



# Gofal Cymdeithasol Cymru Social Care Wales

## CYFARFOD BWRDD CYHOEDDUS

21 Hydref 2021  
Cyfarfod rhithwir  
09:30 – 13:30

Sesiwn gyhoeddus			Tudalen
09:30	1.	Croeso a sylwadau agoriadol gan y Cadeirydd	Llafar
09:35	2.	Ymddiheuriadau a Datgan Buddiannau	Llafar
09:40	3.	<a href="#">Cofnodion cyfarfod Bwrdd 15 Gorffennaf 2021</a> I'w cymeradwyo	SCW/21/24 3
09:45	4.	<a href="#">Log gweithredu</a> a materion yn codi - <a href="#">Proses Gweithredu Cadeirydd - Diwygiadau i'r Rheolau Cofrestru</a>	SCW/21/25 19 23
09:50	5.	Diweddariad gan Gadeiryddion y Pwyllgorau I'w nodi a derbyn	Llafar
09:55	6.	Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr I nodi a derbyn	Llafar
10:00	7.	Atebolrwydd gyda Julie Morgan AS, Dirprwy Weinidog Gwasanaethau Cymdeithasol	Llafar
<b>11:00 – 11:10 Egwyl</b>			
11:00	8.	<a href="#">Cynllun Strategol Amlinellol 2022-2027</a> I'w ystyried	SCW/21/26 24
11:25	9.	<a href="#">Cynllun Cydraddoldeb Strategol 2022-2025</a> I'w ystyried	SCW/21/27 47
11:50	10.	<a href="#">Adroddiad Cydraddoldeb Blynyddol 2020-21</a> I'w ystyried a chymeradwyo	SCW/21/28 71
<b>12:05 – 12:20 Egwyl</b>			
12:20	11.	<a href="#">Adolygiad o grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol Cymru</a> I'w ystyried a chymeradwyo	SCW/21/29 91

12:45	12.	<a href="#">Cynllun Busnes: Adroddiad cynnydd chwarter 2</a> Ystyried a chymeradwyo	SCW/21/30	105
13:10	13.	<a href="#">Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd</a> Ystyried a chymeradwyo	SCW/21/31	126

**I'w drafod:**

13:20	14.	Effeithiolrwydd y cyfarfod I'w drafod	Llafar	
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**Dyddiad cyfarfod nesaf:  
Dydd Iau 3 Chwefror 2022**



## Gofal Cymdeithasol Cymru Social Care Wales

### CYFARFOD BWRDD CYHOEDDUS

15 Gorffennaf 2021

Cyfarfod Zoom rhithwir

09:30 - 13:00

#### Yn bresennol:

#### Aelodau o'r Bwrdd:

Mick Giannasi (Cadeirydd eitem 1 – 10)  
Carl Cooper  
Damian Bridgeman  
Donna Hutton  
Emma Britton (eitem 1-11)  
Grace Quantock  
Jane Moore  
Jo Kember (Cadeirydd eitem 11-13)  
Kate Hawkins  
Maria Battle  
Peter Max  
Rhian Watcyn Jones  
Simon Burch  
Trystan Pritchard

#### Swyddogion Gofal Cymdeithasol Cymru:

Sue Evans (Swyddog Prif Weithredol) (eitem 1-10)  
Andrew Lycett (Cyfarwyddwr Cyllid, Strategaeth a Gwasanaethau Corfforaethol)  
David Pritchard (Cyfarwyddwr Rheoleiddio)  
Sarah McCarty (Cyfarwyddwr Gwella a Datblygu) (eitem 11-13)  
Geraint Rowlands (Cyfarwyddwr Cynorthwyol Cyllid a TGCh)  
Kate Salter (Cyfarwyddwr Cynorthwyol Gwasanaethau Corfforaethol)  
Rhianon Jones (Rheolwr AD a Lles)  
Malcolm Williams (Rheolwr Cyfathrebu a Materion Cyhoeddus)  
Llinos Bradbury (Uwch Swyddog Llywodraethu - cofnodion)

