifer o gylchoedd meithrin	Nifer wedi mynychu'r cylchoedd meithrin	Nifer wedi trosglwyddo o'r cylch i ysgol	Ysgol Gymraeg	%
2015-16	50	57	1634	722	630	87.3%
2016-17	54	64	1715	789	704	89.2%
2017-18	49	61	1651	766	709	92.6%
2018-19	51	60	1606	700	661	94.4%
2019-2020*	50	57	1307	677	630	93.1%

*Blwyddyn gyntaf Covid - cylchoedd meithrin ar gau am dros dymor ysgol gyfan (Mawrth 2020 tan Fedi 2020) yn ystod y cyfnod clo cyntaf, collwyd data unrhyw blant byddai wedi cychwyn yn y cylchoedd unrhyw bryd yn ystod y cyfnod.

Mae ffigyrâu trosglwyddo o un cyfnod allweddol i'r cam nesaf yn ystod blynnyddoedd blaenorol fel a ganlyn:

Trosglwyddo Cyfnod Allweddol	2016/17 (Nifer a %)	2017/18 (Nifer a %)	2018/19 (Nifer a %)
Cyfnod Sylfaen i CA2	1022 (93.1%)	1103 (94.2%)	1133 (95.2%)
CA2 i CA3	798 (92.9%)	825 (85.9%)	827 (87.5%)
CA3 i CA4	805 (98.6%)	725 (91.2%)	747 (96.3%)

O ran y disgyblion sy'n trosglwyddo o CA2 (PLASC 2019) i CA3 (PLASC 2020) fe wnaeth 931 o'r garfan neu 81.5% drosglwyddo i addysg uwchradd cyfrwng Cymraeg. Dengys y ffigyrâu bod angen sylw penodol ar y niferoedd sy'n trosglwyddo i addysg Gymraeg rhwng y cynradd a'r uwchradd. Dengys hyn a'r tabl felly fod angen canolbwytio'n benodol ar drosglwyddo cynradd i'r uwchradd.

Ein disgwyliad yw y bydd dysgwyr sydd wedi dilyn y rhaglen Cymraeg iaith gyntaf yn yr ysgol gynradd yn parhau â'r rhaglen hon wrth drosglwyddo i'r cyfnod uwchradd. Mae angen atgyfnerthu'r neges yma gyda disgyblion a rhieni, a thrwy gynyddu nifer yr ysgolion sy'n cynnig ffrydiau Cymraeg ac ystod o bynciau Cymraeg yng Nghyfnod Allweddol 3.

Ein disgwyliad yw y bydd pob disgybl sydd wedi mynychu ysgol gynradd ac yn trosglwyddo i ysgolion uwchradd a ddiffinnir fel rhai dwyieithog, yn astudio o leiaf 3 (i ddechrau) maes cwricwlaidd drwy gyfrwng y Gymraeg yng Nghyfnod Allweddol 3 er mwyn ymgorffori a datblygu eu cymhwysedd ieithyddol ymhellach.

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

Byddwn yn gweithio gyda'n hysgolion i'w gosod mewn dynodiad ieithyddol sy'n briodol o heriol, fel y'u harweinir gan y trefniadau cenedlaethol newydd. Bydd hyn yn weithredol o 2022. O 2026, bydd pontio rhwng cyfnodau allweddol a ddiffinnir ar hyn o bryd yn dechrau cael effaith llawnach h.y.:

- Trosglwyddo rhwng Cylchoedd Meithrin a'r ysgolion cynradd; mae'r trosglwyddiad hwn yn hanfodol i sicrhau bod dilyniant o'r un i'r llall yn 100%.
- Cynradd: Cyn-ysgol i'r Cyfnod Sylfaen; Cyfnod Sylfaen i CA2
- Uwchradd: CA3 i CA4; CA4 i CA5 (ysgolion 11-16; ysgolion 11-18 a'r sector AB)

Bydd materion pontio yn cael eu harwain gan gyfuniad o:

- canllaw CSGA lleol fel y disgrifir yn neilliant 3
- lleoliad priodol sy'n gyson â doniau a gallu'r dysgwr, sef:
 - Yn ddigon heriol at ddibenion dilyniant ieithyddol
 - Wedi'i gymhwysyo ar sail **dim niwed ieithyddol**.

Gan weithio gyda'r dynodiadau ieithyddol newydd, bydd rhieni'n cael gwybod am fframwaith pontio eang. Caiff hyn ei gyflyru drwy drosglwyddo disgyblion yn addas rhwng ysgolion yn y fframwaith pontio newydd, fel y cyflawnir pontio ieithyddol statudol.

Bydd y broses bontio yn cael ei chefnogi gan:

- Trochi cynnar (Cyfnod Sylfaen)
- Trochi diweddarach (CA2), yn ôl yr hyn a ystyrir yn angenrheidiol
- Gloywi (Blwyddyn 7), fel y bernir bod angen
- Hwyrrdyfodiaid—cymorth trochi wrth ddod i Sir Gaerfyrddin, fel y darperir gan ein canolfannau iaith

I **gyflawni** ein gweledigaeth sef bod pob disgybl yn parhau i wella ei sgiliau iaith wrth drosglwyddo o un cyfnod o'i addysg statudol i un arall byddwn yn parhau i:

- Hyrwyddo manteision dwyieithrwydd- cyfathrebu'n glir i'r holl rhanddeiliaid y disgwyliad y bydd dysgwyr sydd wedi dilyn y rhaglen Cymraeg iaith gyntaf yn yr ysgol gynradd yn parhau â'r rhaglen hon wrth drosglwyddo i'r cyfnod uwchradd. Byddwn yn rhannu hyn gyda rhieni fel rhan o drefniadau'r cyngor fel rhan annatod o'r broses derbyn disgyblion i ysgolion.
- Sicrhau dilyniant ieithyddol o sector y blynyddoedd cynnar i CA2 ac i'r sector uwchradd.
- Cynyddu'r ddarpariaeth pwnc o addysg cyfrwng Cymraeg a dwyieithog yn y sector uwchradd yn unol â dynodiadau'r ysgol newydd.
- Glynu wrth y protocol dilyniant clir i gynyddu nifer y disgyblion sy'n parhau i astudio drwy gyfrwng y Gymraeg ym mhob cyfnod allweddol a sichau bod hyn yn cael ei gyfleo'n glir i'r holl rhanddeiliaid.
- Cryfhau'r ddarpariaeth uwchradd cyfrwng Cymraeg mewn ardaloedd penodol yn y sir (gweler deilliant 4).
- Byddwn yn sicrhau bod pob disgybl yn gallu siarad, darllen ac ysgrifennu'r iaith yn rhugl erbyn diwedd Cyfnod Allweddol 2 i'w lefelau disgwyliedig.
- Bydd hefyd yn **hyrwyddo** ein disgwyliad y bydd pob disgybl sydd wedi mynchu ysgol gynradd ac yn trosglwyddo i ysgolion uwchradd a ddiffinnir fel rhai dwyieithog, yn astudio o leiaf 3 (i ddechrau) maes cwricwlaidd drwy gyfrwng y Gymraeg yng Nghyfnod Allweddol 3 er mwyn ymgorffori a datblygu eu cymhwysedd ieithyddol ymhellach. Cyflawnir hyn drwy dargedu hyfforddiant a chymorth i staff sy'n addysgu CA3 yn yr ysgolion dan sylw.
- Bydd angen i ysgolion weithio mewn partneriaeth i hyrwyddo dilyniant ieithyddol drwy brosiectau pontio a chyfathrebu da rhwng y sector cynradd ac uwchradd. Ni fydd hyn yn cael

- eiadael tan flynyddoedd 6 a 7 ond bydd yn digwydd ymhellach i lawr yr ysgol gynradd er mwyn sicrhau dealltwriaeth dda o addysg cyfrwng Cymraeg o'r dechrau. Yna gellir mynd i'r afael ag amheuon cyn y camau pontio.
- Byddwn yn edrych ar y dulliau o fonitro dilyniant ieithyddol ac yn sicrhau bod gan yr holl rhanddeiliaid ddealltwriaeth dda o'n protocol. Lle ceir dewis ieithyddol, byddwn yn parhau i gynnal ein gweledigaeth drwy sicrhau gwell dealltwriaeth o bwysigrwydd cynnal addysg ddwyieithog drwyddi draw.
 - Byddwn yn parhau i wrando ar sylwadau rhieni ac ymateb iddynt megis 'Ni allwn helpu gyda gwaith cartref', yn enwedig yn CA3 a CA4 drwy greu canllawiau, neu bamffled yn yr achos hwn, sy'n rhoi atebion clir. Mae clipiau ffilm o rieni sy'n disgrifio taith eu plant drwy addysg cyfrwng Cymraeg yn werthfawr iawn a byddwn yn creu mwy o glipiau ffilm i helpu rhieni i gael gwell dealltwriaeth o addysg ddwyieithog. Bydd y rhain nid yn unig yn cwmpasu rhinweddau dwyieithrwydd, ond hefyd yn helpu i fynd i'r afael ag unrhyw amheuon a chamsyniadau sy'n codi wrth fynd i'r afael ag anawsterau y gallai disgylion ddod ar eu traws mewn rhai meysydd pwnc. Mae'n bwysig sicrhau nad yw addysg cyfrwng Cymraeg a dwyieithog yn dod yn rhagosodiad awtomatig a bod y darlun cefndir cyfan bob amser yn cael ei ystyried.
 - O ran dilyniant rhwng meithrin a'r Cyfnod Sylfaen, nid yw'r newid yn gymaint o bryder gan y byddwn yn gosod targedau heriol ar gyfer pob ysgol yn lefelau addysg cyfrwng Cymraeg/dwyieithog a addysgir ym mhob ysgol. Gyda newid meddylfryd cenedlaethol, bydd hyn o fudd i ni symud ymlaen.
 - Byddwn yn sicrhau y gall ysgolion cynradd ac uwchradd weithio'n agosach o lawer mewn partneriaeth er mwyn hyrwyddo dilyniant ieithyddol i rieni a gofalwyr. Unwaith eto, mae'r gwaith amlochrog a wneir ar hyrwyddo ymwybyddiaeth ddwyieithog yn lleol ac yn genedlaethol, yn dod i rym yma.

Mae cynlluniau'r presennol a'r dyfodol o dan Raglen Ysgolion yr 21ain Ganrif ac Addysg yn adlewyrchu'n llawn y targedau a nodir yn y Cynlluniau Strategol Cymraeg mewn Addysg

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

Bydd Sir Gaerfyrddin yn gobeithio rhagori ar darged 2031/32 ar gyfer disgylion Blwyddyn 1 o 10%, gan gyrraedd pen uchaf yr ystod cynnydd o 14+ pwynt canran yn y cynllun 10 mlynedd.

Cyflawnir hyn drwy effaith symud pob ysgol ar hyd y continwwm iaith.

Data Allweddol

Niferoedd a % y dysgwyr sy'n parhau i wella eu sgiliau Cymraeg wrth drosglwyddo o un cyfnod o'u haddysg statudol i un arall

2022 – 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027			
Meithrin-CS 661	94.4%							Meithrin-CS 650	96%		
CS-CA2 1133	95.2%	Cynlluniau Strategol Cymraeg mewn Addysg									
CA2-CA3 931	81.5%	2022-2023		2023-2024		2024-2025		2025-2026			
CA3- CA4 747	96.3%	2026-2027		2027-2028		2028 - 2029		2029 - 2030			
Cyfanswm 3441								Cyfanswm 3561 (+120)			
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032			
								Meithrin-CS 670	99%		
								CS-CA2 1178	99%		

								CA2-CA3 1085 CA3- CA4 768	95% 99%
Cyfanswm 3701 (+260)									

Deilliant 4

Mwy o ddysgwyr yn astudio ar gyfer cymwysterau Cymraeg (fel pwnc) a phynciau drwy gyfrwng y Gymraeg

Ble rydym ni nawr?

Canran y dysgwyr sy'n astudio yn y Gymraeg fel iaith gyntaf- Blwyddyn 7-13

	2017	2018	2019	2020	2021
Blwyddyn 7	42%	41%	43%	44%	45%
Blwyddyn 8	45%	43%	43%	43%	44%
Blwyddyn 9	41%	43%	43%	42%	42%
Blwyddyn 10	42%	40%	42%	42%	42%
Blwyddyn 11	43%	44%	41%	43%	43%
Blwyddyn 12	60%	64%	63%	64%	67%
Blwyddyn 13	58%	61%	64%	67%	64%

Nifer a chanran y dysgwyr Blwyddyn 11 sydd wedi cael eu cofrestru ar gyfer TGAU yn y Gymraeg (iaith gyntaf neu ail iaith) a'r rhai sydd heb gofrestru ar gyfer y naill a'r llall.

		2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Cymraeg (iaith gyntaf)	Nifer	717	687	673	709	765	752	726	744
	Canran	33%	34%	34%	37%	40%	41%	39%	40%
Cymraeg (ail iaith)	Nifer	1,215	1,130	1,088	1,002	963	932	1,002	957
	Canran	56%	56%	55%	52%	51%	51%	53%	52%
Heb gofrestru	Nifer	242	194	211	217	161	143	154	142
	Canran	11%	10%	11%	11%	9%	8%	8%	8%

Nifer a chanran y cofrestriadau Cymraeg Safon Uwch/Uwch Gyfrannol iaith gyntaf ac ail iaith

Cofrestradau	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Nifer	89	59	61	53	47	51	44	55
Canran	5.5%	3.6%	3.9%	3.6%	3.2%	3.4%	3.0%	4.0%

TGAU	2019	2020	2021
Cymraeg- Iaith Gyntaf	724	654	897
Cymraeg -Ail Iaith	1013	954	992

Safon Uwch / Lefel A	2019	2020	2021
Cymraeg- Iaith Gyntaf	19	16	22
Cymraeg -Ail Iaith	7	8	6

Canran disgylion yng Nghyfnodau Allweddol 3, 4 a 5 yn astudio pynciau trwy gyfrwng y Gymraeg:

2017/18

Categori Ysgol	CA3	CA4	CA5
Ysgol (1)	100%	100%	100%
Ysgol (2A)	100%	100%	100%
Ysgol (2A)	100%	100%	100%
Ysgol (2B)	50.5%	50.9%	61.8%
Ysgol (2B)	60%	60.8%	62.2%

2018/19

Categori ysgol	CA3	CA4	CA5
Ysgol (1)	100%	100%	100%
Ysgol (2A)	100%	100%	100%
Ysgol (2A)	100%	100%	100%
Ysgol (2B)	50.4%	46.9%	I'w gadarnhau
Ysgol (2B)	62.4%	61.8%	I'w gadarnhau

O safbwyt pynciau a ddysgir trwy'r Gymraeg ar draws ystod lawn ysgolion Sir Gâr, mae'r tabl isod yn amlygu faint o bynciau a ddysgir trwy'r Gymraeg yng nghyfnodau Allweddol 3, 4 a 5 (2021-22):

Categori Ysgol	Nifer Pynciau CA3		Nifer Pynciau CA4		Nifer Pynciau CA5	
	Cyfartaledd	Amrediad	Cyfartaledd	Amrediad	Cyfartaledd	Amrediad
1 (1 ysgol)	Cwricwlwm cyfan trwy gyfrwng y Gymraeg, ag eithrio Saesneg fel pwnc a defnydd cynyddol o'r iaith darged mewn ieithoedd modern					
2A (2 Ysgol)	Cwricwlwm cyfan trwy gyfrwng y Gymraeg, ag eithrio Saesneg fel pwnc a defnydd cynyddol o'r iaith darged mewn ieithoedd modern, gyda dosbarthiadau Saesneg cyfochrog mewn Mathemateg a/neu Gwyddoniaeth ym mlynnyddoedd 9-11					
2B (2 ysgol)	14/15	1	14	17-10	3/4	5-1
EW (3 ysgol)	10	11-5	0	0	0	0
EM (4 ysgol)	4	7-0	0	0		

Allwedd:

1	Cyfrwng Cymraeg
2A	Dwyieithog
2B	Dwyieithog
EW	Ysgol Saesneg gyda defnydd sylweddol o' Gymraeg
EM	Ysgol cyfrwng Saesneg

Mae potensial gan bob ysgol 2B, EW ac EM i ddatblygu darpariaeth – yn enwedig yng Nghyfnodau Allweddol 4 a 5 (Ile bo hynny'n berthnasol). Bydd cefnogaeth i gynyddu darpariaeth yr ysgolion yma. Byddwn yn nodi categori ysgol cyfredol a chategori newydd i anelu ati dros ddegawd y strategaeth ar gyfer pob ysgol. Bydd cyflymder ac ystod y datblygiad pynciol yn ddarostyngedig i amodau lleol, nid lleiaf hyfedredd staff a thwf yn y galw am addysg Gymraeg yn nalgylchoedd yr ysgolion. Er hynny, mae modd cynnig brasamcanion fel a ganlyn o ran nifer y pynciau y gobeithir eu datblygu:

Model Mewnbwn (cynyddu nifer y pynciau) - trosodd

Ysgol	Cynnydd Nifer y Pynciau (5 mlynedd)			Cynnydd Nifer y Pynciau (10 mlynedd)		
	CA3	CA4	CA5	CA3	CA4	CA5
2B		14 >20 N=6	4/5 > 8/9 N=5		20>25 N=5	7/8>12/13 N=5
EW	6>14 N=8	0>5 N=5			5>10 N=5	0>3 N=3
EM	0>4 N=4 6/7>10 N=3/4	0>3 N=3		6>10 N=4 10>14	0>3 N=3 3>8 N=5	

Model Allbwn - Sicrhau cynnydd yn nifer y dysgwyr sy'n ennill cymwysterau cydnabyddedig:

Mae'n fwriad gennym i anelu at gynyddu nifer y dysgwyr sy'n dilyn rhan o'u cwricwlwm trwy gyfrwng y Gymraeg yn ein hysgolion EM ac EW. Wrth adeiladu ar drafodaethau blaenorol, gall hyn ddigwydd drwy sefydlu o leiaf un ffrwd CA3 yn ein hysgolion EM erbyn 2027 (Cynnydd net o 210 disgybl fel gwaelodlin). Byddai rhai ysgolion EM mewn sefyllfa erbyn 2032 i ddechrau datblygu rhai llwybrau cyfrwng Cymraeg yn CA4.

Yn ein hysgolion EW, gallwn ystyried anelu at un neu ddau ddosbarth cyfrwng Cymraeg cyfwerth yn CA3 (Cynnydd net o 273 disgybl), gyda llwybrau i CA4 ar gyfer y disgyblion hynny erbyn 2032.

Y nod mewn ysgolion 2B fyddai sicrhau fod o leiaf 40% o ddisgyblion yr ysgolion yn ymgymryd ag o leiaf 70% o'u gweithgareddau trwy gyfrwng yn Gymraeg yn CA3 erbyn 2027, gan godi'r ganran i o leiaf 60% o'r disgyblion erbyn 2032. Bydd tyfiant naturiol yn CA3 yn cael traweffaith gadarnhaol ar y niferoedd fydd yn astudio pynciau trwy'r Gymraeg yn CA4 yn ystod oes y strategaeth yn yr ysgolion yma.

Mae ein Partneriaeth Addysg Gymraeg (PAG) wedi esblygu fel partneriaeth rymus, yn bennaf rhwng ein hysgolion categori 1 a 2A ôl-16. Mae'r bartneriaeth yn cynnig dwsin o gyrsiau ym mlwyddyn 12 a dwsin ym mlwyddyn 13 (2022/23) drwy fodel cydweithredu arloesol, sy'n seiliedig ar ddarparu dysgu cyfunol, sydd wedi profi'n fodel llwyddiannus dros ben.

Mae ystod y pynciau yn cynnwys:

Maes Cwricwlaidd	Nifer Pynciau
Galwedigaethol (Busnes, Gofal Plant, Twristiaeth)	3
Gwyddor Cymdeithasol (Gwasanaethau Cyhoeddus, Gwleidyddiaeth, Troseddeg, Seicoleg)	4
Iaith Fodern (Ffrangeg, Sbaeneg)	2
Gwyddoniaeth/Technoleg (Amaethyddiaeth, Electroneg, Gwyddor Bwyd a Maeth, Peirianneg)	5

*Bu trafodaethau hefyd o ran Mathemateg Ychwanegol Uwch Gyfrannol a Chwaraeon BTEC

Maint cyfartalog dosbarth yw 14, gydag amrediad rhwng 1 a 39. Mae cyfuno dosbarthiadau ar draws dwy neu dair ysgol yn sicrhau fod mas critigol o fyfyrwyr ar gael er cynnal y pynciau. *Heb* y cydweithredu, buasai 9 pwnc gyda 5 neu lai o fyfyrwyr ym mlwyddyn 12 ac 11 pwnc gyda llai na 5 myfyriwr yn mlwyddyn 13 mewn perygl o beidio rhedeg ar draws y 3 ysgol:

Cynigia hyn gryn dipyn o lwybrau dysgu fuasai'n anghynaladwy heb y bartneriaeth. Y nod felly yw ceisio cynnig cymaint o ddewis â phosibl i fyfyrwyr, ond gwneud hyn mewn modd ariannol hyfw a chynaliadwy.

O ran cyfanswm y myfyrwyr sy'n ymelwa o'r bartneriaeth, mae'r tabl isod yn dangos sefyllfa iach:

Ysgol	Cyfanswm Myfyrwyr	Blwyddyn 12	Blwyddyn 13
Yagol 1	152	79	73
Ysgol 2A	135	81	54
Ysgol 2A	51	35	16
CYFANSWM	338	195	143

O safbwyt gweinyddu'r bartneriaeth mae un neu fwy o ysgolion yn arwain ar bwnc arbennig, gan gynnig eu staff yn ôl y galw. Cynigia rhwydwaith 14-19 y Sir gyllid i gefnogi'r bartneriaeth, a daw llif arian drwy arian y pen Llywodraeth Cymru, dyrchafiad ar gyfer yr iaith Gymraeg a dyraniadau penodol o ymron £92,000 a ddyfernir yn lleol wrth frigdorri'r grant ôl-16, er ysgogi cydweithio ar draws darparwyr.

