

Pwllgor Craffu 30.11.2021 Scrutiny

Lles

Gwasanaethau Addysg a Phlant - Cymorth Lles i Ysgolion, disgyblion, athrawon, arweinwyr a swyddogion.

Wellbeing

Education and Children's Services – Wellbeing Support for Schools, pupils, teachers, leaders and officers.

Beth ydym yn ei wybod?

What do we know?

Lles Disgyblion:

- Disgyblion llawer mwy pryderus e.e. ynghylch trosglwyddo i'r cam nesaf ac arholiadau.
- 'Colledion' yn amlwg - ymddygiadau cymdeithasol, perthnasoedd, hyder, gwytnwch.
- Cynnydd yn nifer y disgyblion sy'n arddangos ymddygiadau heb eu rheoleiddio (e.e. disgyblion yn fwy blin, yn llai goddefgar, heb empathi)
- Mwy o ddisgyblion yn dechrau'r ysgol gydag anghenion cymdeithasol cymhleth - angen gwell cysylltiadau ag ieuchyd
- Iechyd Corfforol - cynnydd mewn achosion gordewdra, anorecsia ac anhwylderau bwyta, lefelau is o stamina a ffitrwydd a llai o gyfnod canolbwytio
- Cynnydd mewn syniadaeth hunanladdiad gyda mwy o ymdrechion hunanladdiad gyda disgyblion iau a'r grŵp LGBT + Q.
- Mae yna enghreifftiau da o ddefnydd effeithiol o PDG i gefnogi dysgwyr a defnyddio TAF i annog ymgysylltiad teuluol.
- Mae ymgysylltiad dysgu oedolion yn lleihau

Lles Staff:

- Angen cynyddol am hyfforddiant staff e.e. sut i ddelio â strategaethau hunan-niweidio, pryder, syniadaeth hunanladdiad a hunanreoleiddio.
- Mae angen goruchwyliaeth glinigol, cwnsela a / neu hyfforddiant pellach i gefnogi staff
- Cefnogaeth i uwch arweinwyr i fynd i'r afael ag anghenion aelodau staff
- Ar hyn o bryd mae staff ysgolion wedi eu gorlethu ac mae angen lleihau eu llwyth gwaith

Pupil Wellbeing:

- Pupils far more anxious e.g. about transitioning to next phase and examinations.
- 'Losses' evident - social behaviours, relationships, confidence, resilience.
- An increase in the number of pupils displaying de-regulated behaviours (e.g. pupils more irritable, less tolerant, lacking empathy)
- More pupils starting school with complex social needs – need improved links with health
- Physical Health – increase in obesity, anorexia and eating disorder cases, lower levels of stamina and fitness and less concentration spans.
- Increase in suicide ideation with more suicide attempts with younger pupils and the LGBT+Q group
- There are good examples of effective use of PDG to support learners and use of TAF to encourage family engagement.
- Adult learning engagement is decreasing

Staff Wellbeing:

- Increased need for staff training e.g. how to deal with self-harm, anxiety, suicide ideation and self-regulation strategies.
- Further clinical supervision, counselling and/or coaching needed to support staff
- Support for senior leaders to address the needs of staff members
- School staff are currently overwhelmed and there's a need to reduce their workload

Sut mae'r tim gwella ysgolion yn cefnogi llesiant staff a dysgwyr?

Sefydliwr grŵp ffocws strategol lles. Defnyddir arbenigedd ar draws pob adran er mwyn darparu cefnogaeth gyffredinol a phwrpasol

Mae blaenoriaethau wedi'u gosod yn ôl yr hyn rydyn ni'n ei wybod a'r hyn rydyn ni am ei gyflawni

- Cefnogi a datblygu lles emosiynol a meddyliol staff a phob dysgwr
- Cefnogi ysgolion gyda'r cwricwlwm RSE
- Datblygu systemau trosglwyddo effeithiol ar draws pob cyfnod
- Datblygu lechyd Corfforol ein dysgwyr

Trefnir dysgu proffesiynol o ansawdd da ac yn unol â phecyn cefnogaeth y Bartneriaeth

Ymgynghorir ag arweinwyr ysgol ac maent yn cyfrannu at ddatblygiadau allweddol e.e. siarter lles penaethiaid, y grŵp ffocws 'trosglwyddo', dogfen Cymorth a Goruchwyliaeth

Ceir mynediad i grantiau i gynyddu'r gallu i gefnogi disgyblion a staff fel ei gilydd (AD i gyfeirio at hyn / ymhelaethu)

Mae Cymorth Allanol yn cael ei rannu ac ar gael e.e. Elusen Cymorth Addysg Cymru, MIND, NAEL, Academi Cymru, Gweithredu dros Blant, Actif Unrhywle

Rhennir dogfennau, adnoddau ac arweiniad gydag ysgolion - ardal lles Porth

Rhannu arfer da

How does the school improvement team support the wellbeing of its staff and learners?