#### Presennol:

Steffan Wiliam, Cymen (cyfieithu ar y pryd)  
Lora Payne  
Ffion Henderson-Jones

#### Sesiwn gyhoeddus:

1. **Croeso a Sylwadau Agoriadol gan y Cadeirydd**
  - i. Estynnodd y Cadeirydd groeso i bawb i'r cyfarfod ac eglurodd y byddai Steffan Wiliam yn dirprwyo ar ran Aled Jones i ddarparu gwasanaeth cyfieithu ar y pryd yn y cyfarfod hwn. Roedd Ffion Henderson-Jones yn mynychu hefyd fel rhan o'i phroses sefydlu, gan ei bod newydd gychwyn fel swyddog AD a Lles. Anogodd y Cadeirydd y bobl a oedd yn gallu cyfrannu yn y Gymraeg i wneud hynny ac i ddefnyddio'r gwasanaeth cyfieithu ar y pryd oedd ar gael.

- ii. Atgoffodd y Cadeirydd yr aelodau y byddai ef a SE yn gadael y cyfarfod am 11:30 i gyfarfod y Gweinidog a'r Dirprwy Weinidog Iechyd a Gwasanaethau Cymdeithasol. Bydd JK yn Cadeirio'r cyfarfod Bwrdd o eitem 11 ymlaen.
- iii. Hysbysodd y Cadeirydd yr aelodau o'r Bwrdd y byddai'r adran ar effeithiolrwydd y cyfarfod, fel y cyfarfod ym mis Ebrill, yn cael ei gofnodi gan ddefnyddio Jamboard, lle gofynnwyd tri chwestiwn a bydd y sylwadau'n cael eu casglu ar ddiwedd y cyfarfod.

## 2. Ymddiheuriadau a Datgan Buddiannau

- i. Nodwyd ymddiheuriad gan Abigail Harris; byddai Sarah McCarty yn ymuno'n hwyrach gan ei bod yn mynychu Gŵyl Haf ADSS Cymru.
- ii. Ni wnaed unrhyw ddatganiad newydd o fuddiannau.

## 3. Cofnodion Cyfarfod y Bwrdd ar 29 Ebrill 2021

- i. Trafodwyd a **chadarnhawyd** cofnodion 29 Ebrill 2021 gan y Bwrdd fel cofnod cywir o'r cyfarfod.

## 4. Log Gweithredu a Materion yn Codi

- i. Tynnwyd sylw'r aelodau at y log gweithredu treigl sy'n rhoi'r wybodaeth ddiweddaraf am y cynnydd sydd wedi'i wneud yn erbyn y camau gweithredu sy'n weddill ers y cyfarfod diwethaf.
- ii. Nid oedd unrhyw sylwadau neu gwestiynau pellach ar y log gweithredu a **nododd a derbyniodd** yr aelodau'r wybodaeth ddiweddaraf yn erbyn y camau gweithredu.

## 5. Diweddariad gan Gadeiryddion y Pwyllgorau

- i. Fel Cadeirydd y Pwyllgor Archwilio a risg, darparodd RWJ grynodedb o'r trafodaethau a gafwyd yng nghyfarfod mis Mehefin o'r Pwyllgor gan dynnu sylw at y canlynol:-
  - Cynhaliwyd cyfarfod ychwanegol o'r Pwyllgor ar 7 Gorffennaf er mwyn ystyried yr adroddiad a'r cyfrifon blynyddol a oedd ar yr agenda i'w cymeradwyo;
  - Llongyfarchodd y Pwyllgorau y sefydliad ar yr archwiliadau mewnol ac allanol cadarnhaol mewn blwyddyn a fu'n eithriadol o anodd;
  - Cafwyd apêl gan y Pwyllgor i gael gwell cydbwysedd gyda'r papurau rhwng y rhai sy'n ddeunydd darllen hanfodol a'r hyn y gellir ei ddarllen fel gwybodaeth ychwanegol pe bai aelodau o'r Pwyllgor am gael rhagor o fanylion;
  - Gofynnodd yr aelodau i'r Grŵp Cydgysylltu Cadeiryddion (CCG) ailedrych ar y gwaith o amserlennu cyfarfodydd Pwyllgor. Y teimlad oedd bod dau gyfarfod mewn un diwrnod yn ormod wrth weithio'n rhithwir.