Mae Sir Gaerfyrddin yn gweithio ochr yn ochr â Cheredigion a Phowys wrth gynnig prosiect E-sgol. Mae E-sgol yn defnyddio technoleg mewn ffordd arloesol sy'n gwneud gwahaniaeth gwirioneddol i fyfyrwyr mewn ardaloedd gwledig drwy gynyddu'r pynciau sydd ar gael iddynt ac ehangu eu hopsiynau gyrfa ar ôl ysgol. Mae yna 1 pwnc (Troseddeg) yn rhedeg ar hyn o bryd a dyfernir fod y rhif isel yn ganlyniad i'r ffaith fod PAG mor llwyddiannus, gyda rhywfaint o heriau wedyn o safbwyt harmonieddio amserlenni ysgolion eraill y tu fas i'r PAG. Yn ddibynnol ar sut fydd E-sgol yn datblygu, erys potensial i ymestyn yr arwy i'r ystod oedran 14-16. Petai hyn yn bosibl, mae'n cynnig cyfleoedd i ymestyn llwybrau dysgu cyfrwng Cymraeg ar draws rhagor o ysgolion uwchradd y Sir. Gallwn frasamcan y byddai 3-5 pwnc E-sgol ychwanegol yn rhedeg yn ein hysgolion erbyn 2027 a 8-10 erbyn 2032.

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

Er mwyn cyflawni'r datblygiadau uchod, byddwn yn symud pob ysgol ar hyd y continwwm iaith drwy:

- Weithio gyda'r ysgolion i ddatblygu'r cwricwlwm i roi cyfleoedd i fwy o ddysgwyr gael mynediad at addysgu cyfrwng Cymraeg a dwyieithog.
- Mabwysiadu dull strategol o ymdrin â'r pwnc a gynigir
- Cynyddu nifer y dysgwyr sy'n dilyn opsiynau cyfrwng Cymraeg a dwyieithog ac, yn y pen draw, mwy o gynnydd i ddilyn cymwysterau yn 16 oed

Bydd hyn yn sicrhau y bydd mwy o ddysgwyr yn astudio ar gyfer cymwysterau asesedig, ac yn eu cwblhau, ar oedran gadael ysgol statudol a thu hwnt, tra'n cael eu hasesu'n fewnol hefyd gan ysgolion adegau allweddol yn eu taith ddysgu (fel 5,7,11 a 14 oed).

Gellir mynd ar drywydd y strategaeth i wireddu'r canlyniad hwn drwy'r fframwaith canlynol:

- **Datblygu'r Cwricwlwm:** dull strategol o gynyddu cyfran y ddarpariaeth o ran pynciau a gynigir drwy gyfrwng y Gymraeg gan ein holl ysgolion.
- **Model Ysgol Uwchradd** (gweler tabl uchod) : cynyddu nifer y pynciau sydd ar gael drwy gyfrwng y Gymraeg, gan arwain at ganran gynyddol o'r cwricwlwm ar gael drwy gyfrwng y Gymraeg, tra hefyd yn cynyddu cyfran y dysgwyr sy'n dewis hyfforddiant pwnc cyfrwng Cymraeg neu ddwyieithog
- **Model Ysgol Gynradd:** modelu cynyddu'r ddarpariaeth cyfrwng Cymraeg yn yr un modd.
- Ehangu ein defnydd o E-sgol tua'r dyfodol, gan gynnwys sut y gallwn ddatblygu ein harlwy cwricwlaidd ôl 16 cyfrwng Cymraeg yn ein ysgolion 2B.
- Ymestyn syniadaeth PAG, a'r egwyddorion gweithredu, i gynnwys ysgolion a darparwyr eraill, fyddai'n golygu cynnal nifer cyffelyb o bynciau ar draws ystod ein hysgolion. O wireddu hyn, rhagwelir twf arwyddocaol yn narpariaeth ôl-16 Cyfrwng Cymraeg y Sir.

Dull Strategol o gynyddu'r Cynnig Pwnc cyfrwng Cymraeg

Gellir cynyddu nifer y pynciau sydd ar gael drwy gyfrwng y Gymraeg:

- **Mewn modd ymarferol**, gellir cynyddu pynciau oherwydd cyfleoedd sy'n bodoli o fewn y garfan staffio bresennol, fel athro sydd eisoes yn gallu darparu cynnwys pwnc drwy gyfrwng y Gymraeg.
- Mewn dull cynlluniedig, drwy:
 - Mapio sut y gellir annog mwy o staff i addysgu drwy gyfrwng y Gymraeg drwy eu cefnogi gyda datblygiad proffesiynol pwrrasol. (*Noder: bydd pob aelod o staff yn cael cyfleoedd i ddatblygu eu dwyieithrwydd, os oes angen, a'n dyletswydd ni o dan y polisi hwn yw cynnig y cymorth hwnnw*)
 - Gwneud apwyntiadau staff sy'n helpu i symud yr ysgol ar hyd y continwwm iaith
 - Mewn modd strategol, wrth ystyried sut y gall gwahanol feysydd pwnc gefnogi ysgolion ar wahanol gamau o'u taith ieithyddol.

Tua'r tymor canolig a thu hwnt, ein nod yw cynnig mewnbwn cadarnhaol wrth ddatblygu Cymraeg fel un continwwm, gan gynnwys opsiynau yn y tymor canolig i gofrestru disgylion ar lefel TGAU yn yr ysgolion perthnasol. Yn ogystal, hoffem:

- datblygu a hyrwyddo'r cyfraniad y gall myfyrwyr hŷn mewn ysgolion 11-18 ei wneud fel modelau rôl a mentoriaid
- ymestyn hyfedredd y Gwasanaeth Cymorth Ieuenciad, yn enwedig mewn ysgolion er mwyn hyrwydd defnydd anffurfiol o'r Gymraeg a datblygu deunydd hyrwyddo sy'n dangos y gwerth a osodir ar ddwyieithrwydd gan gyflogwyr.

Yn ogystal byddwn yn-

- Gweithio gyda chyflogwyr a'r sector addysg uwch i hyrwyddo dwyieithrwydd fel sgil allweddol ar gyfer addysg bellach a byd gwaith.
- Hyrwyddo gwell sgiliau ar gyfer defnydd gydol oes o'r Gymraeg (ymchwilio i fodiwl Cymraeg Proffesiynol a'i ddatblygu ar gyfer myfyrwyr ôl-16 e.e. drwy Faglariaeth Cymru)
- Bwriadwn ddatblygu strategaeth i reciwtio mwy o bobl ifanc i astudio Safon Uwch/Safon Uwch Atodol Cymraeg, yn enwedig bechgyn. Mae angen mynd i'r afael yn llawn â newidiadau yn y papurau arholiad er mwyn helpu i newid. Mae hon yn her genedlaethol, gyda chwyp o 24% yn nifer y myfyrwyr iaith gyntaf Safon Uwch yng Nghymru rhwng 2008/9 a 2020/21, gyda chwyp o 60% mewn niferoedd Cymraeg Ail Iaith dros yr un cyfnod. O ganlyniad i hyn, bydd angen gweithio ochr yn ochr â CBAC ac athrawon pwnc oddi mewn a thu allan i'r Sir er mwyn dwyn y maen i'r wal. Bydd olrhain barn myfyrwyr a darpar fyfyrwyr yn bwysig iawn er mwyn deall y rhesymau dros y cwyp a sut i fynd ati i wyrdroi'r sefyllfa.
- Rydym hefyd am gydweithio er mwyn datblygu cwrs uwch mewn Cymraeg Proffesiynol. Mae'r cwrs hwn i'w gynnig fel cwrs Safon Uwch/UG yn ddo'i hun drwy elfennau modiwlaid annibynnol y gall myfyrwyr anelu atynt, p'un a ydynt yn astudio Cymraeg i Safon Uwch ai peidio e.e. Cymraeg yn y gweithle a chyfieithu.
- Datblygu Tystysgrif/achrediad ôl 16 Cymraeg i Wyddonwyr- bydd hyn yn golygu ymchwilio i borsibiliadau pellach o fewn Baglariaeth Cymru drwy annog myfyrwyr nad ydynt ar lwybrau Cymreig academaidd i fireinio eu sgiliau e.e. tuag at hyfedredd o ran ein fframwaith sgiliau.
- Byddwn yn cefnogi ymgyrch Llywodraeth Cymru i annog pobl ifanc i ystyried y Gymraeg ar Lefel Uwch drwy gyfeirio myfyrwyr at y sianel You Tube www.youtube.com/cymraeg yn ogystal â thrwy'r sianelau cyfryngau cymdeithasol Cymraeg.

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

Erbyn diwedd y cynllun byddwn wedi cynyddu nifer y dysgwyr sy'n astudio ar gyfer cymwysterau asesedig yn y Gymraeg fel pwnc ac yn gallu cynnig pob pwnc drwy gyfrwng y Gymraeg yn ein hysgolion cyfrwng Cymraeg a dwyieithog.

Byddwn hefyd yn ymdrechu i sicrhau dewis ieithyddol yn ein hysgolion Saesneg sydd yn cefnogi cynnydd dwyieithrwydd disgylion (gweler tabl uchod).

Data Allweddol

Mae'r tabl yn cynnwys cynnydd yn y niferoedd a'r % sydd/fydd yn astudio pynciau trwy'r Gymraeg ym mlwyddyn 11. Rhaid cofio bod deilliant 4 yn ymwneud hefyd â disgylion ym mlynnyddoedd 10, 12, 13. Felly, bydd niferoedd gwirioneddol yn uwch.

Niferoedd a % y dysgwyr sy'n astudio ar gyfer cymwysterau Cymraeg (fel pwnc) a phynciau drwy gyfrwng y Gymraeg

2022 - 2023		2023 – 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1350 bl11 yn unig)	72%							1465 (bl. 11) (+115)	78%
2027 - 2028		2028 – 2029		2029 - 2030		2030 - 2031		2031 - 2032	
								1581 (bl.11) (+231)	84%

Deilliant 5

Mwy o gyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol

Ble rydym ni nawr?

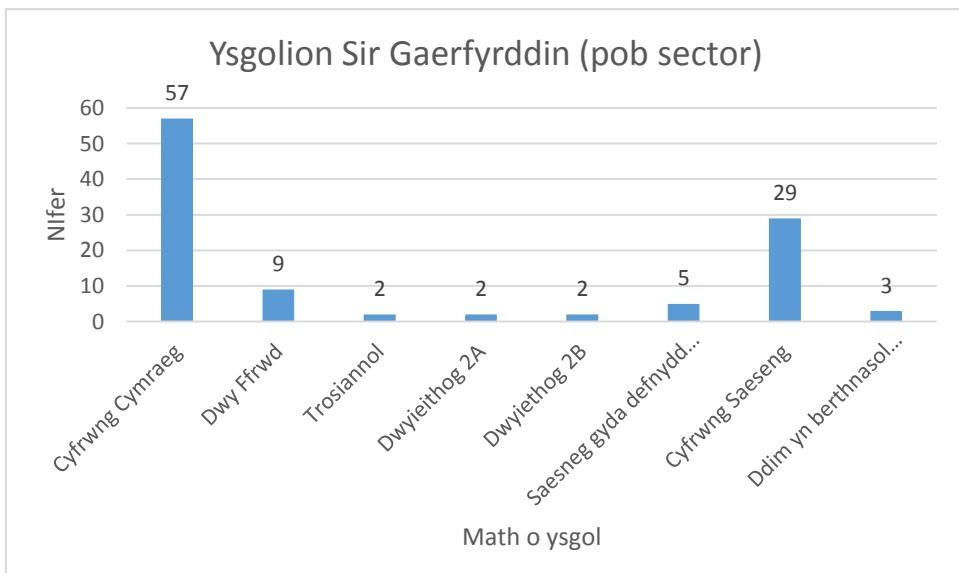
Mae'r Awdurdod Lleol wedi ymrwymo i ddarparu gwasanaeth dwyieithog i ddysgwyr Sir Gaerfyddin. Mae ein gweledigaeth fel a ganlyn: - 'Byddwn yn gweithio gyda'n partneriaid i sicrhau bod pob plentyn a pherson ifanc yn cael cyfle i gyflawni ei botensial mewn amgylchedd dwyieithog sy'n parchu ac yn gwerthfawrogi pob diwylliant a thraddodiad.'

Mae datblygu defnydd anffurfiol o'r Gymraeg yn flaenoriaeth i'r Cyngor Sir fel y nodir yn 'Strategaeth Hybu'r Gymraeg yn Sir Gaerfyddin' gyda'r bwriad o 'Anelu at wneud y Gymraeg yn brif iaith y sir.' Mae'n dra amlwg fod gan addysg ran greiddiol i'w chwarae wrth hybu'r nod y Strategaeth Hybu ac mae Rheolwr Iaith Gymraeg yr Adran Addysg a Phlant yn ddolen bwysig gyda'r Fforwm Iaith Sirol wrth sicrhau fod gweithredu'r CSGA yn alino gyda'r Strategaeth Hybu ac yn ei chefnogi.

Mae nod penodol yn y strategaeth 5 mlynedd sef 'Cynyddu hyder siaradwyr Cymraeg ac felly defnydd y Gymraeg ym mhob agwedd o fywyd, ac annog a chefnogi sefydliadau'r sir i wneud y Gymraeg yn gynyddol yn gyfrwng naturiol eu gwasanaethau'.

Mae ein hamcanion ar gyfer 5 mlynedd cyntaf y Cynllun hwn yn mynd i'r afael â'r her o sicrhau ystod o gyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol a thu allan i'r ysgol.

O ran natur ieithyddol ysgolion Sir Gaerfyddin mae nifer uchel ohonynt yn gweithredu'n ddwyieithog yn barod.



1	Cyfrwng Cymraeg: Cymraeg yw iaith busnes dydd i ddydd yr ysgol. Defnyddir y Gymraeg fel iaith cyfathrebu â'r disgyblion ac ar gyfer gweinyddiaeth yr ysgol. Mae'r ysgol yn cyfathrebu â rhieni yn y ddwy iaith.
2	Dwy ffrwd: Defnyddir y Gymraeg a'r Saesneg yng ngwaith beunyddiol yr ysgol. Mae'r ysgol yn cyfathrebu â rhieni yn y ddwy iaith.
3	Trosiannol: Cymraeg yw iaith busnes dydd i ddydd yr ysgol. Rhoddir blaenorriaeth uchel i greu naws Gymreig. Mae'r ysgol yn cyfathrebu â rhieni yn y ddwy iaith.

4	Dwyieithog Math A: Addysgir o leiaf 80% o'r pynciau ar wahân i'r Gymraeg a'r Saesneg yn unig drwy gyfrwng y Gymraeg i bob disgybl. Addysgir un neu ddau o bynciau i rai disgyblion yn Saesneg neu yn y ddwy iaith.
5	Dwyieithog Math B: Addysgir o leiaf 80% o'r pynciau (ac eithrio'r Gymraeg a'r Saesneg) drwy gyfrwng y Gymraeg ond hefyd cân eu haddysgu drwy gyfrwng y Saesneg.
6	Saesneg gyda Chymraeg arwyddocaol: Cyd-destun ieithyddol yr ysgol sy'n pennu iaith neu ieithoedd yr ysgol o ddydd i ddydd. Defnyddir y ddwy iaith fel ieithoedd cyfathrebu â'r disgyblion, rhieni ac ar gyfer gweinyddiaeth yr ysgol.
7	Cyfrwng Saesneg: Saesneg yw iaith busnes dydd i ddydd yr ysgol, ond defnyddir peth Cymraeg hefyd fel iaith cyfathrebu â'r disgyblion. Mae'r ysgol yn cyfathrebu â rhieni naill ai yn Saesneg neu yn y ddwy iaith.
8	Amherthnasol (Ysgolion Meithrin ac Arbennig)

Mae Siarter Gymraeg wedi bod yn **yn weithredol** yn Sir Gaerfyrddin ym mhob ysgol gynradd ers lansio 'Codi Caerau' yn 2016 fel siarter Cymraeg 1af ac Ail iaith. Mae'r Siarter iaith yn pwysleisio manteision cryfhau meddu'r Gymraeg drwy ddefnyddio ac ymarfer yr iaith mewn sefyllfaoedd cymdeithasol.

Rydym wedi treialu y Siarter iaith Uwchradd mewn 2 ysgol a'n bwriad yw cyflwyno hyn ar draws pob Ysgol Uwchradd. Rhoddir adroddiadau llawn wrth i ysgolion weithio tuag at ennill eu gwobrau Efydd, Arian ac Aur. Rydym yn gweithio mewn cydweithrediad â'n cydweithwyr Partneriaeth i gynllunio a rhannu adnoddau.

O ran y Siarter cynradd rydyn wedi sicrhau'r canlynol (2022) –

Cyfrwng Cymraeg	Gweithio tuag at	Wedi cyflawni
Gwobr Efydd	-----	100%
Gwobr Arian	62%	37%
Gwobr Aur	37%	7.5%

Cyfrwng Ail iaith	Gweithio tuag at	Wedi cyflawni
Gwobr Efydd	25%	75%
Gwobr Arian	75%	22%
Gwobr Aur	100%	----

Ar hyn o bryd, mae nifer helaeth o gyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol, gan gynnwys:

- Gweithgareddau'r Urdd,
- Clybiau ar ôl ysgol cyfrwng Cymraeg drwy weithio gyda'r Menteriau iaith,
- Gweithdai radio
- Ffilmio syniadau am wersi i hyrwyddo'r celfyddydau mynegiannol i gyd fynd gyda'r gwaith ym mhecyn Sir Gâr
- Sachau Siarter iaith ar gyfer diwrnod dilysu
- Creu phecyn rhythm a dawns - hyrwyddo y celfyddydau mynegiannol-drama cerddoriaeth, celf ,dawns i gyd fynd gyda chwedlau'r sir a hanes lleol a'u ffil mio
- Gemau ee, Cymru ar fap x 66 i gyd fynd gyda adnoddau'r tîm datblygu'r Gymraeg
- Cydweithio ar becyn o syniadau a gweithgareddau gyda chwmni Sgiliau- ar gyfer iaith gyntaf ond yn bennaf ail iaith yn gyflwyno patrymau ieithyddol i gyd fynd â sgiliau chwaraeon
- Sgrifftio a pherfformio monologau addas i ddisgyblion ail iaith ar gyfer Pecyn Sir Gâr
- Cefnogi gemau geiriol yn yr ardal allanol CS
- Gemau bwrdd amser chwarae gwlyb fel y gallwn baratoi cyfarwyddiadau Cymraeg ar Screen Castify (ail iaith).

- Sesiynau rhithiol gyda darparwyr amryw allanol

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

- Byddwn yn cefnogi ysgolion ac yn gweithio gyda phartneriaid i fapio a datblygu cyfleoedd pellach i ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol. Byddwn yn canolbwytio ar ein 34 ysgol Saesneg / Saesneg gyda defnydd arwyddocaol o Gymraeg
- Ymestyn Siarter Iaith Ysgolion Uwchradd i bob ysgol uwchradd gan anelu at 9 ysgol yn cyrraedd y wobr Efydd erbyn 2027 a 5 ysgol yn cyflawni Arian/Aur o fewn yr un cyfnod
- Byddwn yn gweithio gyda cholegau Addysg Bellach i sicrhau bod darpariaeth Gymraeg ar draws pob maes dysgu yn cael ei rhoi gan gynnwys prentisiaethau.
- Byddwn yn parhau i weithio gyda chyflogwyr ac addysg uwch i hyrwyddo dwyieithrwydd fel sgil allweddol ar gyfer addysg bellach a'r byd gwaith.
- Datblygu cyfleoedd ymhellach i ddefnyddio'r Gymraeg mewn gweithgareddau anffurfiol (e.e. gwirfoddoli, Dug Caeredin, Clybiau leuenctid).
- Byddwn yn rhoi ystyriaeth lawn i gyfraniad chweched dosbarth, colegau addysg bellach a darparwyr prentisiaethau at lwyddiant y Cynllun Strategol, lle bo hynny'n berthnasol
- Hyrwyddo gwell sgiliau ar gyfer defnydd gydol oes o'r Gymraeg.
- Gan weithio gyda'r gwasanaethau cymorth leuenctid, yr Urdd, Menteriau Iaith a CFfl byddwn yn mapio'r cyfleoedd presennol sydd ar gael i blant oedran ysgol ddefnyddio eu sgiliau Cymraeg y tu allan i'r ystafell ddosbarth.
- Byddwn yn cefnogi gweithgareddau Menter Iaith y Sir a sicrhau fod gweithgareddau trefol/cymunedol yn ddwyieithog a bod y Cyngor yn cefnogi hyn ac yn cynorthwyo busnesau/grwpiau er mwyn sicrhau hyn.
- Mae'r CSGA'n plethu mewn i Strategaeth Hybu Sir Gaerfyrddin. Gweledigaeth hirdymor y Strategaeth Hybu yw anelu at wneud y Gymraeg yn brif iaith y sir.

Yn Ebrill 2016, daeth Safonau Iaith Cyngor Sir Caerfyrddin i rym. Ar ôl cyfnod o ymgynghori ac o baratoadau, cyflwynwyd 174 o Safonau gan Gomisiynydd yr Iaith Gymraeg o dan Fesur y Gymraeg (Cymru) 2011, a fyddai bellach yn cael ei reoleiddio gan y Comisiynydd.

Disodlwyd Cynllun Iaith y Cyngor felly a derbyniwyd y Safonau yn fframwaith newydd ar gyfer darpariaeth cyfrwng Cymraeg yn y pum maes gwaith isod: 1) cyflenwi gwasanaethau Cymraeg, 2) llunio polisi mewn modd sy'n hyrwyddo'r Gymraeg, 3) gweithredu trwy gyfrwng y Gymraeg, 4) cadw cofnodion ynglŷn â'r Gymraeg ac yn olaf 5) hybu'r Gymraeg.