A wellbeing strategic focus group is established .Expertise across all departments are drawn upon in order to provide general and bespoke support

Priorities are set on what we know and what we want to achieve

- Support and develop staff and all learners' emotional and mental wellbeing
- Support schools with the RSE curriculum
- Develop effective transition systems across all phases
- Develop the Physical Health of our learners

Good quality Professional learning is arranged and in line with the Partneriaeth's package of support

School leaders are consulted and contribute to key developments e.g. the HT wellbeing charter, the Transition focus group, Support and Supervision document

Grants are accessed to increase capacity to support pupils and staff alike (AD to refer / elaborate)

External Support is shared and made available e.g. Education Support Wales Charity, MIND, NAEL, The Welsh Academy, Action for Children, Actif Unrhywle

Documents, resources and guidance are shared with schools – wellbeing area of Porth

Sharing of good practice

Trefnir prosiectau a mentrau ychwanegol i gefnogi staff ysgolion a'u dysgwyr

- Prosiect trawsgwricwlaidd 'Y Lanternwyr' - stori o obaith... y bydd y golau bob amser yn dychwelyd, hyd yn oed yn y dyddiau tywyllaf
- Y Rhaglen Llesiant a Llawenydd
- Prosiectau ymgysylltu â theuluoedd (FACE) a phrosiect integreiddio Blynyddoedd Cynnar
- Prosiect ymchwil trosglwyddo
- Darperir sesiynau cymorth rheolaidd i gefnogi arweinwyr ysgolion e.e. sesiynau galw heibio TTP wythnosol, cefnogaeth ALN Bitesize, sesiynau Cwricwlwm dros Goffi
- Rhaglen Hyrwyddwr Iechyd a Lles
- Cyfleoedd hyfforddi / cymell - hyfforddiant 1:1 neu hyfforddiant mewn sgysiau cymell
- Rhwydweithiau cymheiriaid i gyfoedion

Additional projects and initiatives are arranged to support school staff and their learners

- The Lightbringers cross curricular project – a story of hope... that the light will always return, even in the darkest of days
- The Health and Happiness Programme
- Family engagement projects (FACE) and the EY integration project
- Transition research project
- Regular support sessions are provided to support school leaders e.g. weekly TTP drop in sessions, ALN Bitesize support, Curriculum over Coffee sessions
- Health and Wellbeing Champion programme
- Coaching opportunities - 1:1 coaching or training in coaching conversations
- Peer to peer networks

Trefnir prosiectau a mentrau ychwanegol i gefnogi staff ysgol a'u dysgwyr (Cynhwysiant):

- Sesiynau hyfforddiant a chymorth gyda staff yr Adran Cynhwysiant – sesiynau byr bob pythefnos.
- Cyfarfodydd Clwstrwr Cydlynwyr ADY bob mis – eitem safonol ar yr agenda: canolbwyntio ar lesiant staff ysgol
- Gwell cymorth pontio i ysgolion a phlant i'r ysgol, gadael ysgol ac ar draws cyfnodau allweddol a lleoliadau
- Diwygiadau ac addasiadau rhesymol estynedig i brosesau ADY i gefnogi llwyth gwaith ysgolion a gwella ymatebolrwydd gwasanaethau.
- Creu ardal 'Sharepoint' – un pwynt gwybodaeth ar gyfer ADY.
- Creu rhestrau chwarae a recordio hyfforddiant a deunyddiau cymorth er mwyn i ysgolion eu defnyddio ar adeg sy'n gyfleus iddynt.
- Darparu cymorth a deunyddiau helaeth i ysgolion i sicrhau y gellir cyflawni disgwyliadau Trawsnewid ADY