- ii. Roedd DB wedi cadeirio cyfarfod Mehefin o'r Pwyllgor Gwella a dywedodd fod y cofnodion manwl ar y porth i aelodau eu darllen. Tynnodd sylw hefyd at y pwynt a wnaeth RWJ am yr angen i ystyried y cydbwysedd yn y papurau a nodi lle gellir darparu rhagor o wybodaeth ar wahân i'r deunydd darllen hanfodol ar gyfer y cyfarfod.
- iii. Tynnodd PM sylw hefyd at y materion canlynol a oedd wedi'u trafod yn ystod y cyfarfod Pwyllgor:-
- Cafwyd trafodaeth ddefnyddiol ar y strategaeth ddata ac roedd cydnabyddiaeth i'r ymgysylltu ehangach sy'n ofynnol i gefnogi'r gwaith hwn; efallai fod yna gyfle yma i gysylltu â'r Prif Swyddogion Digidol newydd;
  - Mynegwyd pryder gan y Pwyllgor am nifer y bobl oedd yn defnyddio gwasanaeth y Rhaglen Cymorth i Weithwyr; roedd y niferoedd yn isel gyda chostau cysylltiedig cymharol uchel oherwydd lefel y cymorth posibl a oedd angen. Bydd y pwyllgor yn parhau i adolygu'r mater.
  - Nododd yr aelodau'r angen i'r sefydliad fod yn gliriach ynghylch yr hyn y gellid ei gyflawni erbyn Mawrth 2022 mewn perthynas â Strategaeth y Gweithlu;
  - Daeth thema i'r amlwg yn ymwneud â'r gallu i ddangos effaith y gwaith a wneir gan y sefydliad.
- iv. Ychwanegodd SE fod y pryder a fynegwyd am y nifer isel sy'n ymuno â'r Rhaglen Cymorth i Weithwyr wedi'i drafod yn fewnol. Fodd bynnag, roedd yn bwysig cydnabod yr anhawster cychwynnol o gael pobl i ymgysylltu gan nad oedd y cymorth hwn ar gael yn flaenorol. Dywedodd hefyd nad oedd y cyllid wedi'i gadarnhau tan fis Rhagfyr 2021, a bod trafodaethau ar y gweill am Raglen Cymorth i Weithwyr yn cyfuno lechyd a Gofal Cymdeithasol o bosibl wrth symud ymlaen.
- v. Dywedodd SE ei bod wedi cyfarfod â Jonathan Griffiths, Llywydd ADSS Cymru yn ddiweddar, a'i fod wedi sôn am yr angen i ganolbwyntio ar yr elfen gweithlu gofal uniongyrchol fel rhan o strategaeth y gweithlu. Atgoffwyd yr aelodau fod y gweithlu gofal uniongyrchol a chynlluniau'r gweithlu Gwaith Cymdeithasol yn canolbwyntio ar y cynllun busnes a fydd yn cael ei ddatblygu eleni.
- vi. Mewn perthynas ag effaith, â'r ymgyrch denu, recriwtio a chadw yn benodol, roedd SE wedi gofyn i'r rhai a oedd yn arwain yr ymgyrch edrych a oes unrhyw byrth swyddi perthnasol eraill fel y gellir eu cymharu, ochr yn ochr â datblygu mwy o swyddogaeth adrodd o'r porth swyddi presennol.
- vii. Diolchodd CC i SE am ei hymateb defnyddiol; roedd yn teimlo bod y mater o effaith yn un ehangach ac yn un a drafodir yn aml mewn cyfarfodydd gan ei fod yn anodd ei fesur. Fodd bynnag, mae'n bwysig gallu gwahaniaethu rhwng effaith a gweithgarwch wrth ystyried data a sicrhau bod y gwahaniaeth hwn yn glir yn yr adroddiadau a dderbynnir.
- viii. Diolchodd y cadeirydd i CC am ei sylwadau. Roedd yn cydnabod bod y cwestiwn o fesur effaith yn rhywbeth a oedd wedi'i drafod ers peth amser a bydd cyfleoedd i gryfhau'r agwedd hon yn esblygu wrth i fframwaith perfformiad ar gyfer y cynllun strategol newydd gael ei ddatblygu.