Mae'r strategaeth hybu yn adnodd gwerthfawr i'n cynorthwyo i gydgynllunio, i gydweithio ac i dargedu adnoddau er mwyn cyrraedd y 5 amcan isod:

- i. Cynyddu niferoedd sy'n caffael sgiliau sylfaenol a sgiliau pellach yn y Gymraeg drwy'r system addysg a thrwy drosglwyddo iaith yn y cartref;
- ii. Cynyddu hyder siaradwyr Cymraeg ac felly ddefnydd y Gymraeg ym mhob agwedd o fywyd, ac annog a chefnogi sefydliadau'r sir i wneud y Gymraeg yn gynyddol yn gyfrwng naturiol eu gwasanaethau;
- iii. Cymryd camau pwrpasol i effeithio'n gadarnhaol ar symudiadau poblogaeth gan geisio denu'n pobl ifanc i sefydlu neu i ail-ymsefydlu yn y sir fel na gollir y cynnydd yn nifer y siaradwyr Cymraeg a enillir drwy'r drefn addysg. Yn ogystal, gwneud ymdrechion sylweddol i gymathu mewnfudwyr a sicrhau nad ydy datblygiadau cynllunio newydd yn cael effaith andwyol ar hyfywedd y Gymraeg;
- iv. Targedu ardaloedd daearyddol penodol o fewn y sir, naill ai am eu bod yn cynnig potensial i ddatblygu neu yn achosi pryder yn ieithyddol, i gynyddu niferoedd sy'n medru ac yn defnyddio'r Gymraeg yn yr ardaloedd hynny;

- v. Marchnata a hyrwyddo'r iaith. Codi statws y Gymraeg gan gynnwys manteision dwyieithrwydd a manteision addysg ddwyieithog. A thrwy godi ymwybyddiaeth o'r manteision hyn, denu mwy o drigolion y sir i gaffael yr iaith
[Strategaeth Hybu'r Gymraeg yn Sir Gaerfyrddin](#) 2016- 2021
- Hyrwyddo diwrnodau iaith sy'n benodol i'r farchnad e.e. Diwrnod Shwmae? ynghyd â thynnu sylw at ddarparwyr allanol sy'n cynnig sbectrwm o syniadau gwahanol h.y. Awduron, Cynllun Beirdd Plant a'r Platform AM.
- Annog ysgolion i ddefnyddio Cymraeg Bob Dydd- rhaglen sy'n cynnig cyfleoedd i ddisgyblion mewn ysgolion uwchradd cyfrwng Saesneg/ Dwyieithog ymestyn eu defnydd o'r Gymraeg. Mae'r Urdd yn gweithredu'r rhaglen ac yn trefnu gweithgareddau er mwyn meithrin hyder disgyblion yn y Gymraeg, cynyddu eu defnydd o'r iaith, a'u hannog i barhau i astudio'r Gymraeg fel pwnc Safon UG a Safon Uwch.
- Ar hyn o bryd mae 18 (27%) o staff Gwasanaeth Cymorth Ieuenciad yn gweithredu ar Lefel Uwch/Hyfedredd Byddwn yn ymestyn hyfedredd iaith gweithwyr o fewn y gwasanaeth hwn, yn enwedig mewn ysgolion (35% Uwch/Hyfedredd) er mwyn hyrwyddo defnydd anffurfiol o'r Gymraeg
- parhau i ddatblygu deunydd hyrwyddo sy'n dangos y gwerth a roddir ar ddwyieithrwydd gan gyflogwyr.

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

- Bydd y Siarter Iaith wedi ei ymgorffori ym mhob ysgol gynradd ac uwchradd gan arwain at gynyddu'r ethos Cymraeg yn yr holl ysgolion.
- Bydd ysgolion uwchradd wedi cynyddu'r defnydd o Gymraeg achlysuol i sicrhau bod y Gymraeg yn cael ei defnyddio y tu allan i'r ystafelloedd dosbarth.
- Gyda hyder dysgwyr yn cynyddu a'u diddordeb yn y Gymraeg bydd mwy o bynciau'n cael eu cynnig drwy gyfrwng y Gymraeg.
- Bydd gwell dealltwriaeth o hanes lleol, hanes Cymru a diwylliant Cymru yn dod i'r amlwg drwy'r cwricwlwm newydd.
- Byddwn wedi cyflawni ein nod o godi statws y Gymraeg a gwneud disgyblion yn falch o gael eu hiaith eu hunain ac felly eu hunaniaeth yn y byd.

Data Allweddol

Disgyblion fydd yn manteisio ar weithgareddau o dan adain y Siarter Iaith – lefel Efydd fel gwaelodlin

Cynyddu cyfleoedd i ddysgwyr ddefnyddio'r Gymraeg mewn cyd-destunau gwahanol yn yr ysgol

2022 - 2023		2026-2027		2031 – 2032	
Cynradd 14077 Uwchradd 4790	89% 42%	Cynradd 14944 Uwchradd 8623	94.5% 75%	Cynradd 15812 Uwchradd 11498	100% 100%

Deilliant 6

Cynnydd yn y ddarpariaeth addysg cyfrwng Cymraeg i ddisgyblion ag anghenion dysgu ychwanegol (“ADY”) (yn unol â'r dyletswyddau a bennir gan y Ddeddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018)

Ble rydym ni nawr?

Mae ein gweledigaeth fel a ganlyn:- 'Byddwn yn gweithio gyda'n partneriaid i sicrhau bod pob plentyn a pherson ifanc yn cael cyfle i gyflawni ei botensial mewn amgylchedd dwyieithog sy'n parchu ac yn gwerthfawrogi pob diwylliant a thraddodiad.'

Fe gyflwynwyd y Ddeddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg (Cymru) 2018 (ALNET) ym mis Ionawr 2018 sy'n ei gwneud yn ofynnol i Awdurdodau Lleol i gadw'r trefniadau ar gyfer cefnogi dysgwyr rhwng 0 a 25 oed gydag Anghenion Dysgu Ychwanegol o dan adolygiad ac ystyried a yw'r trefniadau hyn yn ddigonol. Mae'n cynnwys gofyniad statudol i gymryd camau rhesymol i greu system o gefnogaeth cyfrwng Cymraeg a dwyieithog i ddysgwyr gydag ADY.

Rydyn yn ymrwymedig i gynhwysiant ac yn ymfalchiö yn y ffaith ein bod yn gallu darparu gwasanaethau dwyieithog i'n dysgwyr sydd ag anghenion dysgu ychwanegol.

Bwriad yr Adran Gynhwysiant yw parhau i ddarparu gwasanaethau a darpariaethau o ansawdd uchel yn ddwyieithog er mwyn bodloni anghenion teuluoedd a phobl ifanc h.y. os mai'r dewis yw i wasanaethau a darpariaethau gael eu darparu drwy gyfrwng y Gymraeg, mae gan yr adran y gallu i gyflawni hyn i safon uchel.

Nodau Strategol:

- Sicrhau bod darpariaeth gyflawn ar gael i bob dysgwr ag ADY ym mhob lleoliad a gwasanaeth.
- Sicrhau, drwy drefniadau partneriaeth effeithiol, bod angen y dysgwr am ddarpariaeth cyfrwng Cymraeg ar lefel ranbarthol a lleol yn cael ei ddiwallu.
- Sicrhau bod pob dysgwr ag ADY yn gallu cael mynediad i ddarpariaeth yn eu dewis iaith, wrth gefnogi eu taith tuag at ddwyieithrwydd.
- Parhau i ddatblygu system ddwyieithog i ymateb i'r agenda diwygio ADY
- Gweithio gyda'n Tîm Cymorth Ymddygiad ac Ysgolion/Unedau Arbennig i ddatblygu darpariaeth ddwyieithog ymhellach.
- Datblygu sgiliau ein Cydlynwyr Anghenion Dysgu Ychwanegol ymhellach i gefnogi dysgwyr.

Yn Sir Gâr rydym yn gallu diwallu anghenion ein dysgwyr mewn amryw o ffyrdd-

- Bydd y mwyafrif o'n dysgwyr ag anghenion dysgu ychwanegol yn cael eu cefnogi'n ein hysgolion prif ffrwd.
- Bydd yr ysgolion yn penodi staff addas i gefnogi dysgwyr unigol o fewn eu dosbarthiadau a bydd y Cydlynwyr Anghenion Ychwanegol yn sicrhau ymyrraeth briodol.
- I'r dysgwyr ag anghenion mwy dwys/cymhleth mae gennym ystod o Unedau sydd wedi eu lleoli yn ein hysgolion prif ffrwd.
- Mae gennym Uned Gyfeirio Disgyblion ac Ysgol Arbennig sef Heol Goffa.

- Bydd y Tîm Cynhwysiant yn cefnogi ysgolion ac unedau arbennig er mwyn diwallu anghenion ein dysgwyr.

Yng nghyfnod y cynllun blaenorol mae Cyngor Sir Gâr wedi:

- Cynyddu'r nifer o staff ymgynghorol sy'n gallu cefnogi drwy gyfrwng y Gymraeg.
- Sicrhau bod gennym weithlu yn gynyddol yn gallu darparu cyngor, cymorth a gwasanaethau ehangach drwy gyfrwng y Gymraeg. Hyrwyddir hyn gan gynllun corfforaethol i uwch-sgilio staff yr adran yn ieithyddol, ynghyd â chynllun arall i ddatblygu defnydd o'r Gymraeg o fewn yr adran.
- Galluogi rhieni i gael cymaint neu gyn lleied o fewnbwn drwy gyfrwng y Gymraeg. Mae'r ddarpariaeth, y gwasanaeth a'r cymorth ar gael yn Gymraeg ac yn Saesneg
- Darparu hyfforddiant dwyieithog i holl staff perthnasol o ran y diwygiadau ADY sydd ar waith.

Y sefyllfa gyfredol

Canran o ddysgwyr ag anghenion dysgu ychwanegol (Sir gyfan)

Data Medi 2021	Datganiadau	Gweithredu Ysgol	Gweithredu Ysgol +	Cyfanswm
CYNRADD	1.8%	16.8%	9.7%	28.3%
UWCHRADD	3%	17.2%	8.8%	29%

Nifer o ddysgwyr ag anghenion dysgu ychwanegol

Data Medi 2021	Datganiadau	Gweithredu Ysgol	Gweithredu Ysgol +	Cyfanswm
Sir Gâr	719	4079	2360	7158

Nifer o ddysgwyr ag anghenion dysgu ychwanegol mewn ysgolion cyfrwng Cymraeg a Saesneg

Data Medi 2021	Datganiadau	Gweithredu Ysgol	Gweithredu Ysgol +	Cyfanswm
Ysgolion Cymraeg	315	2120	1120	3,555
Ysgolion Saesneg	300	1955	1195	3,450

O ran dyraniad anghenion ar draws ysgolion maent yn eithaf cytbwys o ran y nifer sydd yn y sector Gymraeg a'r sector Saesneg.

Ar gyfer hyfedredd staff yr Adran Gynhwysiant ac Adran Seicolegwyr Addysg - gweler deilliant 7.

Targedau

- Er mwyn diwallu anghenion ein dysgwyr ag anghenion ychwanegol, cynnal a datblygu ymhellach gweithlu canolog anghenion dysgu ychwanegol sy'n gallu cefnogi a gweithio yn y Gymraeg a'r Saesneg- cynnydd o nawr 7 (34%) uwch/hyfedr i 13 (63%).
- Yn yr un modd byddwn yn gweithio gyda'n Hysgolion/Unedau i gynyddu'r nifer o staff sy'n gallu cefnogi drwy gyfrwng y Gymraeg. (Gweler deilliant 7 isod).
- Nid oes gan ein Hunedau/Ysgol Heol Goffa ddynodiad ieithyddol a byddwn yn anelu i sicrhau y bydd dysgwyr sy'n mynchu'r gwasanaethau yma yn derbyn cymorth ieithyddol priodol.

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

Byddwn yn gweithio i weithredu agweddau ar y CSGA yn unol â Chynllun Strategol Trawsnewid Anghenion Dysgu Ychwanegol Sir Gaerfyrddin. Mae dwyieithrwydd bellach yn thema gyffredinol ar draws y cynllun cyfan. Mae'r datganiadau canlynol yn berthnasol i'r deilliant hwn-

- Gan fod cyfran uchel o'n hysgolion yn ddwyieithog gallwn fodloni ceisiadau am ddarpariaeth addysg brif ffrwd yn amserol.
- Mae'r holl wasanaethau cymorth a phrosesau statudol ar gael yn ddwyieithog ac rydym yn darparu hyfforddiant a chymorth i Gydlynwyr ADY er mwyn iddynt allu diwallu anghenion pob dysgwyr.
- Mae pob ymyriad ar gael yn ddwyieithog ac rydym yn ymrwymo i sicrhau bod yr holl adnoddau a ddatblygir yn Sir Gaerfyrddin ar gael yn Gymraeg ac yn Saesneg.
- Byddwn yn parhau i fonitro ceisiadau am gymorth arbenigol ac yn gweithio gydag arweinwyr ysgolion, Cydlynwyr ADY a swyddogion cynhwysiant i nodi meysydd i'w datblygu ac ymgorffori'r datblygiadau hyn yn ein cynllun moderneiddio ysgolion.
- Byddwn yn adlewyrchu'r ffordd newydd o weithio a chefnogi dysgwyr ag ADY gan sicrhau bod y dull ar gael yn ddwyieithog.
- Rydym yn darparu darpariaeth arbenigol cyfrwng Cymraeg a Saesneg drwy unedau arbenigol sy'n gysylltiedig ag ysgolion prif ffrwd i sicrhau bod gofynion iaith Dysgwyr ADY cymhleth yn cael eu bodloni.
- Mae pob lleoliad ADY yn gweithio tuag at Dargedau Iaith y Siarter Iaith gyda chymorth Tim Athrawon Datblygu'r Gymraeg.

Roedd gweithgaredd map a bwlch a gwblhawyd yn ddiweddar ar lefel dwyieithrwydd ar draws y gwasanaeth yn ymarfer cadarnhaol. Yn deillio o hyn-

- byddwn yn gweld gofyniad ystod o asesiadau safonedig yn y Gymraeg yn flaenorriaeth i sefydlu llinell sylfaen iaith yn effeithiol.
- Gallem ychwanegu at y ffaith ein bod wedi datblygu ein hasesiadau ein hunain sy'n seiliedig ar asesiadau athrawon Chat sydd yn cael eu defnyddio gan yr ysgol i gefnogi a sgaffaldio datblygiad y Gymraeg i bob plentyn.
- Lle nodir anghenion iaith penodol, mae angen cymorth yn y famiaith i fynd i'r afael â'r angen a chefnogi datblygiad yr iaith ychwanegol yn y dyfodol.

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

- Cyn dyddiad gorffen ein cynllun 10 mlynedd byddwn mewn sefyllfa i allu darparu cydraddoldeb darpariaeth Gymraeg a gwasanaeth gwirioneddol ddwyieithog i bob disgyl yn Sir Gaerfyrddin.
- Byddwn yn darparu hyfforddiant i Gydlynwyr ADY a swyddogion Anghenion Amgen er mwyn sicrhau gwell dealltwriaeth o'r iaith.
- Byddwn yn parhau i ymchwilio i'r effeithiau ar addysg ddwyieithog i ddisgyblion o gartrefi di-Gymraeg sydd ag anghenion dysgu.
- Byddwn yn parhau i sicrhau bod lefelau staffio dwyieithog yn galluogi'r sir i gefnogi'r twf disgwylledig mewn addysg cyfrwng Cymraeg.

Deilliant 7

Cynnydd yn nifer y staff addysgu sy'n gallu addysgu Cymraeg (fel pwnc) a thrwy gyfrwng y Gymraeg

Ble rydym ni nawr?

Ble rydym yn ceisio bod o fewn 5 mlynedd cyntaf y Cynllun hwn a sut rydym yn bwriadu cyrraedd yno?

O fewn 5 mlynedd cyntaf y Cynllun hwn, ein nod yw bod ar y trywydd iawn o ran cyflawni ein hamcanion. Byddwn yn parhau i weithio gyda phartneriaid ar reciwtio, datblygu a hyfforddi gweithlu'r ysgolion yn y dyfodol er mwyn gallu cyflawni'r Cynllun hwn a dyhead Llywodraeth Cymru i gael 'Miliwn o siaradwyr Cymraeg erbyn 2050'.

Er mwyn cyflawni'n dyheadau o ran uwchsgilio staff byddwn yn:

- Parhau i ddefnyddio awdit sgiliau iaith pob dwy flynedd i nodi lefelau sgiliau Cymraeg yr holl staff er mwyn cynnig sail dystiolaeth gadarn ar gyfer y math o hyfforddiant pellach fydd ei angen i gynyddu'r nifer o staff sy'n gallu gweithio a dysgu drwy gyfrwng y Gymraeg.
- Pob ysgol i ymateb i awdit Sgiliau Iaith Gymraeg gweithlu'r ysgol gan ddadansoddi'r data sy'n nodi'r ddarpariaeth bresennol a meysydd i'w datblygu ymhellach. Bydd angen i bob ysgol adlewyrchu hyn yn nogfennau hunanwerthuso a chynlluniau datblygu'r ysgol. Bydd yn ofynnol i ysgolion ddefnyddio eu hadnoddau i ddarparu cyfleoedd i staff fanteisio ar gyfleoedd datblygu.
- Bydd dadansoddiad pellach gan yr Awdurdod Lleol o ddata'r gweithlu yn ein hysbysu o fylchau yn y ddarpariaeth ac anghenion/cynnwys rhagleni hyfforddi yn y dyfodol. Bydd angen i'r Adran adolygu a chyhoeddi'r rhaglen Datblygiad Proffesiynol Parhaus sydd ar gael i ddiwallu'n hyblyg anghenion hyfforddi a adnabyddir, wrth gefnogi gweithredu'r CSGA
- Gweithio gyda phartneriaid (Partneriaeth, Y Ganolfan Genedlaethol, Dysgu Cymraeg, Cyrsiau Saborthol Brifysgol y Drindod Dewi Sant) i gyflwyno rhagleni hyfforddi gan ganolbwytio'n benodol ar addysgu drwy gyfrwng y Gymraeg.
- Hybu staff i gymryd mantais o hyfforddiant sabothol Llywodraeth Cymru drwy Brifysgol Cymru y Drindod Dewi Sant.
- Byddwn yn cynnig hyfforddiant staff i wella darllen, ysgrifennu a siarad yn Gymraeg, ac i fireinio sgiliau Cymraeg y rhai sydd eisoes yn rhugl. Byddwn yn defnyddio Fframwaith Sgiliau Iaith y Cyngor Sir fel sail ar gyfer y gwaith hwn.
- Yn ogystal, bwriadwn ddatblygu sgiliau a hyder athrawon i addysgu drwy gyfrwng y Gymraeg ac i uwch-sgilio staff cynorthwyol i roi cymorth i ddisgyblion drwy gyfrwng y Gymraeg.
- At hynny, byddwn yn uwch-sgilio staff i sicrhau bod addysgeg briodol yn cael ei mabwysiadu, er mwyn sicrhau y caiff safonau eu cynnal a'u codi wrth addysgu drwy gyfrwng y Gymraeg.
- Byddwn yn gweithredu'r Safonau Proffesiynol newydd i Athrawon, cynyddu nifer yr athrawon sy'n gallu addysgu Cymraeg fel pwnc a gweithio'n effeithiol mewn lleoliadau dwyieithog, manteisio ar lwybrau amgen i addysgu, cael mynediad at systemau cynllunio'r gweithlu cenedlaethol a'r dull Cymru gyfan o ymdrin ag ysgolion bach a gwledig.

Reciwtio staff/arweinwyr:

- Gall recriwtio staff addysg sy'n siarad Cymraeg i weithio yn ein hysgolion fod yn heriol a byddwn yn ystyried amrywiaeth o ffyrdd i ddelio â'r her hon gan gynnwys arweinwyr ysgol cymorth ieithyddol. Bydd hyn yn cynnwys lansio ymgyrch leol o ran recriwtio staff dwyieithog i arwain a gweithio yn ysgolion Sir Gâr.
- Mae heriau recriwtio arweinwyr ysgolion Cymraeg eu hiaith yn parhau, a byddwn yn sefydlu a ffurfioli ffederasiynau ysgolion i gynorthwyo gyda'r sefyllfa. Byddwn yn darparu arweiniad a hyfforddiant ac yn cefnogi'r rôl arwain newydd hon drwy gynnig hyfforddiant neilltuol a hwyluso cymorth o ysgol i ysgol.
- Byddwn yn cynnig hyfforddiant iaith ac arweinyddiaeth benodol i arweinwyr ysgol.

Cefnogaeth i Lywodraethwyr Ysgol

- Bydd yr Awdurdod Lleol yn rhoi cymorth a her i Lywodraethwyr ac arweinwyr ysgolion wrth benodi staff â chymwysterau addas er mwyn iddynt allu mynd i'r afael â gofynion y Cynllun hwn a pharhau i wella safonau addysgol.
- Parhau i gefnogi a rhoi cyngor i Lywodraethwyr ac arweinwyr ysgolion ar ddatblygu gallu ieithyddol staff.

Cyffredinol

- Byddwn yn sicrhau bod Gwasanaeth Athrawon Datblygu'r Gymraeg yn cael ei gynnal wrth iddynt weithio'n ddiflino i ddarparu pob agwedd ar gymorth ar gyfer addysg cyfrwng Cymraeg.
- Byddwn yn gweithio gyda phartneriaid e.e. tîm Cymraeg i Oedolion, Dysgu Sir Gâr, **Partneriaeth**, cholegau addysg bellach, Llywodraeth Cymru, yr Academi Genedlaethol Arweinyddiaeth Addysgol, ar ddatblygu arweinyddiaeth a sicrhau bod gennym weithlu ysgolion â'r sgiliau **dwyieithog** addas.
- Gall Arweinwyr Dysgu a Chymunedau Dysgu Proffesiynol gefnogi'r **gwaith yma** er mwyn sicrhau cymorth ymarferol i ymarferwyr sy'n addysgu fwyfwy drwy gyfrwng y Gymraeg, yn enwedig mewn perthynas ag adnoddau ystafell ddosbarth. Gall hyn wedyn arwain at weithio gyda chyhoeddwyr deunyddiau addysgol (e.e. CAA, Peniarth, Telesgop, Theatr mewn Addysg ac asiantaethau allanol) i ddatblygu adnoddau addysgu, apiau ac ati a gweithio gyda Llywodraeth Cymru er mwyn sicrhau adnoddau ariannol i ddatblygu'r agwedd hon.

Ble rydym yn disgwyl bod ar ddiwedd ein Cynllun deng mlynedd?

- Drwy gynllunio strategol byddwn yn cynnig hyfforddiant i'r holl staff ar draws y sector cynradd ac uwchradd ar bob lefel ieithyddol. Mae hyn yn hollbwysig o ran cyflawni ein nodau.
- Byddwn yn gweithio law yn llaw â Phrifysgol Cymru y Drindod Dewi Sant i ddarparu'r cyrsiau Sabothol gan gyfrannu at a chynnig ôl ofalaeth ieithyddol.
- Bydd y gwasanaeth Cymraeg i Oedolion yn parhau i ddarparu cyrsiau iaith ar bob lefel a bydd y gwasanaeth Athrawon Datblygu'r Gymraeg yn parhau i greu adnoddau i wella addysgu yn y sector cynradd ac uwchradd.
- Byddwn yn darparu hyfforddiant ymwybyddiaeth iaith a manteision addysg Gymraeg /dwyieithrwydd i weithwyr rheng-flaen y Cyngor (adran Derbyniadau Ysgol, Gwasanaeth Gwybodaeth i Deuluoedd, rhagleni megis Dechrau'n Deg) ac i weithio gyda'r Bwrdd Iechyd er mwyn darparu'r un hyfforddiant i Fydwragedd ac ymwelwyr iechyd

Sut y byddwn yn gweithio gydag eraill i gyflawni ein gweledigaeth

Mae Fforwm Cymraeg mewn Addysg Sir Gâr yn cynnwys cynrychiolwyr o'r Mudiad Meithrin, yr Urdd, Menterau Iaith, Cynghorwyr Sir sy'n gyfrifol am addysg a'r iaith Gymraeg, arweinwyr ysgolion cynradd ac uwchradd, swyddog Polisi Iaith Gymraeg, Colegau Addysg bellach yn ogystal â'r Cyfarwyddwr Addysg ac uwch-swyddogion addysg sydd â'r cyfrifoldeb am Ddwylieithrwydd a phennaeth Gwasanaeth Athrawon Datblygu'r Gymraeg.