Additional projects and initiatives are arranged to support school staff and their learners (Inclusion):

- Training and support sessions with Inclusion Department staff – fortnightly bitesize sessions.
- Monthly ALNCo Cluster meetings – standard agenda item: focus on school staff wellbeing
- Enhanced transition support for schools and children into school, school exit and across key stages and settings
- Amendments and extended reasonable adjustments to ALN processes to support school workload and improve responsiveness of services.
- Creation of 'Sharepoint' area – single point of information for ALN.
- Creation of playlists and recording of training and support materials for schools to access at a convenient time for them.
- Extensive support and materials provided to schools to ensure ALN Transformation expectations are deliverable

Cefnogi Lles

- GSAaPh –Ymgynghori ag Ysgolion – blaenoriaeth y rhai sydd fwyaf mewn perygl o gael eu gwahardd oherwydd AYEC neu OYyE
- TaPas Lles Emosiynol
- Cynnydd Cymorth Iechyd Emosiynol
- Grwpiau Anogaeth / Egwyddorion
- Hyfforddi a goruchwyllo ELSA
- Goruchwyliaeth Grŵp Ymarferwyr sy'n seiliedig ar Drawma
- Cymorth i ddelio â Digwyddiadau Critigol
- Tîm Iechyd Emosiynol Plant sy'n Derbynn Gofal a Mabwysiadu
- TISSH-B
- Rhwydwaith Dysgu Profesiynol Arweinwyr Bugeiliol ar gyfer Ysgolion Uwchradd

Supporting Wellbeing

- ECPS –School Consultation - priority re those most at risk of exclusion due to BESD or EBSA
- Emotional Wellbeing TaPPaS
- Cynnydd Emotional Health Support
- Nurture Group/Principles
- ELSA Training and Group Supervision
- Trauma Informed Practitioner Group Supervision
- Support for dealing with Critical Incidents
- Emotional Health Team LAC and Adoption
- TISSH-B
- Secondary Pastoral Leads Professional Learning Network

Y Gwasanaeth Seicoleg Addysg a Phlant a'r Tîm Iechyd Emosiynol Educational and Child Psychology Service and Emotional Health Team

- Gwasanaeth Cwnsela Annibynnol mewn Ysgolion - Pryder; Teulu; Straen
 - Dull Gweithredu Ysgol gyfan mewn perthynas â Iechyd Meddwl a Lles Emosiynol ymyrraeth therapiwtig Bl.5 ac is
 - Cysylltiadau â SpCAMHS – cyflwyno 'Schools In Reach', Plant sy'n Derbynn Gofal ac ati
 - Cysylltiadau ag arweinydd gweithredu Fframwaith Dull ysgol gyfan at ganllaw fframwaith iechyd meddwl a lles
 - Cysylltiadau â Partneriaeth
 - Y gallu i ateb y diffyg galw e.e. Ceisiadau am oruchwyliaeth Tîm Bugeiliol
 - Cyllid cynaliadwy
- Independent School based Counselling Service - Anxiety; Family; Stress
 - Whole School Approach to Emotional and Mental Wellbeing therapeutic intervention Year 5 and below
 - Links with SpCAMHS – 'Schools In Reach' roll out, LAC etc.
 - Links with WSA to EMWB Framework Implementation Lead
 - Links with Partneriaeth
 - Capacity to meet demand shortfall e.g. Requests for Pastoral Team Supervision
 - Sustainable funding

Cefnogaeth Gorfforaethol ar gael

Corporate Support available

Prosiectau Lles Ysgolion:

Hyrwyddwyr Iechyd a Lles

Mae ysgolion yn ethol Hyrwyddwr Staff.

1 fesul ysgol fel arfer, er bod ysgolion mwy o faint yn tueddu i ddewis sawl hyrwyddwr.

70+ Pencampwyr ar hyn o bryd. Mae pob Hyrwyddwr yn rhan o Dîm Microsoft, sy'n gweithredu fel yr offeryn cyfathrebu a ddefnyddiwn ar gyfer y cynllun.

Rhwydwaith Cefnogi Cymheiriaid Penaethiaid

Rhwydwaith cymorth cymheiriaid mewnol a ddatblygwyd i gefnogi lles penaethiaid.