- ix. Fel Is-gadeirydd Rheoleiddio a Safonau, tynnodd GQ sylw at y materion canlynol a oedd wedi dod i'r amlwg yn y cyfarfod diwethaf:
- Craffwyd yn fanwl ar yr adroddiad ar ddatblygiadau Rheoleiddio;
  - Nododd y Pwyllgor y penderfyniad y byddai'r broses o ddiddymu dyledwyr, a ataliwyd yn ystod COVID, yn aildechrau yn awr;
  - Cydnabuwyd er bod perfformiad y Tîm Cofrestru'n dda ar hyn o bryd, byddai angen rheoli'r pwysau a fydd yn cael ei weld yn y dyfodol o ganlyniad i broses gofrestru gweithwyr cartrefi gofal i oedolion a chynnydd posibl mewn atgyfeiriadau gan weithwyr gofal cartref i'r tîm Addasrwydd i Ymarfer;
  - Cafwyd diweddariad am y rhaglen waith ar gyfer 2021-22.
- x. Gofynnodd DB faint o ddyledwyr oedd ar y gofrestr a'r effaith y byddai hyn yn ei gael ar ddarparwyr pe bai gweithwyr yn cael eu diddymu. Dywedodd DP fod tua 10% o'r gofrestr gofal cartref mewn ôl-ddyledion. Fodd bynnag, nid oedd hyn yn annisgwyl o gofio cyfradd trosiant y sector ac mae'n debygol ei fod yn adlewyrchu'r rhai sydd wedi gadael y sector yn ystod y flwyddyn ddiwethaf. Roedd dyletswydd ar y sefydliad i gadw Cofrestr gywir, ac er bod y gwaith o ddiddymu dyledwyr wedi'i oedi oherwydd COVID, roedd angen ailsefydlu'r broses er mwyn sicrhau cywirdeb wrth symud ymlaen. Rhoddodd DP sicrwydd i'r bwrdd fod y gwiriadau angenrheidiol yn cael eu gwneud cyn diddymu o'r gofrestr.
- ix. Nid oedd unrhyw sylwadau neu gwestiynau pellach o'r diweddariadau a gafwyd.

## 6. Gosod Cyd-destun a Phrif Negeseuon gan y Prif Weithredwr

- i. O ran y cyd-destun ar gyfer y cyfarfod heddiw, darparodd SE y wybodaeth ddiweddaraf ganlynol:-
- Roedd y rhaglen Lywodraethu wedi'i chyhoeddi'n ddiweddar ac roedd EMT wedi bod yn edrych ar yn fanwl ar gyfraniad Gofal Cymdeithasol Cymru at y gweithgareddau amrywiol; roedd y Cadeirydd ac SE yn cyfarfod â phartneriaid perthnasol dros y misoedd nesaf a oedd yn rhoi cyfle am drafodaeth bellach ar y rhaglen Lywodraethu a'r cyfleoedd ar gyfer cydweithio.
  - Roedd y sefydliad yn gweithio ochr yn ochr â'r tîm Noddi yn Llywodraeth Cymru i ddatblygu cynllun adfer gofal cymdeithasol ac roedd llesiant y gweithlu yn flaenoriaeth. Byddai'r cynllun yn cael ei lansio cyn y gwyliau gan y Dirprwy Weinidog ac unwaith y byddai wedi'i gyhoeddi byddai'n cael ei rannu â'r Bwrdd;
- GWEITHREDU**
- Roedd aelodau'r uwch dîm yn rhan o'r cynllun 'Adeiladu Cymru Iachach', a arweinir gan lechyd Cyhoeddus Cymru, a oedd yn canolbwyntio ar atal ac ymyrraeth gynnar. Roedd y cyfarfod mwyaf diweddar yn canolbwyntio'n benodol ar COVID a thegwch iechyd;
  - Bellach mae'r Cynllun Busnes ar gyfer 2021-22 yn nwylo tîm Noddi Llywodraeth Cymru i'w rannu â'r Dirprwy Weinidog i'w gymeradwyo;
  - Roedd y Cynllun Cydraddoldeb 2022-27 yn destun ymgynghori ar hyn o bryd;
  - Roedd rhaglen beilot ar gyfer dychwelyd i weithio yn y swyddfa ar fin cychwyn yr wythnos ganlynol. Byddai'n para 6 wythnos gyda thua 25 aelod staff a bydd yr hyn a ddysgir yn llywio unrhyw fodel hybrid posibl o weithio ar gyfer y dyfodol.