Mae'r Fforwm yn cyfarfod yn rheolaidd lle trafodir yr holl faterion sy'n cyd-fynd â dogfen CSGA. Wrth baratoi'r cynllun, byddwn yn ymgynghori â'n partneriaid statudol a rhanddeiliaid eraill.

Yn ogystal, mae Fforwm Iaith Gymraeg y Sir, sydd yn fforwm aml-asiantaethol, yn rhan o gefnogi'r gwaith o gyflawni'r strategaeth hon.

Mae swyddogion ar draws yr adran addysg yn cael eu briffio gydag amcanion y CSGA. Rydym yn gweithio'n agos gyda swyddogion i gyflwyno'r cwricwlwm newydd i gydgordio'r CSGA gyda delfrydau agenda Dyfodol Llwyddiannus.

Cynhelir sesiynau ymgynghori a gweithdai gyda Phenaethiaid a Llywodraethwyr ar draws pob ysgol.

Bydd proses ymgynghori gorfforaethol gadarn yn sicrhau bod y strategaeth yn cael ei llywio drwy'r broses ddemocratiaidd.

ATODIAD 1- Adroddiad '[Y Gymraeg yn Sir Gâr](#)'

NOD: Cynyddu darpariaeth addysg cyfrwng Cymraeg yn Sir Gâr a sicrhau dilyniant ieithyddol o'r sector meithrin ar hyd y cyfnodau allweddol i'r sector uwchradd fel y daw pob disgybl yn rhugl ac yn hyderus yn y Gymraeg a'r Saesneg.

Addysg Cyn-Ysgol

1. Bod y Cyngor Sir yn cydweithio'n agos gyda'r Mudiad Meithrin a darparwyr preifat i sicrhau bod addysg cyn ysgol cyfrwng Cymraeg ar gael yn hwylus ym mhob rhan o Sir Gâr.

Y Sector Cynradd

2. Bod y Cyngor Sir yn paratoi cynllun gwaith ac amserlen bendant, mewn cydweithrediad â chyrrf llywodraethu ysgolion, er mwyn symud pob ysgol gynradd ar hyd continwwm iaith. Bydd angen datblygu strategaethau ar gyfer yr amrywiol categoriâu ac ardaloedd daearyddol;
3. Bod y Cyngor Sir yn cydweithio'n agos gyda staff a chyrrf llywodraethol ysgolion trawsnewidiol Sir Gâr (sef ysgolion cyfrwng Cymraeg ond â defnydd sylweddol o'r Saesneg) er mwyn eu troi yn ysgolion Cymraeg;
4. Bod y Cyngor Sir yn cydweithio'n agos gyda staff a chyrrf llywodraethol ysgolion dwy ffrwd Sir Gâr er mwyn eu troi yn ysgolion Cymraeg;
5. Bod y Cyngor Sir yn cytuno ar yr egwyddor y dylai pob ysgol gynradd Saesneg dros gyfnod o amser gyflwyno'r cwricwlwm yn y Cyfnod Sylfaen yn bennaf drwy gyfrwng y Gymraeg fel man cychwyn gan ystyried opsiynau gwahanol ar gyfer Cyfnod Allweddol 2 (CA2);
6. Bod y Cyngor Sir yn dechrau'r broses o adnabod ysgolion cyfrwng Saesneg fyddai'n barod i gyflwyno'r Cyfnod Sylfaen drwy gyfrwng y Gymraeg yn weddol o fuan gyda'r

- nod yn CA2 i gynnig dewis rhwng ffrwd Gymraeg neu ffrwd ddwyieithog (25-50% cyfrwng Cymraeg);
7. Bod y Cyngor Sir yn rhoi ystyriaeth fanwl i fodel presennol canolfannau iaith/hwyrdyfodiaid Sir Gâr yn y sector cynradd ac i ddatblygu'r ddarpariaeth ar sail model Cyngorau Gwynedd a Cheredigion;
 8. Bod y Cyngor Sir yn mabwysiadu Siatr Iaith Gymraeg Cyngor Gwynedd (sy'n annog plant i siarad Cymraeg yn yr ysgol ac yn gymunedol) a'i addasu at ofynion Sir Gaerfyddin;
 9. Bod y Cyngor Sir yn ailedrych a sicrhau bod ysgolion cynradd Cymraeg yn rhan o deulu ysgol uwchradd sy'n gallu darparu continwwm ieithyddol addas o'r sector cynradd ymlaen i CA3 a CA4 a chynnal gweithgareddau pontio sy'n adlewyrchu natur ieithyddol yr ysgolion cynradd sy'n eu bwydo;
 10. Bod y Cyngor Sir yn cynnwys disgwyliadau o ran darpariaeth cyfrwng Cymraeg fel rhan o gytundeb gydag ysgolion, ochr yn ochr â disgwyliadau o ran disgyblaeth, cyrhaeddiad a phresenoldeb;
 11. Bod y Cyngor Sir, pe gwireddir yr argymhellion uchod, yn ymwybodol o'r angen i gynllunio ar gyfer twf mewn addysg Gymraeg yn y sector uwchradd.

Ysgolion Uwchradd

12. Bod y Cyngor Sir yn disgwl i ysgolion uwchradd adeiladu ar y sylfaen ieithyddol a osodwyd gan yr ysgolion cynradd Cymraeg drwy sicrhau bod pob disgybl yn parhau i astudio'r Gymraeg fel iaith gyntaf ac fel cyfrwng dysgu hyd at CA4;
13. Bod y Cyngor Sir yn mabwysiadu protocol dilyniant clir gyda phob ysgol gynradd ac uwchradd Gymraeg (neu ddwyieithog), gyda hyfforddiant priodol lle bo angen, er mwyn cynyddu'r nifer o ddisgyblion sy'n parhau i astudio drwy gyfrwng y Gymraeg ym mhob cyfnod allweddol:
14. Bod y Cyngor Sir yn ymchwilio i'r posibilrwydd o sefydlu cynllun ail-gyfle yn y cyfnod pontio rhwng y sector cynradd a'r uwchradd gan fabwysiadu'r Cynllun Trochi sydd wedi bod yn llwyddiannus iawn ledled Cymru;
15. Bod y Cyngor Sir yn cytuno ar amserlen a chynllun i gefnogi ysgolion 2A, 2B a 3 i symud ar hyd y continwwm iaith dros gyfnod o amser a rhoi arweiniad i sicrhau bod pob ysgol uwchradd arall yn symud ar hyd y continwwm iaith a chreu ethos sy'n annog parch tuag at y Gymraeg;
16. Bod y Cyngor Sir yn cynllunio ar gyfer twf mewn addysg cyfrwng Cymraeg yn y sector uwchradd.

Marchnata Addysg Gymraeg.

17. Bod y Cyngor Sir yn cynnal ymgyrch farchnata barhaus i hyrwyddo addysg Gymraeg gan esbonio manteision bod yn ddwyieithog i rieni a disgyblion;
18. Bod y Cyngor Sir yn darparu hyfforddiant i lywodraethwyr cynradd ac uwchradd ar fanteision addysg Gymraeg a'r rhesymau addysgiadol, economaidd a chymunedol pam y dylid ehangu'r ddarpariaeth ar draws y sir.

Cyffredinol

19. Bod y Cyngor Sir yn cynnal asesiad o'r galw am addysg Gymraeg mewn ardaloedd lle ystyrir bod angen;
20. Bod y Cyngor Sir yn cydweithio gyda phob corff Llywodraethol i gynnal awdit sgiliau iaith er mwyn ystyried anghenion ieithyddol y gweithlu ar gyfer gallu symud yr ysgol ar hyd y continwwm iaith.
21. Bod y Cyngor Sir yn sicrhau cefnogaeth ac adnoddau priodol i ddatblygu ac arwain strategaeth i hyrwyddo ac ehangu addysg Gymraeg yn Sir Gâr.

NOD: I gynyddu ystod y cyfleoedd i ddefnyddio'r Gymraeg yn ein cymunedau, yn enwedig ar gyfer plant a phobl ifanc er mwyn atgyfnerthu'r iaith y tu allan i furiau'r ysgol.

Gwasanaethau leuenctid

55. Bod y Cyngor Sir yn cydlynú grŵp gweithredu strategol fyddai'n cynnwys ysgolion uwchradd, mudiadau ieuencid y sir, y sector addysg bellach ac uwch a'r sector hamdden i gynllunio a chysylltu'r ddarpariaeth cyfrwng Cymraeg er mwyn sicrhau y gwneir y defnydd gorau posib o'r adnoddau sydd ar gael o fewn y Sir, i dargedu adnoddau yn ôl y gofyn ac i adnabod unrhyw fylchau yn y ddarpariaeth.
56. Bod y grŵp gweithredu strategol yn sicrhau ei fod yn datblygu cyfleoedd cymunedol cyfrwng Cymraeg a fydd yn cefnogi ac yn atgyfnerthu'r cwricwlwm addysgol.
57. Bod y Cyngor Sir yn cynyddu darpariaeth cyfrwng Cymraeg o fewn ei wasanaeth ieuencid ac yn cefnogi staff o fewn y gwasanaeth i ddatblygu eu sgiliau i weithio trwy gyfrwng y Gymraeg.
58. Yn unol ag argymhellion y Grŵp Gorchwyl a Gorffen ar Glybiau leuenctid (Ionawr 2014) blaenoriaethu cynyddu darpariaeth trwy gyfrwng y Gymraeg fel rhan o'r ymagwedd strategol newydd drwy gomisiynu rhai sefydliadau sy'n darparu gwasanaeth ieuencid agored trwy gyfrwng y Gymraeg.

CABINET**4 GORFFENNAF 2022**

**CAM-DRIN DOMESTIG,
POLISI TRAIS DOMESTIG A THRAIS RHYWIOL**

Pwrpas:

Diweddu'r polisi presennol yn unol â nodau ac amcanion yr Awdurdod a'r ddeddfwriaeth gyffredin - Deddf Trais yn Erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol (Cymru) 2015 a Deddf Cam-drin Domestig 2021 newydd.

Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Cymeradwyo a mabwysiadu'n ffurfiol y fersiwn ddiwygiedig o'r Polisi Cam-drin Domestig, Trais yn y Cartref a Thrais Rhywiol sy'n dangos ymrwymiad parhaus y Cyngor i fynd i'r afael â phob math o drais a cham-drin, gan gynnwys cam-drin domestig, traus yn y cartref a thrais rhywiol.

Cytuno i ddarparu hyd at 10 diwrnod o 'Absenoldeb Diogel' â thâl i gynorthwyo dioddefwyr i adael eu partneriaid, dod o hyd i gartrefi newydd a helpu i amddiffyn eu hunain ac unrhyw blant dibynnol o ganlyniad i gam-drin domestig, traus yn y cartref neu drais rhywiol.

Rhesymau:

Roedd angen diwygio Polisi Cam-drin Domestig a Thrais Rhywiol a fabwysiadwyd gan y Cyngor mewn ymateb i newidiadau cymdeithasol a chyflwyniad Deddf Cam-drin Domestig 2021. Mae'r Ddeddf hon yn nodi camau deddfwriaethol ac anneddfwriaethol pellach i hyrwyddo ymwybyddiaeth o gam-drin domestig, traus domestig a thrais rhywiol.

Pwyllgor craffu perthnasol i ymgynghori â Pholisi ac Adnoddau 16.03.22

Angen i'r Cabinet wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD CABINET SY'N GYFRIFOL AM Y PORTFFOLIO: Y Cyngorydd Philip Hughes

Y Gyfarwyddiaeth: Chief Executives	Swyddi:	Rhifau ffôn ac Cyfeiriadau E-bost:
Enw Pennaeth y Gwasanaeth: Paul Thomas	Prif Weithredwr Cynorthwyl	PRTomas@sirgar.gov.uk 01267 246123
Awdur yr Adroddiad: Linda Hutton	Cyngorydd Adnoddau Dynol	LHutton@sirgar.gov.uk 01267 246091

EXECUTIVE SUMMARY

**CABINET
4TH JULY 2022**

REVISED DOMESTIC ABUSE, DOMESTIC VIOLENCE & SEXUAL VIOLENCE POLICY

Wales led the way by introducing the VAWDASV (*Violence Against Women, Domestic Abuse and Sexual Violence*) Act in 2015 which placed statutory responsibilities on local authorities. New complementary legislation in the form of the Domestic Abuse Act 2021, provides a statutory definition of domestic abuse and recognises that domestic abuse is not just physical violence, but can also be emotional, controlling or coercive, and economic abuse.

This revised policy challenges attitudes towards domestic abuse, domestic violence and sexual violence. It aims to raise awareness and understanding of the devastating impact of these events, setting out how best to support survivors and how to deal with perpetrators of these forms of violence or abuse when they are employees of the Council. The policy now focuses more on how disclosures can be effectively and sensitively handled in the workplace, how to spot the signs of domestic abuse (whether the employee is in the workplace or at home), encouraging staff to offer informal support and to challenge inappropriate behaviour in the spirit of the White Ribbon campaign.

Guidance notes within the policy appendices are tailored to survivors, perpetrators, managers, and colleagues to give each employee the confidence to raise concerns, support one another and to know what to do.

The Council along with Welsh Government recognise that women and girls disproportionately experience repeat incidents of domestic abuse, all forms of sexual violence, harassment and other forms of abuse such as forced marriage and female genital mutilation. It is important to recognise the gender disparity in order to fully address the issues. However, we recognise that men and boys experience and are affected by domestic and sexual violence and abuse, and we must provide an effective response to anyone who experiences it.

In developing this policy early consultation with colleagues in community safety and regional VAWDASV roles has taken place to ensure the content dovetails into their areas of expertise. The policy has been written using gender-neutral language which applies to anyone and everyone in recognition of the Council's commitment, to recognise, respect and support its employees' life choices in a non-judgemental and inclusive way.

Globally and in Carmarthenshire, our lives and workplaces have dramatically changed as a consequence of the pandemic and related restrictions. There is evidence that there has been an increase in incidences of domestic abuse and domestic violence as a result of many employees having to work from home where escape routes, or time apart from an abuser, may be dramatically curtailed. The workplace is often a sanctuary or place to seek support for those experiencing domestic abuse and there have been limited opportunities for some to reach out for help.

In promoting an open culture encouraging disclosures, the policy gives reassurances and reinforces the Council's commitment by identifying a suite of supportive measures for survivors of domestic abuse. Such as paid or unpaid time off under the Time-off Policy; occupational health, wellbeing and counselling services; access to external support agencies/specialist providers; flexible working arrangements; and partnership working with trade union colleagues. This report also seeks authority to create 'Safe Leave' as a further supportive measure. With homeworking remaining a feature in the Council's Better Ways of Working strategy, the adoption of 'Safe Leave' will demonstrate the Council's ongoing commitment to thinking about how support can be maintained as employees work in different ways.

Those experiencing domestic abuse can find themselves isolated from friends and family and lose their independence. Safe leave will provide for up to 10 days paid time off, separate from special leave or sickness absence to anyone experiencing domestic abuse, domestic or sexual violence at a time when it is most needed.

Safe leave will allow employees to access help and support without the worry of it affecting their finances, using up their annual leave, struggling to do their work and accessing essential services, and would make a real and lasting difference.

Safe leave can be taken as a block of up to 10 days or as intermittent periods of absence, based on needs. For example, it will allow the employee to attend police interviews and legal proceedings, seek safe housing, visit legal or financial advisers or support agencies. If agreed, safe leave will be included in the Time-off Policy and cross-referenced to this policy.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Paul R Thomas, Assistant Chief Executive, People Management

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	NONE	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities

The policy complements the Council's statutory duties as a public authority in reducing crime and disorder by supporting the most vulnerable people in our communities; and in working with our partners to raise awareness of domestic abuse and violence. (*s17 Crime and Disorder Act 1998 and the VAWDASA Wales National Strategy*)

The recommendations support the Authority's Strategic Equality Plan 2020-2024 in meeting its duties under the Equality Act 2010 and in 'Being a Leading Employer'. The Policy sets out our commitment to supporting our employees who experience the trauma of domestic abuse and violence.

2. Legal

The policy has been produced in accordance with the relevant legislation which includes the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and the Domestic Abuse Act 2021.

7. Staffing Implications

People Management (HR) will provide advice to employees and people managers on the application of the Domestic Abuse, Domestic Violence and Sexual Violence Policy. People Management (OD) will assist services managers in delivering the mandatory National Training Framework (as set out by Welsh Government in the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015) to equip the public sector as specialist service providers.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas, Assistant Chief Executive, People Management

1. Scrutiny Committee

NA

2. Local Member(s)

NA

3. Community / Town Council

NA

4. Relevant Partners

NA

5. Staff Side Representatives and other Organisations

NA

**CABINET MEMBER PORTFOLIO
HOLDER AWARE/CONSULTED**

Yes

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE

Mae'r dudalen hon yn wag yn fwriadol

Domestic Abuse, Domestic Violence and Sexual Violence Policy

Policy and Appendices
Revised November 2021

carmarthenshire.gov.uk

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POLICY STATEMENT

Carmarthenshire County Council along with Welsh Government recognise that women and girls disproportionately experience repeat incidents of domestic abuse, all forms of sexual violence, harassment and other forms of abuse such as forced marriage and female genital mutilation. It is important to recognise the gender disparity in order to fully address the issues. However, we recognise that men and boys experience and are affected by domestic and sexual violence and abuse, and we must provide an effective response to anyone who experiences it.

As one of the largest employers in South West Wales our core values underpin and guide the way we work. Our commitment provides us with the focus to ensure the communities we serve and our employees, thrive, are safe, and feel protected.

The Council is committed to tackling all forms of violence and abuse, including Domestic Abuse, Domestic Violence and Sexual Violence. Domestic abuse can affect anyone, regardless of age, disability, gender identity and expression, race, religion or belief, sex or sexual orientation. Domestic abuse can also manifest itself in specific ways within different communities.

We will work in partnership with other agencies or bodies in the statutory or voluntary sector to combat domestic abuse, sexual violence and all other forms of gender-based violence which affect not only children and families but the community as a whole.

The Council recognises, respects and supports its employees' life choices in a non-judgemental and inclusive way. To reinforce this commitment this policy is written using gender-neutral language which applies to anyone and everyone.

We recognise that our employees will be amongst those affected by domestic abuse and sexual violence, either as victims/survivors, friends, family or colleagues of victims/ survivors; or perpetrators of domestic abuse, sexual or gender-based violence. The Council is committed to developing a workplace culture in which there is zero tolerance for violence and abuse, and which recognises that the responsibility for domestic abuse, sexual or gender-based violence lies with the perpetrator.

This form of abuse is often hidden and difficult to identify but frequently extends into work itself. Whilst at work employed victims can be harassed by abusive partners. Economic abuse can sabotage the victims' employment and career prospects and can include hiding money/cards needed for travel, ruining work clothes, making a person purposefully late, causing injury or harm that leads to sickness absence, or how the victim is able to participate in work-related activities such as away days, training or social events.

All forms of Domestic Abuse, Domestic Violence or Sexual Violence are not acceptable; anyone experiencing this kind of abuse is not to blame and is not alone. Help and support is available. There is no excuse for abuse.

POLICY AIMS

We have developed this policy as part of our commitment to support our employees' health and wellbeing at work and to promote a safe working environment where employees feel able to talk about these issues. It covers the internal and external support available to employees experiencing domestic abuse, sexual violence, or gender-based violence including appointing a member of staff as a nominated point of contact, special leave provisions and signposting to external sources of advice and help.

The policy -

- outlines the role of Carmarthenshire County Council in supporting employees who have experienced or are experiencing domestic abuse and/or sexual or gender-based violence;
- facilitates the Council applying appropriate procedures where there are concerns that an employee may be the perpetrator of domestic abuse, or domestic or sexual violence; if their behaviour endangers other Council employees; or is under investigation as a criminal offence; or their activities outside of work have an impact on their ability to perform their role; or are likely to bring the Council into disrepute. Where possible, a perpetrator who is an employee will be supported to seek help to change their behaviour;
- enables employees experiencing domestic abuse, or domestic or sexual violence to remain safe and productive whilst at work;
- aids managers in recognising the signs of domestic abuse, or domestic or sexual violence; responding sensitively in handling disclosures; and in seeking to help team members experiencing domestic abuse/sexual violence;
- without prejudging or making assumptions, assist those experiencing domestic abuse, or domestic or sexual violence to identify options which provide tailored, practical support;
- demonstrates the Council's commitment to working in partnership with other agencies and bodies in the statutory or voluntary sector to combat domestic abuse, or domestic or sexual violence;
- reinforces our corporate social responsibility objectives by demonstrating that we value, and are prepared to support, staff during difficult periods; and
- raises awareness and understanding about the devastating impact of domestic abuse/sexual violence on victims and their families;
- demonstrates the commitment of the Council to support employees in making positive changes and to provide a safe and positive working environment.

SCOPE

This policy applies to all employees other than those in educational establishments with delegated powers. In the absence of any agreed policy and where an employee of a school requires support, it is recommended the governing body apply the principles within this document.

EQUALITY OF TREATMENT

This policy must be applied consistently to all employees irrespective of race, colour, ethnic or national origins (including citizenship), language, disability, religion, belief or non-belief, age, sex (male, female or non-binary), gender identity or expression, sexual orientation, parental, marital or civil partnership status, pregnancy or maternity.

CONFIDENTIALITY

Any information obtained as a result of domestic abuse, sexual or gender-based violence will be dealt with in the utmost confidence. However, there may be limited circumstances where information may be disclosed such as when others could be put at risk or where there are child or adult protection concerns.

PROTECTION AND SECURITY

Under Health and Safety legislation the Council has a duty to protect the health and safety of its employees. Where the perpetrator and the victim both work for the Council, the Council will take all reasonable steps to stop any abuse, using workplace policies and procedures.

In the majority of cases the perpetrator will not be employed by the Council, but steps will be taken to ensure that the victim and their colleagues are not at risk from the perpetrator entering the workplace. Such measures should include reinforcing security measures to ensure that the public cannot access staff areas without authorisation.