Ar hyn o bryd mae 30+ o benaethiaid yn rhan o'r rhwydwaith. Wedi'i hunan-hwyluso, ond maent i gyd wedi derbyn dogfen hwyluso sy'n amlinellu diben y rhwydwaith a sut i gael gafael ar gymorth lles pellach, os oes angen. Rhoddir y penaethiaid mewn grwpiau cymorth cyfoedion sy'n cwrdd yn wythnosol.

Grŵp Ffocws Lles y Pennaeth

Mae 8 pennaeth wedi gwirfoddoli i fod yn rhan o grŵp ffocws sy'n ystyried lles penaethiaid Sir Gaerfyrddin ac yn edrych ar y ffordd orau o'u cefnogi. Ers ei sefydlu ym mis Tachwedd 2020, mae wedi helpu datblygu Rhwydwaith Cymorth Cymheiriaid penaethiaid a Siarter penaethiaid a Swyddogion.

Prosiect Cymorth Addysg – '5 Cam at Les Staff'

Prosiect cydweithredol rhwng CCC a Chymorth Addysg.

Bwriad yw cyfuno adnoddau mewnol (CCC) ac allanol (Cymorth Addysg) yn becyn hawdd ei drin i ysgolion gefnogi lles eu staff.

Mae'r '5 Cam' yn cynnwys: Hyrwyddwyr I a LI, Siarter Lles Staff, Archwiliad Lles Staff a Chynllun Gweithredu, Cyfleoedd Hyfforddi, Gofalu am Athrawon (Hwb Lles Cymorth Addysg).

NT ac Anthony Priest (Cymorth Addysg) yn creu cyflwyniad i gyflwyno'r 5 cam i'r Ysgolion. Mae'r Adran Addysg am gyflwyno'r cyflwyniad i ysgolion, gan gyflwyno'r '5 Cam at Les Staff' yn nhymor y Gwanwyn.

Siarter y Pennaeth / Swyddogion /Ymrwymiad Staff Ysgolion,

Mae Siarter yn cael ei chynhyrchu ar y cyd rhwng penaethiaid a Swyddogion CCC.

Bydd Elin Forsyth ac Angharad Jones yn arwain ar hyn.

Schools' Wellbeing Projects:

Health and Wellbeing Champions

Schools elect a Staff Champion.

1 per school usually, although larger schools tend to choose multiple champions.

70+ Champions currently. All Champions are part of a Microsoft Team, which acts as the communication tool we use for the scheme.

Headteacher Peer Support Network

Internal peer support network developed to support the wellbeing of HTs.

Currently 30+ HTs are part of the network. Self-facilitated, but they have all received a facilitation document that outlines the purpose of the network and how to access further wellbeing support, if required. HTs are put into peer support groups and meet weekly.

Headteacher's Wellbeing Focus Group

8 HTs have volunteered to be part of a focus group that considers Carmarthenshire HTs' Wellbeing and looks at how to best support them. Since established in November 2020, it has helped to develop the HTs Peer Support Network and the HT and Officer Charter.

Education Support Project – '5 Steps to Staff Wellbeing'

Collaborative project between CCC and Education Support.

Intention is to combine internal (CCC) and external (Education Support) resources into a digestible package for schools to support their staff's wellbeing.

The '5 Steps' include: H&W Champions, Staff Wellbeing Charter, Staff Wellbeing Audit & Action Plan, Training Opportunities, Taking Care of Teachers (Ed Support Wellbeing Hub).

NT and Anthony Priest (Ed Support) creating a presentation to present the 5 steps to School. Education Department want to deliver the presentation to schools, introducing the '5 Steps to Staff Wellbeing' in the Spring term.

Headteacher & Officer Charter /Schools Staff Commitment,

A Charter is being collaboratively produced between HTs and CCC Officers. Sir Gâr

Elin Forsyth and Angharad Jones will lead on this.