All employees must also be reminded at regular intervals that they should not answer enquiries from members of the public about colleagues' working hours, leave or other arrangements.

DEFINITIONS

For ease of reading this policy, reference is made to domestic abuse, or domestic, gender-based or sexual violence to encompass the definitions given in greater detail below. The policy applies equally to domestic abuse and sexual violence in all relationships regardless of gender or sexual orientation. It also applies where abuse occurs between generations in a family.

The Government defines **Domestic abuse** as *any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners, family members or personally connected, regardless of gender or sexuality.* (Family members are defined as mother, father, son, daughter, brother, sister and grandparents whether directly related, in-laws or step-family. However, this is not an exhaustive list and may also be extended to uncles, aunts and cousins etc.) **§ The Domestic Abuse Act 2021 guidance provides a more detailed definition [Domestic abuse: draft statutory guidance framework \(accessible version\) - GOV.UK](#)**

The definition can encompass but is not limited to the following types of abuse -

- physical
- emotional

- psychological
- sexual
- financial
- honour-based abuse
- female genital mutilation, and
- forced marriage

Victims of abuse are not confined to one gender, religion or ethnic group and what constitutes domestic abuse is commonly misunderstood. It is important to remember that no single act defines it; there are a wide range of activities and behaviours that amount to domestic abuse which are often dangerous and can be life-threatening.

The following paragraphs provide clarification on the types of abuse used by perpetrators of domestic abuse to exploit their victims.

Physical violence is only one aspect of domestic abuse and an abuser's behaviour can vary, from being very brutal and degrading to small actions that leave the victim feeling humiliated. **Domestic abuse** is *unlawful* and can involve a wide range of abusive and controlling behaviours, including threats; intimidation; harassment including stalking; financial control; exploiting another's resources and capacities for their own personal gain; emotional abuse; destructive criticism; disrespect; pressure tactics; isolation from friends, family or support; depriving someone of the means needed for independence, resistance and escape; tracking movements through their mobile phone or by other electronic means; and regulating their everyday behaviour – what they wear, who they see. This coercive control used by the perpetrator intended to harm, punish or frighten, is also *unlawful*.

Sexual violence is any unwanted sexual act or activity. It can include rape, child sexual abuse, sexual assault, prostitution, female genital mutilation, sexual bullying, making threats of sexual violence, sexual abuse within partnerships, and sexual harassment (unwanted contact on the grounds of your sex or unwanted physical verbal or non-verbal conduct of a sexual nature).

Victims and perpetrators can be of any gender. Research shows the majority of sexual violence is perpetrated by men against women, but it is acknowledged that sexual violence also occurs by women against men and in same sex and non-binary relationships. It can affect anyone regardless of age, class, ethnicity, ability or sexuality.

In addition to domestic abuse and sexual violence, **gender-based violence** can be experienced in **cultural or honour-based acts**, such as female genital mutilation and forced marriage. Stalking, trafficking and other similar forms of exploitation can also be classed as gender-based violence when the violence or threats of violence/harassment arise directly or indirectly from values, beliefs or customs relating to gender or sexual orientation. Honour- based violence is a crime or incident committed to protect or defend the so-called honour of a family, community or social group to protect perceived cultural or religious beliefs or honour. Although defined as domestic abuse, these acts may be carried out by people who are not partners or family members.

RESPONSIBILITIES

Employees – If you wish to make a disclosure, as a victim or perpetrator, you should speak to your line manager or Human Resources Advisor. Please see [Guidance Notes 1](#) and [2](#) respectively.

All employees are required to adhere to the principles of this policy and to seek assistance or clarification from their line manager, where necessary. If you have any concerns relating to a colleague, either as a victim, survivor or perpetrator, please refer to [Guidance Note 4](#). Feedback is welcomed from all members of staff on the implementation of this policy and to highlight any aspects which require review or amendment. Please contact your HR Advisor.

Managers – Managers should endeavour to support those experiencing domestic abuse and sexual violence in an empathetic, non-judgemental and confidential manner and ensure the consistent application of this policy within their own service area. Please refer to [Guidance Note 3](#).

Human Resources – Human Resources, with support from Community Safety and Safeguarding Teams, is responsible for the development and review of this policy in line with legislation and best practice. Human Resources will provide advice and guidance on the application of this policy and any associated policies and procedures.

Social Work, Safeguarding and Community Safety Teams – In the event that an employee is referred to one of these teams either as a victim or as a perpetrator of domestic abuse and/or sexual violence, the relevant professional should bring this policy to their attention.

Directors and Heads of Service - The responsibility for implementing the requirements of this policy and for the preparation of an implementation strategy rests with each Service Director and Head of Service in line with prevailing legislation and National Training Frameworks applicable to their service areas.

DISCLOSURE

There are separate guidance notes appended to this policy to assist you in making or handling disclosures of domestic abuse, or domestic or sexual violence and in dealing with perpetrators, where both the victim and perpetrator work for the Council. Disclosures must be treated with confidentiality and respect.

HOW DOMESTIC ABUSE AND SEXUAL VIOLENCE IMPACTS ON WORK

People experiencing domestic abuse, or domestic or sexual violence may feel frightened, stigmatised, angry, tearful, suicidal, or disempowered. They often do not want to admit or share their experience because they feel some responsibility for the situation, or they may feel shame, or that they should be able to deal with the situation on their own. There can also be fears that they will not be believed, their experiences will be trivialised, they will cause trouble for the perpetrator, or that there might be a negative outcome for their children.

Identifying that an employee is experiencing difficulties at an early stage can help ensure that appropriate support is provided and help the employee to deal with their situation more effectively. This can reduce repeated work absences and can ultimately reduce the extent of the domestic abuse experienced.

Some feelings may come up months or years later or something happens that 'triggers' or reminds the individual of the abuse. The Council encourages staff to seek support through external agencies or internal services however they are feeling. We expect managers, HR, and Occupational Health and Wellbeing Services, to treat staff with dignity and in strictest confidence when advice or support is needed and when an incident is reported.

Not all abuse happens at home and individuals can be targeted while in work through threatening phone calls and emails, physical assaults and unannounced visits.

Work is also a place where survivors can physically create a distance from their perpetrator and seek help.

Managers should pay particular attention to those employees who work remotely or from home. Managers should maintain regular contact and find a way to communicate safely, agree a code word or hand signal as an alert for someone to use if they are suffering abuse, or arrange another place where they can work.

Domestic abuse, domestic or sexual violence is not a one-off incident, but an ongoing pattern of behaviour in a relationship. This behaviour once begun, repeats and often gets worse over time having a particularly damaging effect on the survivor and their children.

If you require this Policy in an alternative format, please contact People Management by email at CHR@carmarthenshire.gov.uk

This Policy is also available in Welsh.

GUIDANCE NOTE 1 – VICTIM/SURVIVOR

IF YOU ARE A VICTIM/SURVIVOR OF DOMESTIC ABUSE, DOMESTIC VIOLENCE AND/OR SEXUAL VIOLENCE

Carmarthenshire County Council is committed to ensuring that anyone disclosing domestic abuse, domestic or sexual violence will be listened to and supported.

If you disclose domestic abuse, domestic or sexual violence to your manager, you can expect a sensitive and non-judgmental response and be able to discuss how the Council can support you. If you prefer, you can ask to speak to someone of your own sex or ethnicity so they can assist you in raising the issues which need to be addressed to help support you during this period.

It is appreciated that it is hard for anyone to report domestic abuse, domestic or sexual violence. It is recognised that there may be specific difficulties if you are LGBTQ+. This policy is inclusive of all our employees and is there to support you.

Remember

- **it is not your fault**
- **you will be listened to**
- **there is practical help and support available.**

As an employee you can expect the Council to support you to identify and access confidential help and support if you wish.

We understand how difficult it is to report domestic abuse, domestic or sexual violence and will work with you to prevent further harm against you or your children. We also recognise that becoming free from abuse is a process that can take a long time, and will not judge any decisions made by you, but will provide on-going non-judgmental support and practical help.

Sources of other support from specialist agencies available in Carmarthenshire are listed in [Appendix A](#).

CONFIDENTIALITY

If you disclose that you are experiencing domestic abuse, domestic or sexual violence, you can expect that any information you provide is confidential and will not be shared with other members of staff without your permission.

In circumstances where there are concerns about children or vulnerable adults, confidentiality cannot be assured. However, as far as possible, information will only be shared on a need-to-know basis.

Breaches of confidentiality by any member of staff will be taken seriously.

YOUR RIGHT TO PRIVACY

Whilst Carmarthenshire County Council is committed to creating a workplace environment that enables you to disclose domestic abuse, domestic or sexual violence, it also respects your right to privacy and will not force you to share this information if you do not want to.

SAFETY PLANNING

If you disclose domestic abuse, domestic or sexual violence, you can expect that your safety will be prioritised. Steps will be taken to minimise risks in the workplace, and you should be included in these decisions where possible in conjunction with your line manager. Steps might include arranging another place where you can work (particularly if you work from home) or flexibility around your working pattern/hours.

If you work at home, your manager can find ways to communicate safely with you by text messaging if calls are not possible, or by agreeing a code word or hand signal to use to alert others you are experiencing domestic abuse.

SAFE LEAVE AND TIME AWAY FROM WORK

When a disclosure is made, you might need time off to deal with a range of issues such as counselling, visits to support agencies, GP, police, solicitor, childcare, housing etc. You should feel able to discuss reasonable time off with your manager who can authorise paid 'Safe Leave' of up to 10 days.

Other paid or unpaid time off may be considered as appropriate in line with the Council's time off and leave policies, e.g., where abuse impacts on your children you may need to be granted emergency carer leave in line with the Time Off for Dependents policy. Temporary flexible working arrangements may also be an option.

Unpaid leave will be considered after paid leave options have been exhausted.

FINANCIAL ASSISTANCE

If you are being denied access to your finances by an abusive partner, your manager can consider changes in your pay arrangements. This could be particularly important if you are planning on leaving your partner. Options available include:

- preventing a salary from going to the nominated bank account up to 48 hours prior to payday. Pay can be held until a new account is nominated;
- arranging for the you to be paid by cheque until a new account has been nominated.

PROVIDING ACCESS TO COUNSELLING

The Council can also provide confidential counselling and support to you via the Occupational Health Centre. Please refer to Appendix A.

THE DOMESTIC VIOLENCE DISCLOSURE SCHEME (ALSO KNOWN AS CLARE'S LAW)

Under this scheme you can ask the police to check whether a new, former or existing partner has a violent past. This is called 'right to ask'. If records show that you may be at risk of domestic abuse from a partner, the police will consider disclosing the information. A disclosure can be made if it is legal, proportionate and necessary to do so.

The ‘right to ask’ also allows a third party, such as a friend or family member, to apply for a disclosure on behalf of someone they know. Again, the police can release information if it is lawful, necessary, and proportionate to do so.

To make an application under the Domestic Violence Disclosure Scheme contact the police on their non-emergency number 101.

IF YOU AND THE PERPETRATOR BOTH WORK FOR THE COUNCIL

In cases where both you and the perpetrator are employees of Carmarthenshire County Council, appropriate action will be taken. Your safety will always be prioritised over that of the perpetrator and action will be taken to minimise risks. Whenever possible, steps will be taken to ensure you and the perpetrator do not come into contact in the workplace to minimise the potential for the perpetrator to use their position, or work resources, to find out details about your whereabouts. This may include a change of duties for one or both employees or withdrawing the perpetrator’s access to certain systems and working environments.

IN AN EMERGENCY JUST LEAVE

ALWAYS PUT YOUR OWN SAFETY FIRST – YOU CAN ALWAYS GET POSSESSIONS AND DOCUMENTS AT ANOTHER TIME

If you are not ready to leave -

- Tell someone nearby you trust about the abuse. They can call the police in case of an emergency.
- Agree a code word you can use with police or other services. In an emergency call 999.
- Practice ways to get out of your home quickly and safely.
- Find somewhere you can quickly and easily use a telephone or mobile – at work, a neighbour, a relative.
- Carry with you a list of telephone numbers of friends, relatives and emergency numbers in case you are unable to access your mobile phone.
- Keep your mobile phone charged and topped up, just in case you decide to leave.
- Keep the items you will need and some clothes ready to pack into a small bag. Keep these where you can quickly retrieve and pack them.
- Try to save some money for bus or taxi fares, if needed.
- Keep an extra set of keys for your home or car with someone you trust in case you need to leave immediately.
- Photocopy or know where important documents are (see the Leaving Home Checklist overleaf).
- Open a savings account in your own name to establish your independence.
- Decide who you could stay with, if the need arises.

If you are considering leaving home, please refer to the Checklist overleaf.

LEAVING HOME CHECKLIST

Below is a list of the items that would be useful to take with you if you decide to leave –

- Medication for you and any children
- Credit and Debit cards
- Mobile phone and charger
- Keys
- Benefit book(s)
- Birth Certificates (your own and any children)
- National Insurance Number
- Passport(s)
- Driving Licence
- Car documents (insurance, MOT, registration/log book)
- Originals or copies of
 - Marriage/Civil Partnership Certificate
 - Divorce papers
 - Insurance documents
 - Utility and phone account details
 - Rent book
- Address Book
- Diary
- Change of clothes
- Toys
- Jewellery/sentimental items
- Snacks

GUIDANCE NOTE 2 – PERPETRATOR

IF YOU ARE A PERPETRATOR OF DOMESTIC ABUSE, DOMESTIC VIOLENCE AND/OR SEXUAL VIOLENCE

Domestic abuse, domestic or sexual violence perpetrated by employees of Carmarthenshire County Council will not be condoned under any circumstances.

You should be made aware that domestic abuse, domestic or sexual violence is a serious matter which could lead to a criminal conviction. The Council requires perpetrators of domestic abuse, domestic or sexual violence to declare any related prosecutions.

Proven harassment and intimidation of another employee of the Council by you as the individual's partner, ex-partner or relative, while you are also working for the Council, will be viewed seriously and may lead to disciplinary action being taken.

Conduct outside work (whether or not it leads to a criminal conviction) may lead to disciplinary action against you if you are a perpetrator of domestic abuse, domestic or sexual violence. There will be an investigation into the facts as far as possible, a view taken, and consideration given as to whether your conduct is sufficiently serious to warrant disciplinary action on a case by case basis. Reference should be made to the Council's [Disciplinary Policy](#) and [Code of Conduct](#) which sets out the standards of conduct and behaviour expected of employees at all times.

Factors to consider include:

- the nature of the conduct;
- the nature and type of work you do;
- the extent to which it involves contact with other employees, service users, children and vulnerable adults; and
- your status as an employee.

In addition, such conduct may make certain job duties inappropriate and justify dismissal or redeployment. It will not be appropriate for you, as a perpetrator of domestic abuse, domestic or sexual violence, to be providing services to children or vulnerable adults. Disciplinary action could result in you being dismissed or justify a change in duties or redeployment in line with the Council's [Redeployment Policy](#).

SOURCES OF SUPPORT

If you are concerned about your abusive behaviour you can disclose your concerns in confidence either to your line manager, the Council's Occupational Health Centre or to local or national specialist support agencies listed in [Appendix A](#).

There is help and support available to you and the Council will support you in accessing these services if you want to.

IF YOU AND THE VICTIM/SURVIVOR BOTH WORK FOR THE COUNCIL

In cases where both the victim and perpetrator are employees of Carmarthenshire County Council, appropriate action will be taken. The safety of the victim will always be prioritised, and action should be taken to minimise risks. Disciplinary action may be considered against you, as the individual perpetrating abuse. Action may also be taken to minimise the potential for you, as the perpetrator to use your position or the Council's resources to further abuse or to locate the victim. Any decisions about maintaining safety should be taken in partnership with the victim/survivor.

Couple counselling or mediation is never a recommended course of action where domestic abuse, domestic or sexual violence is present.

CONFIDENTIALITY

If you disclose that you are a perpetrator of domestic abuse, domestic or sexual violence you can expect that where possible any information you provide is confidential and will not be shared with other members of staff without your permission.

In circumstances where there are concerns about children or vulnerable adults, confidentiality cannot be assured. However, as far as possible, information will only be shared on a need-to-know basis.

Breaches of confidentiality by any member of staff will be taken seriously.

PROVIDING ACCESS TO COUNSELLING

The Council can also provide confidential counselling and support to you via the Occupational Health Centre. Please refer to [Appendix A](#).

GUIDANCE NOTE 3 – MANAGERS

IF YOU ARE A MANAGER OF A VICTIM, SURVIVOR OR PERPETRATOR OF DOMESTIC ABUSE, OR DOMESTIC OR SEXUAL VIOLENCE

Domestic abuse, or domestic or sexual violence is a complex and sensitive issue where people's safety and wellbeing can be at significant risk. Managers should be mindful of this throughout and take specialist advice when necessary.

Domestic abuse, or domestic or sexual violence is often perceived as a private matter rather than a workplace issue. As a manager you may be reluctant to raise the issue with an employee for a range of reasons including not knowing how to respond. Research shows that victims of domestic abuse and sexual violence overwhelmingly welcome workplace support and that this can make a real difference to their lives.

As a manager you do not need to be an expert, but you should be aware of the Council's commitment and policy and be able to:

- **Recognise** the problem (look for signs and ask)
- **Respond** appropriately
- **Refer** on to appropriate help
- **Record** the details

RECOGNISE

Employees who experience domestic abuse, domestic or sexual violence may not tell people at work about their situation. It is more likely that you will become aware of the situation through associated issues such as absences or poor performance. The following are signs that an employee could be experiencing domestic abuse, domestic or sexual violence. They may also be indicative of other concerns.

Work productivity signs

Persistently late without explanation or with unusual explanation, or needing to leave work early;
High absenteeism without explanation or with unusual explanation;
Changes in quality of work performance for unexplained reasons;
Increased time being spent at work for no apparent reason i.e., arriving early and leaving late;
Upset at work due to receipt of upsetting emails, texts, phone calls, mail, social media messages or any other form of communication;
Vulnerability to stress at work which impacts on performance/attendance.

Psychological signs

May cry or be anxious at work;
Uncharacteristic depression, anxiety, distraction, problems with concentrating;
Changes in behaviour; may become quiet and withdrawn and avoid interacting with colleagues;
Fear of partner/references to anger;
Expresses fear at leaving children home alone with partner.

Physical signs

Repeated injuries such as bruises; explanations for injuries that seem implausible;
Frequent and/or sudden/unexpected medical problems/sickness absence;
Fatigue;
Change in the way an employee dresses e.g., excessive clothing in summer;
Unkempt or dishevelled appearance;
Change in the pattern or amount of makeup worn.

Other Signs

Receives constant phone calls from partner/ex-partner;
Partner meets employee outside work regularly;
Employee appears anxious about leaving the premises;
Employee appears anxious about leaving work on time;
Employee appears reluctant to leave work alone;
Employee fails to attend or avoids work events, such as training, away days or social activities.

WHAT ACTION SHOULD YOU TAKE WHEN AN EMPLOYEE DISCLOSES EXPERIENCING DOMESTIC ABUSE, OR DOMESTIC OR SEXUAL VIOLENCE?

If an employee discloses to you, they are experiencing domestic abuse, domestic or sexual violence it is very important they are believed – do not ask for proof. Avoid passing judgement on the perpetrator's behaviour or the victim's response. It is important to understand that leaving an abusive relationship or dealing with the consequences of sexual violence is a very difficult thing to do.

You need to ensure a sensitive and non-judgemental approach when supporting employees experiencing domestic abuse, domestic or sexual violence. The guidance at [Appendix B](#) provides examples of indirect and direct questions that you can use to explore the issues further with an individual.

Where possible, you should always support a victim on their own terms and advise them on the Council's [wellbeing support services](#), [time-off](#) etc policies, the list of external agencies appended to this policy and involving the police. If a member of staff does not wish you to refer them, or give you their consent to contact other agencies, their wishes must be paramount.

MANAGING PERFORMANCE/ATTENDANCE

You should be aware of the possibility of domestic abuse and sexual violence when implementing the [Sickness Absence Policy and procedures](#). If you suspect domestic abuse, domestic or sexual violence could be the cause of absence, then try and create a supportive environment in which the employee is able to disclose the abuse if they wish to do so. You should consider whether it is appropriate to issue sickness absence warnings where the known cause is domestic abuse, domestic or sexual violence and seek advice from a HR Advisor.

Similarly, in reviewing performance through the Council's adopted [appraisal process](#) and before applying the [Capability Policy](#) and procedures you should consider the possibility of domestic abuse, domestic or sexual violence being a factor in under performance.

The focus should be on supporting rather than penalising or putting additional pressure on employees affected. Managers should be sympathetic when dealing with distracted behaviour, poor timekeeping and unplanned absence that may result from the abuse of an employee.

PREGNANCY/MATERNITY

Pregnancy can be a trigger for domestic abuse, domestic or sexual violence, but in relationships where this already exists, the abuse and violence can get worse. Where you suspect or are aware of domestic abuse, domestic or sexual violence, this should be taken into account as part of the pregnancy risk assessment and appropriate safeguards considered, utilising the [New and Expectant Mothers risk assessment](#) located on the Health & Safety pages of the intranet.

You should also explore 'Keeping in Touch' days during maternity leave and agree a safe mechanism for maintaining workplace communication during maternity leave. Information on [KIT days and the Maternity Pack](#) can be found in the HR pages on the intranet.

CREATING A SUPPORTIVE ENVIRONMENT

There are a number of things you can do to create a safe environment for an employee to disclose domestic abuse, domestic or sexual violence and feel that they will be supported if they do. Employees will feel more able to disclose if they know you understand and are empathetic in your approach to issues of domestic abuse, domestic or sexual violence.

Discussing this policy at team meetings, displaying posters and leaflets in your work area can help to demonstrate this.

ASK THE QUESTION

As a manager you may suspect that there is a problem but are afraid to ask. Research shows that victims of domestic abuse, domestic or sexual violence wished someone had asked them about it. If you suspect an employee may be being abused, raise the issue with them in a private location in a sensitive, non-confrontational manner. If appropriate, offer the option of speaking to another manager of the same sex or ethnicity as the employee suffering domestic abuse or violence.

Further guidance on how to ask an employee about domestic abuse, domestic or sexual violence can be found in [Appendix B](#).

RESPOND

If you are aware that someone is in immediate danger, you should call the appropriate emergency service on 999.

Otherwise remember it is not your responsibility as the manager to stop the abuse or help an employee escape from an abusive relationship. The most effective way you can support an employee is to signpost to the appropriate agencies in Carmarthenshire who have the expertise to assist and provide on-going specialist support. Please refer to [Appendix A](#).

HEALTH & SAFETY

Under Health and Safety at Work legislation and the Council's [Health and Safety Policy](#), as a manager and employee, you have a duty to ensure, as far as is reasonably practicable, the health, safety and welfare of yourself and other employees at work. You are also required to assess the risk of violence to employees and make arrangements for their health and safety.

Once you are made aware of domestic abuse, domestic or sexual violence you should encourage the employee to contact a specialist agency who will be able to carry out a specific domestic abuse risk assessment as well as providing practical and emotional support.

You must also discuss with the employee their safety at work and ensure that the potential risk to the employee and work colleagues is minimised. If there is a potential risk to other employees' you should seek advice in carrying out a [risk assessment](#) and taking action to minimise the risks in the workplace. (See suggested measures below.)

If an incident occurs at work, make sure it is recorded and follow it up under the Council's [Personal Safety Register and Toolkit](#).

Although this guidance will apply to most situations of violence in the workplace, managers may have to consider additional factors if these incidents involve domestic abuse, domestic or sexual violence. These incidents may involve violent partners, ex-partners or relatives visiting the workplace, abusive phone calls, intimidation or harassment of staff by the alleged perpetrator.

These issues can be addressed utilising the following measures as appropriate:

- improving security measures such as changing keypad numbers or ensuring that access to buildings is open to authorised staff only;
- reminding reception/switchboard staff not to divulge information about staff, especially personal details such as addresses, telephone numbers or shift patterns;
- changing the employee's work telephone number and removing their name and number from the telephone directory so employees cannot inadvertently give out the employee's phone number;
- establish an emergency contact person with the employee in case you cannot contact them;
- review the employee's next of kin information with the employee to ensure they have an opportunity to nominate an alternative next of kin if the perpetrator is listed;
- setting up a firewall to block or divert emails from the perpetrator to a separate folder. Ensure emails are retained, to be used as evidence if needed;
- offering temporary or permanent changes in the workplace, work times and patterns in line with the Council's [Flexible Working Policy](#), helping to make the employee less at risk at work, and on their journeys to and from work. This could include changes to the office layout, to ensure that the employee is not visible from reception point or, from ground floor windows;

- offering changes in specific duties, such as answering phones or working in reception or in exceptional circumstances, temporary or permanent redeployment to another post in line with the Council's [Redeployment Policy](#);
- agreeing with the individual what to tell staff, and how they should respond if the abuser rings or calls at the workplace. Providing colleagues with a photograph of the abuser, and other relevant details such as car registration numbers, which may help to maintain security in the workplace;
- making sure that the systems for recording staff whereabouts during the day are adequate. If the work requires visits outside the office, considering how risks can be minimised, e.g., changing duties or allowing another colleague to accompany them on certain journeys;
- recording any incidents of violence in the workplace by the perpetrator, including persistent phone calls, emails or visits to a member of staff by their partner/ex-partner or relative. Details of any witnesses should also be recorded. These records could be used if staff wish to press charges or apply for an injunction against the alleged perpetrator. The Council could also apply for an injunction if the actions of the alleged perpetrator impinges on the health and safety of other members of staff;
- managers may have to take account of whether the measures detailed above are operationally feasible, bearing in mind that ensuring staff are safe should be of primary consideration throughout the process.

Importantly, stay in regular contact with the employee.

Staff experiencing domestic abuse, domestic or sexual violence may be more vulnerable to stress at work and reference should be made to the Council's [Managing Stress and Mental Health in the Workplace Policy and toolkit](#).

CONFIDENTIALITY

Once a member of staff has confided in you as their manager, they are experiencing domestic abuse, domestic or sexual violence, you should reassure them that this information will remain confidential unless they give specific consent for you to discuss this with another person. The consequences of breaching confidentiality could have serious effects for the person experiencing domestic abuse, domestic or sexual violence. Statistics show the risk of more serious assault, permanent injury, and even murder, take place when a victim decides to leave home, or immediately after. It is vitally important not to underestimate the danger or assume that the fear of violence is exaggerated.

With the express consent of the individual concerned, i.e., agreement on what information you can share with colleagues, you must ensure these other employees are fully aware of any risks. Employees who are privy to such information should be reminded that the information is confidential, any unauthorised breaches by them could lead to the Council's Disciplinary Procedures being invoked.

Information about domestic abuse, domestic or sexual violence should only be shared with other practitioners where this is necessary and where the employee has given permission. The only exceptions to this are:

- where child or vulnerable adult protection issues are raised, for instance, if an employee gives information that suggests that their child or another child or

vulnerable adult is at risk from 'significant harm' (whether physical, emotional, sexual or neglect). In these circumstances, you should inform the employee you need to seek further advice from the appropriate agency, e.g., Social Services Child Protection and/or Safeguarding Adults teams, and may have to pass on relevant information.

- where others, such as service users, customers or colleagues could be put at risk, the employee needs to be informed that information could be shared with others.

Appropriate steps should be taken to ensure files containing information about those experiencing domestic abuse, domestic or sexual violence do not contain details of current addresses. Addresses may need to be held separately to ensure the abuser has no way of accessing them.

You should be aware that there may be employees who are perpetrators of domestic abuse, domestic or sexual violence, and that confidentiality is of paramount importance as both victim and perpetrator may be employees of the Council.

COLLEAGUES

Advise colleagues on a 'need to know' basis and with the employee's consent and agree a response if the perpetrator contacts the workplace.

With the employee's consent share the perpetrator's photo and details of the perpetrator's car with colleagues and reception staff so that they can recognise the perpetrator.

Remind all staff never to divulge personal information about employees to callers (e.g., shift patterns, addresses, telephone numbers etc). Never tell the caller where the employee is and what time they will be back or tell the caller that the employee is on leave.

SAFE LEAVE AND TIME AWAY FROM WORK

The Council provides for up to 10 days paid 'Safe Leave' to staff who have disclosed they are experiencing domestic abuse, domestic or sexual violence to allow them to attend to their needs. Managers should explore this and other time off options, such as dependent's leave, with the employee and view sympathetically all requests for paid or unpaid time off work in line with the Council's [Time Off Policy](#). Unpaid leave should be considered after paid leave options have been exhausted.

Requests for safe leave or time off could include:

- appointments with support services/agencies, social workers or counsellors
- arranging re-housing
- meetings with Solicitors or the police
- making alternative childcare arrangements, including meetings with schools
- court proceedings involving incidents of domestic or sexual violence.

You should advise the employee to apply for safe leave related to domestic abuse, domestic or sexual violence as 'special leave' with pay, using the self-service facility on Resource Link. This can be authorised by you on-line confidentially using the appropriate security permissions.

FINANCIAL ASSISTANCE

If an employee is being denied access to their finances by a perpetrator you should consider changes in the employee's pay arrangements. This could be particularly important if the employee is planning on leaving the perpetrator.

Options available include:

- Preventing a salary from going to the nominated bank account up to 48 hours prior to payday. Pay can be held until a new account is nominated;
- Arranging for the employee to be paid by cheque until a new account has been nominated.

Any changes to salary payments should be arranged confidentially with payroll and you should ensure that payment can be made on the appropriate date before confirming this with the employee.

Trades Unions may be able to offer loans to their members; it is worth discussing this with the employee and their union representative.

REFER

PROVIDE INFORMATION

You should provide information on sources of support and specialist services available to employees affected by domestic abuse and/or sexual violence. A full list is available at [Appendix A](#).

PROVIDING ACCESS TO COUNSELLING

The Council can also provide confidential counselling and support to staff experiencing domestic abuse and/or sexual violence and you can make a [referral](#) to the Occupational Health Centre and also sign post to external specialist agencies. Please refer to [Appendix A](#).

RECORD

It is important to record concerns or disclosures of domestic abuse and sexual violence and the actions you have taken, accurately and confidentially. You should also keep an accurate record of incidents at work, including persistent phone calls, emails and visits.

DEALING WITH SUSPECTED PERPETRATORS OF DOMESTIC ABUSE, DOMESTIC OR SEXUAL VIOLENCE

As a manager you are not expected to attempt to identify perpetrators of domestic abuse, domestic or sexual violence. However, if you have concerns about an employee's behaviour, although they do not always imply that an individual is a perpetrator, the following signs may be an indicator:

- Uncharacteristic lateness or absence with no explanation;
- Repeated injuries/scratches/bite marks/bruised knuckles/injuries to wrists/forearms;

- Constant text messaging or telephoning a partner;
- Jealousy or possessiveness;
- Negative comments about the employee's partner or the gender/sexual orientation of their partner in more general terms

If an individual presents a problem such as drinking, stress or depression, this could also signify that they are perpetrating domestic abuse, domestic or sexual violence.

If an employee reveals that they are a perpetrator of domestic abuse, domestic or sexual violence, remember to **Record** and **Refer**.

If you are made aware of concerns that an employee may be perpetrating domestic abuse, domestic or sexual violence by another employee, it is important that you do not take any actions that may lead to repercussions for the victim or yourself. You are advised to seek advice from HR in these circumstances.

Please remember, unless you are a trained and qualified specialist or counsellor, you should not assume those roles or try to solve the individual's problems.

GUIDANCE NOTE 4 – WORK COLLEAGUES

IF YOU ARE A WORK COLLEAGUE OF A VICTIM/SURVIVOR, OR A PERPETRATOR OF DOMESTIC ABUSE, DOMESTIC OR SEXUAL VIOLENCE

If you think a work colleague is suffering abuse, you can help.

The stress of living in an abusive relationship is likely to impact on an individual's capacity to perform to the best of their ability at work, and it is unlikely that they would be free from the abusive behaviour while at work.

As a work colleague you are in a good position to be able to identify changes in behaviour, dress, or appearance that may indicate domestic abuse.

YOUR ROLE AS A WORK COLLEAGUE

You are encouraged to respond appropriately if you suspect that a colleague is experiencing or perpetrating abuse. Let them know you have noticed something is wrong. Individuals may not want to discuss the abuse, but your concerns should be raised in confidence with your manager. Some victims of domestic abuse, domestic or sexual violence will feel unable to accept help, which can be frustrating. Offer support where possible, but do not force an individual to disclose abuse, or to follow a course of action they are uncomfortable with. Let them know they can get emotional support for themselves and any children they may have.

[**Appendix A**](#) lists sources of support available in Carmarthenshire and where possible you should discuss seeking support with your colleague.

If you do feel able to raise the issue with your colleague, [**Appendix B**](#) offers examples of how to ask the question.

It is not your responsibility to stop the abuse, but you can play an important role by highlighting your concerns. You should –

- believe what they tell you and show you care;
- not expect them to make a sudden decision;
- help them to explore the choices they have;
- not mediate or be the contact person between them and the abuser;
- assure them they are not alone and there is help available;
- encourage them to speak to [**a specialist support service**](#);
- offer practical help, such as the use of your address for post, telephone or computer;
- encourage them to take all threats seriously and report the abuse, and
- never minimise the threats made by the abuser.

If you believe a child is suffering you should report your concerns to your line manager so the right support can be offered. If there is a risk of harm or you believe the child is in immediate danger, you should contact children's services/the police straight away.

CONFIDENTIALITY

Any concerns about a colleague in work should be raised in confidence with your manager and where possible, with the permission of the individual.

Never divulge personal information about work colleagues to others, including other employees, without their permission. Remember that a perpetrator may contact a victim's workplace in order to gain information about them, or to learn about their whereabouts.

You should not answer enquiries from members of the public about colleagues' working arrangements, such as their hours of work or shift pattern. Never tell the caller where the employee is and what time they will be back or tell the caller that the employee is on leave.

SUPPORT

Witnessing a work colleague experiencing domestic abuse, domestic or sexual violence can be traumatic. and you may feel powerless or unable to help. Remember that you can seek support in confidence from your line manager, the Council's Occupational Health Centre or from the local or national helplines listed in [Appendix A](#) (you do not have to be a victim yourself to contact them).

Unless you are a trained and qualified specialist or counsellor, you should not assume those roles or try to solve the individual's problems.

If you feel burdened by additional work that a colleague experiencing abuse is unable to complete, remember that you can raise this issue with your line manager.

APPENDIX A - SUPPORT AGENCIES

IN AN EMERGENCY DO NOT DELAY DIAL 999

CARMARTHENSHIRE COUNTY COUNCIL SERVICES

Occupational Health & Wellbeing Team

Tel: 01267 246060/246061

E-mail: CEOccupationalHealth@carmarthenshire.gov.uk

A confidential service providing access to Occupational Health Advisors, Nurses, Physicians and Wellbeing Support Practitioners

Housing and council tax benefits

If you need further information or advice please go to

www.carmarthenshire.gov.uk and click on 'Advice and Benefits'

E-mail: housing.benefits@carmarthenshire.gov.uk

Freephone: 0800 288 9002

Housing advice

If you are a home owner, a private tenant or a Council or Housing Association tenant, if you need information on - Housing advice, Housing options and Home improvement: www.carmarthenshire.gov.uk/english/housing/pages/home.aspx

Tel: 01554 742194

Tel (out of hours): 01267 234567

Email: Housing@carmarthenshire.gov.uk

Text us on: 07766 406506

Minicom service: 01267 223867

EXTERNAL SERVICES

Mid and West Wales Domestic Abuse, or Domestic or Sexual Violence

Regional Pathway to Support

This service sets out a clear pathway to domestic abuse, domestic or sexual violence support and advice for citizens and professionals living and working within the Mid and West Wales region.

The **Live Fear Free Helpline on 0808 8010800** is open to individuals experiencing any form of Domestic Abuse or Sexual violence (DA/SV). [Live Fear-Free](http://LiveFear-Free)

The **Live Fear Free Helpline** will provide immediate advice and guidance before signposting to a local Specialist Support Provider (see table overleaf).

LOCAL AUTHORITY	PROVIDER(S) AND PROGRAMMES	SPECIALISM	CONTACT NUMBER	COVERED BY LIVE FEAR FREE HELPLINE
SURVIVOR AND VICTIM FOCUSED SERVICES				
Regional Service	Independent Domestic Abuse Advisory Service (IDVA), Hafan Cymru and Pobl	High Risk Domestic Abuse	Carmarthenshire and Powys 01267 221194 Pembrokeshire and Ceredigion 01646 698820	Yes
			<p>IDVA - a small team of Independent domestic violence advisors/advocates that support victims/survivors and their family who are experiencing domestic violence and abuse and have been assessed as high risk of serious harm and homicide.</p> <p>Hafan Cymru - offers a variety of accommodation and support services for vulnerable adults, young people and children www.hafancymru.co.uk</p> <p>Pobl – emergency accommodation, advice and support www.poblgroup.co.uk/about-us/pobl-story/april/her-for-domestic-abuse-victims/</p>	
Regional Service	New Pathways	Sexual Violence	Ceredigion 01970 610124 Carmarthenshire 01267 235464 Powys 01267 226166 Sexual Assault Referral Centre (SARC) - Out of Hours (all areas) 07423 437020	Yes
			<p>New Pathways - offers help and support for victims of rape or sexual assault (immediate or historic) www.newpathways.co.uk</p>	

National Service	Black Association of Women Step Out (BAWSO)	Violence Against Women, Domestic Abuse and Sexual Violence (domestic abuse, domestic or sexual violence) Black and Minority Ethnic Women (BAME)	0800 731 8147 (24 hr helpline)	
BAWSO - a specialist agency, providing culturally sensitive and appropriate information and services to black and other minority ethnic women and children. It can provide access to refuge, advice, information and translation services via a 24 hour helpline. www.bawso.org.uk				
Powys	Montgomeryshire Family Crisis Centre	Domestic Abuse	01686 629114 www.familycrisis.co.uk	Yes
	Calan DVS	Domestic Abuse	01874 625146 www.calandvs.org.uk	Yes
Ceredigion	West Wales Domestic Abuse Service	Domestic Abuse	01970 625585 and/or 01239 615385	Yes
Carmarthenshire	Carmarthen Domestic Abuse Service	Domestic Abuse	01267 238410/234725 www.carmdas.org	Yes
	Threshold Domestic Abuse Service	Domestic Abuse	01554 752422 www.threshold-das.org.uk	Yes
	Calan DVS	Domestic Abuse	01269 597474 www.calandvs.org.uk	Yes
	Dewis Choice	Domestic Abuse for people aged 60+	Referral via statutory agency e.g., safeguarding, police, health dewischoice.org.uk	No
Pembrokeshire	Pobl	Domestic Abuse	01646 698820 www.poblgroup.co.uk	Yes
	Hafan Cymru	Domestic Abuse - Refuge only	0808 80 10 800 www.hafancymru.co.uk	Yes

INTERVENTIONS AIMED AT INDIVIDUALS PERPETRATING ABUSIVE BEHAVIOURS				
Regional Services	Threshold Domestic Abuse Service: Choices Programme	Perpetrators of Domestic Abuse	enquiries@threshold-das.org.uk 01554 752422	No
	Calan DVS Montgomeryshire Family Crisis Centre's Intervention Hub	Perpetrators of Domestic Abuse	gbranch@calandvs.org.uk 01639 794448 admin@familycrisis.co.uk 01686 629114	No
	Forensic Psychology UK Threshold Domestic Abuse Service	Individuals displaying stalking behaviours	Service accessed via Dyfed Powys Police Tel: 101 www.dyfed-powys.police.uk	No
OTHER REGIONAL AND NATIONAL SUPPORT SERVICES OUTSIDE THE MID AND WEST WALES DOMESTIC ABUSE, OR DOMESTIC OR SEXUAL VIOLENCE REGIONAL PATHWAY LISTED ABOVE				
<p>Police – Domestic Abuse Officers, Public Protection Unit www.dyfed-powys.police.uk Tel: 101 Domestic abuse officers can offer help and advice to victims who need police assistance of a non-urgent nature.</p> <p>Dyn Safer Wales www.dynwales.org Tel: 0808 81 0321 Working across Wales to support men who experience domestic abuse.</p> <p>Bright Sky App Bright Sky is a free to download mobile app providing support and information for anyone who may be in an abusive relationship or those concerned about someone they know.</p>				

Broken Rainbow

www.broken-rainbow.org.uk

Tel: 08452 60 44 60

Broken Rainbow provides support for lesbian, gay, bisexual and transgender people experiencing domestic abuse.

Wales Citizen's Advice Bureau

www.citizensadvice.org.uk

Tel: 0800 702 2020

Text Relay UK if you cannot hear or speak on the phone, you can type what you want to say: 118001 then 0800 144 8884

You can use Relay UK with an app or a textphone. There's no extra charge to use it. [Find out how to use Relay UK](#)

The Citizens Advice Bureau Service offers free, confidential, impartial and independent advice on a range of issues including debt, benefits, housing and legal matters. Advisers can help fill out forms, write letters, negotiate with creditors and represent individuals at court.

Hourglass

www.wearehourglass.org

Tel: 0808 808 8141

The Hourglass confidential helpline provides information and support to anyone concerned about harm, abuse or exploitation of an older person.

Karma Nirvana

www.karmanirvana.org.uk

Tel: 0800 5999 247

Karma Nirvana is an honour network and forced marriage helpline.

Respect Men's Advice Line

www.mensadviceline.org.uk

Tel: 0808 801 0327

Confidential helpline for male victims of domestic abuse.

National LGBT+ Domestic Abuse Helpline

www.galop.org.uk

Tel: 0800 999 5428

Emotional and practical support for LGBT+ people.

National Stalking Helpline

Tel: 0808 802 0300

Guidance on the law, how to report stalking, gathering evidence, staying safe and reducing the risk.

NSPCC

www.nspcc.org.uk or email help@nspcc.org.uk

Tel: 0808 800 5000

24hr helpline offering counselling, information and advice to anyone that is concerned about a child. All counsellors are trained child protection officers.

Relate Cymru

www.relate.org.uk/cymru/help-domestic-violence

Relationship guidance including help for domestic violence.

Victim Support

www.victimsupport.org.uk

Tel: 0300 123 2996 (Local Helpline)

Tel: 0808 1689 111 (National Helpline)

A national charity giving free and confidential help to victims of crime, witnesses, their family, friends and anyone else affected across England and Wales. This is not a government agency or part of the police and individuals do not have to report a crime to the police to get help and can call any time after the crime has happened, whether it was yesterday, last week or several years ago.

APPENDIX B

ASKING DIFFICULT QUESTIONS

The advice below is taken from the CIPD/EHRC publication *Managing and supporting employees experiencing domestic abuse: a guide for employers* (September 2020).

Carmarthenshire Council will support employees to take basic steps to assist friends and colleagues where they feel able to do so. By behaving in a supportive and empathetic manner, an employee can assist an affected colleague in gaining confidence to tackle and report the problems that they might experience.

Research shows that 75% of those enduring domestic abuse are targeted at work. Domestic abuse is often a hidden problem and individuals can find it very difficult to disclose. Some individuals may not recognise they are in an abusive relationship, especially if the abuse is not physical.

If a manager suspects that an employee is experiencing domestic abuse, they should facilitate a conversation to be able to discuss this and identify and implement appropriate support. Shying away from the subject can perpetuate fear of stigma and increase feelings of anxiety. However, if the employee is working remotely from home please exercise extreme caution since the abuser could be monitoring the victim overtly or covertly. If possible and safe to do so, arrange to meet the employee in one of the Council's buildings where the abuser has no access and you can hold a private and confidential discussion.

Managers should ask the employee indirect questions, to help establish a relationship with the employee and develop empathy. Often employees will not feel confident in speaking up, so someone else making the first move to begin a conversation can be key.

Here are some examples of questions that could be used but use your judgement and be sensitive to the particular circumstances before opening the conversation –

- How are you doing at the moment?
- Are there any issues you'd like to discuss with me?
- I have noticed recently that you are not yourself. Is anything the matter?
- Are there any problems or reasons that may be contributing to your frequent sickness absence/underperformance at work?
- Is everything alright at home?
- What support do you think might help? What would you like to happen? How?

Avoid victim-blaming. It is important that managers are able to provide a non-judgemental and supportive environment.

Respecting the employee's boundaries and privacy is essential.

Respect an employee's decisions about their relationship and understand that a victim of domestic abuse may make a number of attempts to leave their partner before they are finally able to do so. It's important that managers are aware of the effects of coercive control.

Your role as a manager is not to deal with the abuse itself but to address the workplace effects of domestic abuse by making it clear to employees that they will be supported, making them aware of the workplace policy, outlining what help is available, and signposting them to professional sources of support.

Where it appears an employee is displaying signs of physical assault or injury, the manager should ask **direct questions** to prompt the employee to discuss any possible experiences of domestic abuse.

The following question must be asked with great sensitivity and care –

- “I am sorry to ask you this and I don’t wish to cause you any offence, but I notice that you have a number of bruises/cuts/burns etc. Can you tell me how you got your injuries?”