Cefnogaeth ar gael

Hyfforddiant

Cadeiryddion Llywodraethwyr – cefnogi'r Pennaeth

3 sesiwn i dros 100 o Lywodraethwyr a Chadeiryddion Llywodraethwyr ysgolion
Gwybodaeth am y cymorth sydd ar gael ar gyfer penaethiaid; cyngor ar sut i gefnogi Lles eu penaethiaid

Rheoli Iechyd Meddwl yn y Gweithle

Mae 64 pennaeth wedi mynychu'r cwrs hwn
Darparwyd gan ACAS
I'w ailadrodd - i gynnig i bennaethiaid nad ydynt wedi mynychu

Grwpiau sy'n ymwneud â

Fforwm Arweinwyr Bugeiliol

Arweinir gan Angela Davies (Seicolegydd Addysg Arweiniol).
Disgwylir iddo gael ei lansio ym mis Gorffennaf ond fe'i gohiriwyd tan fis Tachwedd 2021.

Grŵp Ffocws Lles Strategol

Rhan o fodel 'Grŵp Ffocws Strategol' Addysg.
Dan arweiniad Angharad Jones (YCA).

Grŵp Ffocws Lles Penaethiaid

Gweler uchod

Lles Staff Yr Ysgol (anffurfiol)

Dal i fyny'n anffurfiol gydag Aeron Rees ac Angharad Jones i drafod cynnydd a'r wybodaeth ddiweddaraf am brosiectau a materion ac ati.
Fel arfer tua unwaith bob 6 wythnos.

Rhwystrau a Wynebir

Mynediad cyfyngedig i Bennaethiaid ac Ysgolion oherwydd argyfwng Covid - nid oes angen ateb.

Support available

Training

Chairs of Governors – supporting the HT

3 sessions to over 100 school Governors and ChoGs
Information about support available for HTs; advice on how to support their HTs' Wellbeing

Managing Mental Health in the Workplace

64 HTs have attended this course
Delivered by ACAS
To be repeated- to offer to HTs who haven't attended

Groups involved in

Pastoral Leads Forum

Lead by Angela Davies (Lead Education Psychologist).
Due to launch in July but postponed until November 2021.

Strategic Wellbeing Focus Group

Part of Education's 'Strategic Focus Group' model.
Led by Angharad Jones (ESA).

Headteachers' Wellbeing Focus Group

See above

School Staff Wellbeing (informal)

Informal catch up with Aeron Rees and Angharad Jones
to discuss progress and update on projects and issues etc.
Usually once every 6 weeks (approx.).

Barriers Faced

Restricted access to Headteachers and Schools due to the Covid crisis- no solution required.

Monitorau Co2 / Co2 Monitors

- Canllawiau a dderbyniwyd gan LIC ac wedi'u teilwra ar gyfer ysgolion (ynghlwm)
 - Gall cronni CO2 mewn ardal neu ystafell ddangos bod angen gwella awyru
 - Mae monitorau'n cael eu derbyn gan Lywodraeth Cymru a'u dosbarthu i bob Ysgol
 - Mae canllawiau AR eisoes wedi gofyn i benaethiaid nodi ystafelloedd sydd wedi'u hawyru'n wael
 - Darlleniadau digidol trwy system goleuadau traffig â chod lliw:
 - Gwyrdd
 - Ambr (Weithiau)
 - Ambr (Yn gyson)
 - Coch
- Guidance received from WG and tailored for schools (attached)
 - Build-up of CO₂ in an area or room it can indicate that ventilation needs improving
 - Monitors being received from WG and distributed to all schools
 - RA guidance has already asked HTs to identify poorly ventilated rooms
 - Digital readings via colour coded traffic light system:
 - Green
 - Amber (Occasionally)
 - Amber (Consistently)
 - Red

Awyriad / Ventilation

- Gall awyru da atal Covid rhag lledaenu
- Darlleniadau CO2 (Goleuadau Traffig):
 - Gwyrdd – Dim gweithredu
 - Ambr Yn Achlysurol – Ystyried camau gweithredu
 - Amber Gyson – Adrodd i'r Gwasanaethau Eiddo i drafod mesurau
- Coch - awyru gwael a dylid rhoi sylw iddo fel rhan o'r asesiad gofod
- Adrodd drwy e-ffurflen lle gellir ystyried asesu

- Good ventilation can prevent spread of Covid
- Co2 Readings (Traffic Lights):
 - Green – No action
 - Amber Occasionally – Consider actions
 - Amber Consistently – Report to Property Services to discuss measures
- Red - poor ventilation and should be addressed as part of space assessment.
- Report via e-form where assessment can be considered

Diolch | Thank you

sirgar.llyw.cymru

carmarthenshire.gov.wales

Cyngor **Sir Gâr**
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