Once it has been established that there maybe or is a problem related to domestic abuse, it might be useful to ask the employee the following direct questions –

- Have you ever been slapped/kicked/punched etc, by your partner?
- Do you feel frightened of your partner or someone else at home?
- Are you currently in a relationship where you are experiencing abuse?
- Does your partner lose their temper with you? If so what happens to you as a result?
- Has your partner threatened to hurt you or your children?
- Does your partner get jealous of you seeing friends, talking to other people, going out? If so what happens?
- Does your partner blame alcohol or drugs for the behaviour towards you?

Whether you are a manager or work colleague you can offer support when a disclosure is made –

Listen – try to understand and take care not to apportion blame.

Tell – them they are not alone and you can help.

Acknowledge – it takes strength to trust someone enough to talk to them about experiencing abuse. It is a frightening and very difficult situation to experience.

Time – allow time for the victim to talk, but do not push them into too much detail.

Reassure – that no one deserves to be threatened or beaten, despite what the abuser has told them. Nothing they can do or say can justify the abuser’s behaviour.

Y CABINET

4 GORFFENNAF 2022

CYNRYCHIOLAETH AR GYRFF ALLANOL

Yr Argymhellion / Penderfyniadau Allweddol Sydd Eu Hangen:

Penodi aelodau i gyrrff allanol yn dilyn Etholiadau Llywodraeth Leol 2022 a chyflwyno gofyniad 'adrodd yn ôl'.

Y Rhesymau:

I roi mewn lle rhestr o'r Cyrrff Allanol hynny (gan gynnwys partneriaethau) lle mae Cyngor Sir Caerfyrddin yn penodi cynrychiolydd.

Ymgynghorwyd â'r pwyllgor craffu perthnasol AMHERTHNASOL

Angen i'r Cabinet wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:- Cyng Darren Price (Arweinydd)

Y Gyfarwyddiaeth: Prif Weithredwr	Swyddi: Pennaeth Gweinyddiaeth a'r Gyfraith	Rhifau ffôn/Cyfeiriadau E-bost 01267 224010 LRJones@sirgar.gov.uk
Enw Pennaeth y Gwasanaeth: Linda Rees Jones	Pennaeth y Gwasanaethau Democratiaidd.	01267 224026 GMorgan@sirgar.gov.uk
Awdur yr Adroddiad: Gaynor Morgan		

EXECUTIVE SUMMARY

**CABINET
4TH JULY 2022**

OUTSIDE BODY REPRESENTATION

In view of the Local Government Elections, it is pertinent to review the list of notified Outside Bodies and determine whether the Council should make/continue to make an appointment to those bodies.

An initial review of the list of outside bodies had been undertaken to ascertain the current status of the organisations and to in order to seek nominations from the political groups.

Appointments to serve on outside bodies are currently made by :-

- The Council where political balance rules apply, namely Dyfed Powys Police & Crime Panel, Brecon Beacons National Park Authority and Mid and West Wales Fire and Rescue Authority (nominations are submitted by the Political Group Leaders for Council's consideration)
- the Cabinet where the work of the body relates to the functions of the Executive
- by Members' Appointments Committee for all remaining outside bodies.

Appointments to the existing list of outside bodies have historically been made following the election of a new council, with changes made as and when the terms of office expire, or members resign. Nominations have normally been provided on the basis of matching the appointments with the roles of Cabinet Members, Scrutiny Chairs and Vice Chairs or members that may have some specific expertise in respect of the work of the body involved. In respect of local organisations, the local member is usually appointed.

It is suggested that determination should be based on one or more of the following criteria being met:

- the proposed appointment is a statutory requirement i.e. National Park, Fire Authority etc
- the proposed appointment would be consistent with the Council's policy or strategic objectives; and/or
- the proposed appointment would add value to the Council's activities.

As part of the review the Council may also wish to agree a method for representatives to report back on the work of each outside body.

Nominations for appointment together with guidance documents produced by the Welsh Local Government Association and a draft reporting back form are included within the report.

REPORT ATTACHED?	Appendix A - Nominations to Outside bodies appointed by Cabinet Appendix B – WLGA Appointments to Outside Bodies: The Councillor's Role Appendix C - WLGA Members' Tool Kit Appendix D – Reporting Back draft form
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones		Head of Administration and Law				
Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	NONE	NONE
Policy						
<ul style="list-style-type: none"> • Outside bodies are external organisations and partnerships which have requested that the County Council appoint an Elected Member to them. • Contributes to the County Council's strategic functions, priorities or community leadership roles. • Supports partnership and joint working. • Enables Members to gain and share knowledge and expertise. 						
Legal						
Appointments are made in accordance with the Council Constitution and requirements of Section 15 of the Local Government and Housing Act 1989						
Finance						
The Councillors' and Co-opted Members' Salaries and Allowances Scheme lists attendance by a Councillor at meetings of outside bodies to which the Councillor has been formally appointed or nominated by the Council as an approved duty,						
Outside bodies may pay for Members' attendance at their meetings, in this case, the nominated Council representative may not claim from the Council.						
Risk Management Issues						
It is a matter for each outside body to ensure that suitable indemnity arrangements are in place for their representatives on all outside bodies.						

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones

Head of Administration and Law

1. Scrutiny Committee - Not applicable
2. Local Member(s) - Not applicable
3. Community / Town Council - Not Applicable
4. Relevant Partners - Not applicable
5. Staff Side Representatives and other Organisations - Not Applicable

**CABINET MEMBER PORTFOLIO
HOLDER AWARE/CONSULTED**

YES

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE

CABINET APPOINTMENTS

FILE REF.	OUTSIDE BODY TO BE APPOINTED BY THE CABINET	NUMBER OF REPRESENTATIVES	<u>NOMINATIONS</u>
Chief Executive			
AD032-177	APSE Association of Professional Service Excellence	1 plus 1 substitute	Chair of Environment Scrutiny plus Vice-Chair of Environment Scrutiny as substitute
AD032-206	Institute of Welsh Affairs - West Wales Branch	2	Leader and Head of Regeneration
AD032-005	Joint Council for Wales (formerly All Wales Provincial Council)	2	Cabinet Member for Organisation and Workforce and Cabinet Member for Resources
Est EB 15th June 2015	Local Pensions Board	1	Clr Alun Lenny
AD032-197-1	Carmarthenshire Public Service Board	2	Leader & Chief Executive
AD032-146	Welsh Local Government Association Council - 4 Seats	4	Cllrs Darren Price, Linda Evans, Jane Tremlett & Alun Lenny
AD032-225	Welsh Language County Strategic Forum	2	Cabinet Member for Education and Welsh Language & Cllr Lewis Davies
Est EB 26th June 2017	City Deal Joint Committee	1	Leader of the Council
AD032-222	The Industrial Communities Alliance	1	Chair of Planning Committee
AD032 - 222-1	The Industrial Communities Alliance - Wales Region	2	Chair of Planning Committee & Councillor Sue Allen
	Mynydd y Betws Wind Farm Community Benefit Fund	12 County Councillors	County Councillors representing Ammanford Electoral Ward (2); Betws Electoral Ward (1); Garnant Electoral Ward(1) Glanamman Electoral Ward (1) Llandybie Electoral Ward (2); (1); Penygroes Electoral Ward (1); Saron Electoral Ward (2) Tycroes Electoral Ward (1); Quarter Bach Electoral Ward (1) plus Electricity Supply Board representative (1); Carmarthenshire Association of Voluntary services (CAVS) representative (1) and Amman Group of Town and Community Council representative (1).
AD032-137	Welsh Books Council	1	Lewis Davies
	Hywel Dda Health Board - Independent Member (Local Authority) 2 nominations per LA in the area, with the successful nominee being appointed by the Minister	2	To be announced at the meeting,
Communities			
AD032-146-01	Welsh Local Government Association - Members' Housing Network Meetings	1	Cabinet Member for Housing
AD032-020	Care and Repair Carmarthenshire - Board of Management	2	Cabinet Member for Housing & Chair of Community Scrutiny
AD032-020	Scarlets Board of Management	1	Clr Hazel Evans

AD032-038	Consortium for Local Authorities in Wales (CLAW). 2+2 Permanent substitutes	2 plus 2 substitutes	Cabinet Member for Housing & Cabinet Member for Resources (Subs Chair and Vice Chair of Policy & Resources Scrutiny)
Corporate Services			
Est EB 26th June 2017	Llanelli House	1	Cabinet Member for Regeneration, Leisure, Culture and Tourism
AD032-089	National Botanic Gardens Wales - Board of Trustees	1	Cabinet Member for Rural Affairs and Planning Policy
Education and Children Services			
	Regional Learning and Skills Partnership	1	Director of Education
	Y Partneriaeth	1	Leader of the Council (voting) plus Cabinet Member for Education (non voting and substitute with voting rights if Leader unable to attend) If Cabinet Member is substituting for the Leader he may appoint another non voting member to take his place
Environment			
AD032-207	South West Wales Local Transport Forum	1	EBM Environment (as voting member) Substitute: Chair Environmental & PP Scrutiny Committee
AD032-211	South West Wales Regional Waste JOINT Management Committee	1	EBM Environment (Voting Member) Substitute: Chair Environmental & PP Scrutiny Committee
AD032-194	Parking and Traffic Regulations Outside London (PATROL) Adjudication Joint Committee	1	Chair Environmental & PP Scrutiny Committee Substitute: Vice Chair Environmental & PP Scrutiny

	Parc Howard Collaboration Group (Joint with Llanelli Town Council)	4 elected Members from the County Council and 4 from Llanelli Town Council with Chair, having a casting vote. Subs to be drawn from the remaining members of the Cabinet	Councillor Gareth John, Edward Thomas, Giles Morgan and John Jenkins.
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Mae'r dudalen hon yn wag yn fwriadol

Appointment to outside bodies

The Councillor's Role

March 2022

Cymdeithas Llywodraeth Leol Cymru
Welsh Local Government Association

Un Rhodfa'r Gamlas
Heol Dumballs
Caerdydd
CF10 5BF
Ffôn: 029 2046 8600

wlga.cymru

One Canal Parade
Dumballs Road
Cardiff
CF10 5BF
Tel: 029 2046 8600

wlga.wales

Welsh Local Government Association - The Voice of Welsh Councils

We are The Welsh Local Government Association (WLGA); a politically led cross-party organisation that seeks to give local government a strong voice at a national level. We represent the interests of local government and promote local democracy in Wales.

The 22 councils in Wales are our members and the 3 fire and rescue authorities and 3 national park authorities are associate members.

We believe that the ideas that change people's lives, happen locally.

Communities are at their best when they feel connected to their council through local democracy. By championing, facilitating, and achieving these connections, we can build a vibrant local democracy that allows communities to thrive.

Our ultimate goal is to promote, protect, support and develop democratic local government and the interests of councils in Wales.

We'll achieve our vision by

- Promoting the role and prominence of councillors and council leaders
- Ensuring maximum local discretion in legislation or statutory guidance
- Championing and securing long-term and sustainable funding for councils
- Promoting sector-led improvement
- Encouraging a vibrant local democracy, promoting greater diversity
- Supporting councils to effectively manage their workforce

Leaflet for Members

Appointments to Outside Bodies: The Councillor's Role

As a councillor you may be nominated by your council to sit on various types of outside bodies such as community organisations, housing associations and local companies. An appointment to an outside body doesn't necessarily mean that you will be representing the council's interest there. This can lead to conflicts of interests between your role as a councillor and your representative role on the outside body. This leaflet and the more detailed Members' Toolkit document which accompanies it, is designed to try and help you understand your role and resolve any conflicts.

Getting started

Your council may have adopted a policy on involvement in partnerships and outside bodies explaining the benefits that flow from the involvement. There will always be a formal resolution (whether of a committee, by a member or officer) of the appointment. You should discuss the reason for your appointment with the organisation and with the relevant officer in the council.

Your council may also have adopted a policy on how and when reports are to be presented on what the organisation is doing. You should ensure that you know what is expected of you in terms of reporting back. However, you should also ensure that any reports that you present to the council do not breach any duty of confidentiality you may have to the outside body.

General Duties of a Representative on an Outside Body

Being a council representative on an outside body does not necessarily mean that you will be representing the council's interests on the organisation. You will be expected to act in the interests of the outside body and exercise independent judgement in making decisions, in accordance with your duty of care to the body. You may have regard to the interests of the council, but this should not be the overriding consideration. In some cases (e.g. if you are the director of a company or a trustee of a charity – see below) voting in the council's interests could be a breach of your duty to the body.

Particular Duties and Responsibilities of Directors and Trustees

If you are appointed a director of a company then you must always act in the best interests of the company. The main duties of a director are:

- to act honestly and in good faith and in the best interests of the company as a whole;
- not to make a personal profit and to take proper care of the company's assets;
- to attend board meetings and follow the rules on the declaration of interests;
- to exercise reasonable skill and care (a subjective test based upon the individual's own knowledge and experience) and act with due diligence;
- to comply with statutory obligations imposed by the Companies Acts, other legislation and any procedural rules set out in the constitution.

The duties of a trustee of a charity are generally the same as for a director but in addition you must make sure the trust acts in accordance with its aims and objectives and you should make sure that you have a clear understanding of what these are (there is normally a trust deed which sets these out).

Managing Conflicts of Interest

The purposes of the outside body and what it wants to do will often coincide with your Council's interests and so conflicts may be rare. However, they may arise in some circumstances, for example, if the organisation:

- is not complying with the terms of a council funding agreement
- wishes to appeal against a decision of the council
- wishes to pursue activities which would conflict with council policy.

You will need to manage the conflicts that will arise appropriately (for example by withdrawing from certain decisions or, in circumstances where the conflict may be so great, by resigning from the company or body).

Similarly, the council may conclude that the purpose of having a representative on the body has been fulfilled and decide to terminate the appointment. Or in some instances the council may choose to change its representation on the outside body.

Declarations of Interest and Duties of Confidentiality

You should ensure that details of your appointment onto the outside body are included on the register of interests kept by the Monitoring Officer. The outside body may also have its own register of interest, which you should complete.

When the outside body considers issues related to your council you should declare a personal interest. The specific rules adopted by each body will vary and you should ask for advice and guidance from the secretary of the organisation and/or the Monitoring Officer, as appropriate.

If the outside body has a code of conduct you should observe it – if it does not you should follow the Members' Code of Conduct.

When the council considers issues relating to or affecting the outside body you must declare a personal interest in accordance with the Members' Code of Conduct. If this is your only interest, it will not be considered a prejudicial interest unless the matter relates to an approval, consent, licence, permission or registration and therefore you will be allowed to take part in the debate and vote. Confidential information must be treated with care and if you have any doubt over the status of any information then you should keep it confidential and check with the relevant officer.

You must always observe duties of confidentiality – both to the council and the outside body. Deliberate leaking or disclosing of confidential information will be a breach of the Members' Code of Conduct.

Allowances and expenses

Your council may have authorised attendance at meetings of outside bodies as an approved duty for members which attracts travelling and/or subsistence allowances. Alternatively, any expenses may be defrayed by the body itself, in accordance with its own rules. If the body does pay expenses, you may not claim from the council. For further information on allowances contact the relevant officer in the council.

Indemnity and insurance

In some instances members who represent the council on outside bodies may carry

personal liability for decisions they make and actions which they take in their representative capacity. This is most likely to arise if you have been appointed as director of a company or a trustee of a charity or you hold an office on the management board of an organisation. The outside body may have insurance to cover your liability in these cases (sometimes referred to as directors' liability insurance) and you should check with the secretary of the organisation. Alternatively, your council may have agreed to provide an indemnity to cover any liabilities incurred by members acting in a representative capacity. The Monitoring Officer will be able to provide further information on this.

If you are unsure about your role or how to carry it out please contact the Monitoring Officer

This document is based on the document *Members' Toolkit Appointments to Outside Bodies: The Councillors' Roles – General Guidance and Potential Pitfalls and Conflicts* produced by Nottinghamshire County Council and published by ACSeS and *Members on Outside Bodies Briefing* WLGA

We are indebted to Dilys Phillips of Gwynedd Council for amendments and additions to reflect the requirements of members in Wales.

Mae'r dudalen hon yn wag yn fwriadol

Appointments to Outside Bodies: The role of Councillors

Members' toolkit

March 2022

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- Supporting councils to effectively manage their workforce

Members' Toolkit

Appointments to Outside Bodies:

1. Introduction

Alongside their involvement in the council itself, it is possible for members to be involved in a wide range of outside bodies, including community organisations, sports and recreation clubs, housing associations and companies.

Sometimes members will be appointed to sit on these organisations by the council itself, for example to discharge council duties through formal partnerships, or as formal appointments to national or regional 'representative' roles such as on the Welsh Joint Education Committee (WJEC) or one of the National Parks Authorities in Wales. In other cases, the member may be appointed independently of any council involvement. This guidance deals only with those instances in which the councillor has been nominated or appointed onto the outside body by the council.

Councils can gain a number of benefits from their members being involved in outside bodies:

- To provide knowledge, skills and expertise which may not otherwise be available
- To provide local accountability or democratic legitimacy through the appointment of an elected representative
- To ensure that good relationships can be maintained with the body
- To deliver a partnership project that requires the input of other organisations or community groups
- To protect the council's investment or assets, ie, if the council has provided grant funding or provides funding for service delivery
- To lever in external funding which would not be available to the council on its own

There are a number of types of outside bodies in which members may become involved as a representative appointed by the council. Some common examples are:

- National or regional body Charitable Trust
- Company limited by shares Company limited by guarantee

- Unincorporated association
- Industrial and provident society (mainly housing associations)

The structure of each type of organisation, the management, and the rules which govern the organisation, vary. The following table shows how each type is set up and managed:

Legal status of the organisation	Governing document	Management	Possible Member involvement	Common types of organisations
A public authority	Constitution usually based on legislation	Authority	Member	National Parks Authority Fire & Rescue Authority
Charitable Trust	Trust Deed	Trustee meetings	Trustee	Playing field trusts
Company limited by guarantee	Memorandum and Articles	a) Board of Directors b) Meetings of members	Director	Charitable organisations, stock transfer housing companies, community associations
Company limited by shares	Memorandum and Articles	a) Board of directors b) Meetings of members	Director	Commercial organisations (e.g. joint ventures or companies providing contractual services)
Unincorporated association	Constitution	Management Committee Members meeting	Management Committee member	Community associations

Adapted from: 'Guidance regarding serving on outside bodies', Winchester City Council

Regardless of how the appointment is made, the law lays down many requirements with which members must comply. These may include duties to the council, as well as duties to the outside body and its members.

An appointment to an outside body does not, therefore, necessarily mean that you will be representing the council's interests on that outside body. Indeed, there are a number of cases, for example if you are a trustee or a company director, where you must always act in the interests of the outside body and not in the council's interests.

This can lead to conflicts of interests between your role as a Councillor and your representative role on the outside body. You will only be considered a representative of your council on an outside body if you have been formally appointed or nominated by the council to this role. You should not purport to act as council representative on an outside body unless a formal appointment has been made.

Set out below are a number of matters that you should take into account if you act on one or more outside body.

2. Appointment and reporting back

Your appointment should be within any policy your council has adopted for involvement in partnerships and outside bodies. This policy may explain some of the reasons why the council may wish to appoint a representative e.g. in order to provide skills or democratic legitimacy, or to protect the council's assets, or for other reasons.

You must ensure that your appointment has been made in accordance with the council's constitution. This can be done either by resolution of the Board/Cabinet or another committee or by a member or officer exercising delegated powers.

It is important that anyone who is appointed to an outside body provides information and reports periodically to the council on what the organisation is doing. Your council may have adopted a policy on how and when such reports are to be presented. You should ensure that the outside body provides you with sufficient information to enable you to make this report back. BUT - you are not required to disclose anything which is commercially confidential as this may be in breach of:

- the Members' Code of Conduct;
- your duties of confidentiality to the outside body (whether as director, trustee or more generally); or
- may be a breach of confidence in the general sense.

3.General Advice and Guidance to Members Appointed to Outside Bodies

- Ensure that you know the legal status of the organisation – refer to the table above and read the governing document to understand your responsibilities
- Ensure that if you are appointed a director of a company the relevant form (form 288) is filed at Companies' House upon your appointment and resignation
- Make any general declarations of interest at the first meeting (see section 7 below). Ask if there is any personal liability insurance or indemnity in place – sometimes referred to as directors' liability insurance (see section 8 below)
- Clarify whether the organisation will pay allowances or expenses (see section 8 below)
- Ensure the board or management committee has regular financial and other reports which detail the current financial situation of the organisation and any liabilities - take an interest in the business plan
- Discuss with relevant officers any new activities that the outside body undertakes (you may need to provide them with copy papers) and ensure that risks are properly identified in reports (consistent with local authority decision making - ensure that all relevant information is presented)
- Observe duties of confidentiality (in both directions) (see section 7 below)
- Carefully consider any conflicts of interest, declare interests, and if appropriate, leave the room for consideration of the business (see section 6 below)
- Take advice from the Monitoring Officer, the Finance Department and your lead officer contact as appropriate - not just when the organisation is likely to become insolvent, but generally. Occasionally, that advice may be to seek external advice on your position, especially if there is a conflict between the organisation and the council
- Manage conflict - usually issues can be balanced but ensure that when in meetings

of the body you act in the body's best interests which may not necessarily be those of the council - if all else fails, resign. Do not just remain a director and fail to attend meetings or you may find that you are in breach of your duty to act in the best interests of that organisation (see section 6 below)

- Finally, question the need for future council involvement! Has the organisation come of age, or has it changed direction from when the council first became involved - what useful purpose would ongoing representation serve?

4. Particular Duties and Responsibilities of Directors and Trustees

If you are appointed a director of a company then you must act in the best interests of the company. The main duties of a director are:

- to act honestly and in good faith and in the best interests of the company as a whole; a duty not to make a personal profit and to take proper care of the company's assets; to attend board meetings and follow the rules on the declaration of interests
- to exercise reasonable skill and care (this is a subjective test based upon the individual's own knowledge and experience and involves due diligence in the performance of his/her duties as a director) and
- to comply with statutory obligations imposed by the Companies Acts, other legislation and any procedural rules set out in the governing document.

If you are appointed as a trustee of a charity then the duties of trustees are generally the same as for a director but in addition you must make sure the trust acts in accordance with the aims and objectives of the trust and you should make sure that you have a clear understanding of what these are (there is normally a trust deed which sets these out).

5. General Duties of a Representative on an Outside Body

In carrying out your duties as a Trustee or Director of an outside body you must take decisions without being influenced by the fact that you are a councillor. Your primary duty in acting as a representative making management decisions for the outside body is to make these decisions in the interests of the organisation. Members should always ensure that their fellow directors/trustees are aware of the fact that they are councillors.

In these cases, you must act in the interests of that body and exercise independent judgement in making decisions, in accordance with your duty of care to the body. You are not there just to vote in accordance with the council's wishes. You may have regard to the interests of the council, but this should not be the overriding consideration. In some cases voting in the council's interests could be a breach of a director's duty to a company.

In other cases the council may have expressed a view or formulated a policy and would expect you to convey that view or policy to the outside body. It is acceptable for you to do this as your council's representative provided that it does not conflict with your particular duties as director or trustee or where it is clearly not contrary to the interests of the organisation.

The overriding responsibility is to seek to avoid a situation where duty and interest conflict and therefore if you are unsure about declaring an interest, it would be wise to declare and leave the meeting during consideration of the business.

6. Managing Conflicts of Interest

In general terms the purposes of the outside body and what it wants to do often coincide with your council's interest and so conflicts may be rare. However, there may be difficulty in some circumstances, for example if the body is not complying with the terms and conditions of a funding agreement between the council and the body; or the organisation wishes to appeal against a planning decision made by the council; or where the organisation has wider objects than the reason behind the council's appointment and wishes to pursue activities which would conflict with council policy.

You will need to manage the conflicts that will arise appropriately and in certain circumstances may feel that your only option is to resign from the company or body. Similarly, if the council does not feel that a representative on an outside body is properly fulfilling their role and responsibilities, e.g. the person is not attending meetings or is voting in ways which may be inappropriate, then the council could choose to change its representation on the outside body. Clearly there is a greater scope for conflicts to arise where you hold an office in the outside body, e.g. Chair, Vice-Chair, Secretary or Treasurer, than if you are a general member.

7. Declarations of Interest and Duties of Confidentiality - the Members' Code of Conduct

When outside bodies consider issues related to your council or where you may have a personal interest in relation to the body's activities, these need to be declared in line with the rules of the outside body and the Members Code of Conduct. The specific rules adopted by each body will vary and therefore you should ask for advice and guidance from the secretary of the organisation and/or the Monitoring Officer, as appropriate.

When the council considers issues relating to or affecting the outside body to which you have been appointed as council representative you must declare your personal interest in the matter in accordance with the Members' Code of Conduct. If this is your only interest then it will not be considered a prejudicial interest unless the matter relates to an approval, consent, licence, permission or registration. You will also need to ensure details of your appointment are included on the Register of interests kept by the Monitoring Officer.

Confidential information must be treated with care and if you have any doubt over the status of any information then you should keep that confidential and check with the relevant officer, whether or not it is something which is already in the public domain or which may be disclosed.

The legal position is that someone who has received information in confidence is not allowed to take improper advantage of it. Deliberate leaking of confidential information will also be a breach of the Members Code of Conduct.

Where you act as a representative of the council on an outside body, you must comply with the Code of Conduct of that body, if it has one. If it does not, you must comply with the Members' Code of Conduct unless observance of the Code would conflict with any other obligations (i.e. the duty to act in the best interests of the outside body).

Under the Code you must not:

- disclose information given to you in confidence by anyone, or information acquired which you believe is of a confidential nature, without the consent of a person authorised to give it, or unless you are required by law to do so;
- prevent another person from gaining access to information to which that person is entitled by law.

Disclosing confidential information may also contravene other parts of the Code e.g. it may be regarded as bringing the office of councillor or the council into disrepute; may compromise the impartiality of people who work for the council; may improperly confer or secure an advantage or disadvantage for you or any other person.

8. Allowances, insurances and indemnities

Your council may have authorised attendance at meetings of outside bodies as an approved duty for Members, allowing travelling and/or subsistence allowances in connection with meetings of the body. Alternatively, any expenses may be defrayed by the body itself, in accordance with its own rules. If the body does pay expenses, you may not claim from the council. For further information on allowances contact the relevant officer in the council.

In some instances members who represent the council on outside bodies may carry personal liability for decisions they make and actions which they take in their representative capacity. This is most likely to arise if you have been appointed as director of a company, or a trustee of a charity or onto the management board of an organisation. The outside body may have insurance to cover your liability in these cases and you should check with the organisation. Alternatively, your council may have agreed to provide an indemnity to cover any liabilities incurred by members acting in a representative capacity. The Monitoring Officer will be able to provide further information on this.

This document is based on the document *Members' Toolkit Appointments to Outside Bodies: The Councillors' Roles – General Guidance and Potential Pitfalls and Conflicts* produced by Nottinghamshire County Council and published by ACSeS and *Members on Outside Bodies Briefing* WLGA

We are indebted to Dilys Phillips of Gwynedd Council for amendments and additions to reflect the requirements of members in Wales

Mae'r dudalen hon yn wag yn fwriadol

OUTSIDE BODIES

COUNCILLORS' ANNUAL REPORT 2022/23

COUNCILLOR _____

NAME OF OUTSIDE BODY: _____

It is important that anyone who is appointed to represent the Council on an outside body provides information and reports periodically to the Council or its Officers on what the organisation is doing. Councillors should therefore ensure that the outside body provides you with sufficient information to enable you to submit reports to the Council, as and when necessary

You are not required to disclose anything which is commercially confidential to the outside body as this may be in breach of:

- the Members' Code of Conduct;
- councillors' duties of confidentiality to the outside body (whether as director, trustee or more generally); or
- may be a breach of confidence in the general sense.

Your Role and benefits of being a representative

How many times has the outside body met during the year	
How many meetings did you attend during the year?	
What benefits does the organisation bring to the county?	
What benefits does the Council derive from being represented on the organisation?	

Organisation's activities during the year:	
Does the organisation provide financial assistance to organisations in the county or bring in grant monies to the County? If it does please provide details.	
<u>ABOUT THE ORGANISATION</u>	
Does the organisation have a Memorandum of Understanding or Articles of Association? – if so please provide copy for our records.	
Does the organisation produce an Annual Report and Financial Statement? If so please provide a copy for our records.	
Signed Councillor _____	

CABINET

4 GORFFENNAF 2022

PANELAU YMGYNGHOROL I'R CABINET

Y Pwrpas:

Ystyried a ddylid sefydlu panelau ymgyng horol

Yr Argymhellion / Penderfyniadau Allweddol Sydd Eu Hangen:

- Penodi Panelau Ymgyng horol i'r Cabinet fel y manylir yn Atodiad 1 i'r adroddiad.
- Ystyried Rhybydd o Gynnig a gyfeiriwyd can y Cyngor i sefydlu Panel Ymgyng horol Trawsbleidiol ar y Newid yn yr Hinsawdd.

Y Rhesymau:

O ganlyniad i'r Etholiadau Llywodraeth Leol diweddar, gofynnir i'r Cabinet ystyried a ddylid sefydlu panelau ymgyng horol l i'r Cabinet.

Ymgyng horwyd â'r pwylgor craffu perthnasol AMHERTHNASOL

Angen i'r Cabinet wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:- Cyng Darren Price (Arweinydd)

Y Gyfarwyddiaeth: Prif Weithredwr Enw Pennaeth y Gwasanaeth: Linda Rees Jones Awdur yr Adroddiad: Gaynor Morgan	Swyddi: Pennaeth Gweinyddiaeth a'r Gyfraith Pennaeth y Gwasanaethau Democratiaidd.	Rhifau ffôn: 01267 224010 LRJ 01267 224026 GM Cyfeiriadau E-bost: LRJones@sirgar.gov.uk GMorgan@sirgar.gov.uk
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EXECUTIVE SUMMARY

CABINET
4TH JULY 2022

CABINET ADVISORY PANELS

The previous administration's Cabinet established a number of advisory Panels to report and examine a number of issues.

Following a review of the Advisory Panels established by the previous administration, it is recommended that the following Panels be established in respect of the new Council: -

- Corporate Parenting and Safeguarding Panel
- School Improvement Panel
- Education Admission Forum
- Development of the Local Development Plan Panel
- Welsh Language Members Advisory Panel
- Tackling Poverty Advisory Panel
- Members Home to School Transport Appeals Panel
- Rural Working Group
- Welsh in Education Forum

The Housing Services Advisory Panel, Compact Liaison Panel, Black Asian and Minority Ethnic Task and Finish Panel and the School Transport Panel, established by the previous Cabinet have concluded their work and will be disbanded.

In order to avoid any delay in the appointment of members to sit on the Advisory Panels, nominations have been sought from the Leaders of the political groups and these are attached as Appendix A to the report.

The former Council at its meeting held on the 9th February 2022 also referred the following notice of motion from Councillor Liam Bowen to the Cabinet.

"This Council calls on the Cabinet to further its commitment by declaring a Nature Emergency and establishing a Cross Party Advisory Panel to support this authority's approach to climate change and nature emergency and incorporate the adoption of the Edinburgh Declaration.

The Cabinet will therefore need to consider the Motion referred from Council, and if Cabinet decides to formally establish the Panel a report will be submitted to the next meeting on the suggested terms of reference and membership.

DETAILED REPORT ATTACHED ?

Advisory Panel List attached.

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	NONE	NONE	NONE	NONE	NONE

Legal

Advisory Panels are established in accordance with the Council Constitution.

Staffing Implications

Each advisory Panel is supported by officers.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones Head of Administration & Law

- 1. Scrutiny Committee** - Not applicable
- 2. Local Member(s)** - Not applicable
- 3. Community / Town Council** - Not applicable
- 4. Relevant Partners** - Not applicable
- 5. Staff Side Representatives and other Organisations** - Not applicable

CABINET MEMBER PORTFOLIO HOLDER AWARE/CONSULTED	YES
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Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Cabinet Advisory Panels		Democratic Services, County Hall, Carmarthen

Mae'r dudalen hon yn wag yn fwriadol

CABINET ADVISORY PANELS
(Nominations from the political groups)

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership based on New Council Political Balance
CORPORATE PARENTING AND SAFEGUARDING PANEL	Health and Social Services	Education & Children	Head of Childrens Services	The Corporate Parenting Panel provides a level of scrutiny, monitoring, oversight and challenge as to how well the Council is doing in meeting the needs of looked after children and care leavers.	<p>Cabinet Member Health & Social Services plus 10 members reflecting the Council's political balance</p> <p>Plaid Cymru Group (6)</p> <p>1) Kim Broom 2) Mansel Charles 3) Brian Davies 4) Alex Evans 5) Hefin Jones 6) Meinir James</p> <p>Labour Group (3)</p> <p>1) Shelly Godfrey-Coles 2) Anthony Leyshon 3) Michelle Donoghue</p> <p>Independent Group (1)</p> <p>1) Hugh Shepardson</p>

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership based on New Council Political Balance
SCHOOL IMPROVEMENT PANEL	Education & Welsh Language	Director of Education & Children	Director of Education & Children	The School Improvement Panel was established to enable the County Council to effectively discharge constitutional and statutory responsibilities for monitoring school performance, constantly striving to improve educational outcomes for our pupils	<p>Cabinet Member (Education and Welsh Language) plus 10 members reflecting the Council's political balance</p> <p>Plaid Cymru Group (6)</p> <p>1) Carys Jones 2) Betsan Jones 3) Jean Lewis 4) Mansel Charles 5) Peter Hughes Griffiths 6) Llinos Davies</p> <p>Labour Group (3)</p> <p>1) Michelle Donoghue 2) Michael Thomas 3) Ed Skinner</p> <p>Independent Group (1)</p> <p>1) Vacancy</p>

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership based on New Council Political Balance
EDUCATION ADMISSIONS FORUM	Education & Welsh Language	Director of Education & Children	Director of Education & Children	The Council is required under The Education Act 2002 to establish an Admission Forum which has the power to advise the Local Authority on matters connected with the determination of admission arrangements.	<p>5 Cross Party Local Education Authority Members and 5 Permanent Substitutes * 4 year term</p> <p>Plaid Cymru (3) 1) Betsan Jones 2) Elwyn Williams 3) Dai Thomas</p> <p>Substitutes x 3</p> <p>1) Jean Lewis 2) Emlyn Schiavone 3) Tyssul Evans</p> <p>Labour (2)</p> <p>1) Dot Jones 2) Philip Warlow</p> <p>Substitutes x 2</p> <p>1) Edward Skinner 2) Shelly Godfrey-Coles</p> <p>plus the following to be appointed by Cabinet Member for Education:- 1x Local Education Authority maintained Roman Catholic Schools representative; 1 x Diocesan Board Church in Wales representatives; 2 x Parent Governor representatives; 2 x Local Community representatives; 2 x Voluntary Aided Schools Governors; 3 x Head Teachers of Schools.</p>

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership based on New Council Political Balance
DEVELOPMENT OF THE LOCAL DEVELOPMENT PLAN	Rural Affairs & Planning Policy	Environment	Head of Planning	To take political ownership of the LDP and ensure that the LDP process is managed in accordance with the Development Agreement. Handel Davies	Cabinet Member (with responsibility for Planning Policy plus 8 members politically balanced) Plaid Cymru Group (4) 1) Handel Davies 2) Tyssul Evans 3) Ken Howell 4) Russel Sparks Labour Group (3) 1) John James 2) Gary Jones 3) Michael Thomas Independent Group (1) 1) Sue Allen The panel's composition should reflect some experience of the planning process, the political balance of the Council and the rural/urban diversity of the county. (Members appointed will all receive training in planning matters)

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership
WELSH LANGUAGE MEMBERS ADVISORY PANEL	Education & the Welsh Language	Chief Executive	Head of IT and Corporate Policy	To advise the Executive Board Member with responsibility for the Welsh Language on the development and promotion of the language in the County.	<p>Cabinet Member with responsibility for Welsh Language (Chair) plus 9 members politically balanced from the political groups</p> <p>Plaid Cymru Group (5)</p> <ul style="list-style-type: none"> 1) Liam Bowen 2) Andrew Davies 3) Peter Hughes Griffiths 4) Carys Jones 5) Jean Lewis <p>Labour Group (3)</p> <ul style="list-style-type: none"> 1) Peter Cooper 2) Tina Higgins 3) Kevin Madge <p>Independent Group (1)</p> <ul style="list-style-type: none"> 1) Sue Allen

ADVISORY PANEL	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership
TACKLING POVERTY ADVISORY PANEL -	Rural Affairs & Planning Policy	Chief Exec	Head of IT and Corporate Policy	P&R Scrutiny Committee Tackling Poverty Focus Group felt that the establishment of a Tackling Poverty Advisory Panel would provide important support to the Executive Board Member with responsibility for tackling poverty. The Panel would oversee and monitor the Council's Tackling Poverty Action Plan, overarching policy and wider tackling poverty agenda.	<p>Executive Board Member for Tackling Poverty plus 9 members politically balanced.</p> <p>Plaid Cymru (5)</p> <ul style="list-style-type: none"> 1) Ann Davies 2) Karen Davies 3) Terry Davies 4) Hefin Jones 5) Emlyn Schiavone <p>Labour (3)</p> <ul style="list-style-type: none"> 1) Deryk Cundy 2) Martyn Palfreman 3) Michelle Donoghue <p>Independent (1)</p> <ul style="list-style-type: none"> 1) Sue Allen

DECISION PANEL TO CABINET	CM PORTFOLIOS	LEAD DEPT / DIRECTOR	LEAD OFFICER	PURPOSE / FUNCTION	Membership
MEMBERS' HOME TO SCHOOL TRANSPORT APPEALS PANEL	Cabinet Member for Transport, Waste and Infrastructure Services	Chief Executive & Technical Services	Head of Administration & Law and Head of Transportation and Highways	To consider appeals against refusal of free school transport by the Stage 1 Officers Review Panel	Executive Board Member for Transport, Waste and Infrastructure Services Executive Board Member for Education & Welsh Language local member (or all members in a 2 or 3 member ward) (ie. "local" member for the appellant learner/s ward).

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTO R	LEAD OFFICER		Membership
RURAL WORKING GROUP	Rural Affairs & Planning Policy	Chief Executive	Head of IT and Corporate Policy	The rural areas within Carmarthenshire need special and direct attention. The Working Group will collect information, research and invite and receive evidence in relation to rural areas in Carmarthenshire, before presenting, in due course, strategies, policies and an action plan before full Council.”	<p>Cabinet Member with responsibility for Rural Affairs plus the following members from each political group.</p> <p>Plaid Cymru Group (4) 1) Ken Howells 2) Jean Lewis 3) Gareth Thomas 4) Hefin Jones</p> <p>Labour Group (3)</p> <p>1) Lewis Davies 2) Dot Jones 3) Emyr Rees</p> <p>Independent Group (2)</p> <p>1) Sue Allen 2) Fiona Walters</p>

ADVISORY PANEL & DATE ESTABLISHED	CM PORTFOLIOS	LEAD DEPT / DIRECTO R	LEAD OFFICER	Purpose/Function	Membership
WELSH IN EDUCATION FORUM	Education & the Welsh Language	Educatio n & children	Head of Education & Inclusion Services	<p>The WESP sets out a requirement for each local authority to establish a Welsh Education Forum</p> <p>In legislation the Forum is described as follows-</p> <p><i>Welsh medium education forum</i>" ("fform addysg cyfrwng Cymraeg") means a body established by a local authority for the purpose of improving the provision of Welsh medium education the members of which consist of local authority officers and such other persons as the local authority considers appropriate</p> <p>http://moderngov/documents/s16490/ SUMMARY.pdf</p>	<p>Cabinet Member for Education plus 6 members (2 from each political group):-</p> <p>Plaid Cymru (2):- 1) Carys Jones 2) Kim Broom</p> <p>Labour (2):- 1) Dot Jones 2) Edward Skinner</p> <p>Independent Group (2) 1) Sue Allen 2) Vacancy</p>

Mae'r dudalen hon yn wag yn fwriadol

Y CABINET

4 GORFFENNAF 2022

PENODI I GWMNIAU SY'N EIDDO I'R CYNGOR

Y Pwrpas:

Ystyried cynrychiolaeth aelodau ar Gwmnïau sy'n Eiddo i'r Cyngor.

Yr Argymhellion / Penderfyniadau Allweddol Sydd Eu Hangen:

- Cadarnhau penodi'r Aelod Cabinet dros Wasanaethau Trafnidiaeth, Gwastraff a Seilwaith yn gynrychiolydd y Cyngor ar Fwrdd Cyfranddalwyr CWM Environmental.**
- Cadarnhau penodi'r Aelod Cabinet dros Iechyd a Gwasanaethau Cymdeithasol a'r 3 aelod canlynol i Grŵp Llywodraethu Llesiant Delta Wellbeing Ltd:-**

Y Cyng. Deryk Cundy (Llafur)

Y Cyng Alex Evans (Plaid Cymru)

Y Cyng Hazel Evans (Plaid Cymru)

Y Rhesymau:

O ganlyniad i'r Etholiadau Llywodraeth Leol diweddar, gofynnir i'r Cabinet newydd ystyried penodi cynrychiolwyr aelodau i'w Gwmnïau sy'n eiddo i'r Cyngor.

Ymgynghorwyd â'r pwylgor craffu perthnasol AMHERTHNASOL

Angen i'r Cabinet wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD CABINET SY'N GYFRIFOL AM Y PORTFFOLIO:-

Cyng. Darren Price (Arweinydd)

Y Gyfarwyddiaeth: Prif Weithredwr	Swyddi: Pennaeth Gweinyddiaeth a'r Gyfraith	Rhifau ffôn: 01267 224010 LRJ 01267 224026 GM
Enw Pennaeth y Gwasanaeth: Linda Rees Jones Awdur yr Adroddiad: Gaynor Morgan	Pennaeth y Gwasanaethau Democratiaidd.	Cyfeiriadau E-bost: LRJones@sirgar.gov.uk GMorgan@sirgar.gov.uk

EXECUTIVE SUMMARY

CABINET

4TH JULY 2022

APPOINTMENT TO COUNCIL OWNED COMPANIES

The Council operates two Council owned companies namely CWM Environmental Ltd., and Llesiant Delta Wellbeing Ltd.

The Governance arrangements for both Companies require an overseeing role by the Council, and this report seeks member nominations to sit on these boards.

- CWM Environmental Shareholder Board which would act on behalf of the shareholder and be the primary route by which the Council would exert strategic control and influence over the Company. It would oversee the Company's performance against its service level agreement (SLA) and Business Plan, including the Company's rolling three-year budget; would agree any significant amendments to Business Plan or budget during the year; and would review investment plans and monitor risk. The proposed membership would be:

Executive Board Member for Environment, Chief Executive, Director of Environment, Director of Corporate Services, Head of Administration and Law, senior waste services officer(s), with in effect the role of representing the Council's interests as shareholder.

- Llesiant Delta Wellbeing Ltd Governance Group Council exert control and influence through the Llesiant Delta Wellbeing Ltd Governance Group (LDWGG). The purpose of the DWGG is to act on behalf of the Council (shareholder) to scrutinise Llesiant Delta Wellbeing Ltd performance against its service contract and Business Plan, and to review investment plans and risks.
- Under the shareholders' agreement the membership comprises Executive Board Member for Social Services (Chair), Three other Members (politically balanced), Statutory Director of Social Services , Section 151 Officer, A Head of Service of the Council who the Chief Executive nominates in writing. (Currently Head of Integrated Services)

The Cabinet is asked to

- 1) confirm the appointment of the Cabinet Member for Transport, Waste and Infrastructure Services as the Council's representative on CWM Environmental Shareholders Board.
- 2) confirm the appointment of the Cabinet Member for Health and Social Services and the following 3 members (as nominated by the political groups) on the Llesiant Delta Wellbeing Ltd Governance Group:-

Councillor Deryk Cundy (Labour)
Councillor Alex Evans (Plaid Cymru)
Councillor Hazel Evans (Plaid Cymru)

DETAILED REPORT ATTACHED ?	No
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Linda Rees Jones Head of Administration & Law

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	NONE	NONE	NONE	NONE	NONE

Legal

The role of these Groups is to ensure the interests of the Council are met and to scrutinise the performance of the Companies.

This report seeks to confirm member representation on CWM Environmental Shareholder Board and Llesiant Delta Wellbeing Ltd Governance Group for the new Council.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones Head of Administration & Law

1. Scrutiny Committee - Not applicable
2. Local Member(s) - Not applicable
3. Community / Town Council - Not applicable
4. Relevant Partners - Not applicable
5. Staff Side Representatives and other Organisations - Not applicable

CABINET MEMBER PORTFOLIO HOLDER AWARE/CONSULTED	YES
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Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Llesiant Delta Wellbeing Ltd		https://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=131&MId=1160&Ver=4
Cwm Environmental		https://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=131&MId=1160&Ver=4

Mae'r dudalen hon yn wag yn fwriadol