ii. O ran yr agenda ar gyfer y cyfarfod, tynnodd SE sylw at y canlynol:-

- Cafwyd trafodaeth dda yn y Pwyllgor Archwilio a Risg ar yr Adroddiad a'r Cyfrifon Blynyddol ac roedd sylwadau'r aelodau'n ddefnyddiol wrth lunio'r fersiwn derfynol a fyddai'n cael ei hystyried yn ddiweddarach yn y cyfarfod. Ni fu'n bosibl rhannu fersiwn gyda newidiadau wedi'u marcio oherwydd y fformat a'r feddalwedd a ddefnyddir. Fodd bynnag, cafodd yr aelodau eu sicrhau bod yr holl gyfraniadau'n wedi'u hystyried a'u hymgorffori lle'n briodol;
- Roedd yn braf gweld y sefydliad yn gweithredu o fewn y lefel goddefgarwch o 5% fel rhan o'r adolygiad cyflog cyfartal; mae'r sefydliad yn adlewyrchu'r sector hefyd, gyda nifer sylweddol uwch o weithwyr benywaidd o gymharu â gweithwyr gwrywaidd;
- Mae'r diwygiadau i'r Cynllun Dirprwyo'n rhan o'r gwaith o gryfhau ein prosesau llywodraethu;
- Mae'r cynllun Strategol newydd wedi'i oedi'n fwriadol hyd nes y cynhelir etholiadau'r Senedd a hyd nes y cyhoeddir y rhaglen Lywodraethu newydd;
- Bydd y Strategaeth yn cael ei chadw ar lefel uchel gan ddisgrifio'r trywydd i'w ddilyn a'r canlyniadau a ddymunir, gyda rhagor o fanylion yn cael eu cynnwys yn y cynlluniau busnes blynyddol;
- Bydd y Cynllun Strategol yn adeiladu ar drafodaethau'r sesiynau datblygu yn ogystal â'r cymorth gan ffrindiau beirniadol fel Cordis Bright a Grant Thornton;
- Mae'r Cynllun Strategol yn cynnwys canlyniadau y mae'r sefydliad yn atebol drostynt a chanlyniadau eraill y bydd y sefydliad yn cyfrannu atynt o bosibl neu'n dylanwadu ar bobl eraill i weithredu. Bydd yn bwysig bod y ddogfen yn nodi'n glir pan fo gan y sefydliad reolaeth ac atebolrwydd uniongyrchol a phan nad oes;
- Y Cynllun Strategol fydd y cynllun trosfwaol a ategir gan nifer o gynlluniau cefnogol eraill fel y Strategaeth Gydraddoldeb, y Strategaeth Ymchwil a Datblygu ddiwygiedig, y Strategaeth Ddata, a'r Strategaeth Ddigidol. Bydd yn cyd-fynd â Strategaeth y Gweithlu;
- Mae'r Polisi newydd ar gyfer Rheoli Risgiau Strategol wedi'i gytuno gan y Pwyllgor Archwilio a Risg ac wrth iddo gael ei ddatblygu, bydd cyfle i wahaniaethu rhwng risgiau i'r sefydliad a risgiau i'r sector sy'n golygu y gall fod angen i'r sefydliad ddefnyddio ei rôl ddylanwadol.

iii. Ni chafwyd unrhyw gwestiynau neu sylwadau gan yr aelodau. Diolchodd y Cadeirydd i SE am yr wybodaeth ddiweddaraf ac am osod y cyd-destun ar gyfer y cyfarfod.

## 7. **Adroddiad a Chyfrifon Blynyddol Drafft 2020-21, Adroddiad ar yr Archwiliad o'r Cyfrifon**

i. Cyflwynodd GR y papur. Cadarnhaodd yr hyn yr oedd Cadeirydd y Pwyllgor Archwilio a Risg wedi'i ddweud yn gynharach yn y cyfarfod, h.y. bod yr adroddiad drafft wedi bod drwy broses graffu mewn cyfarfod o'r Pwyllgor ar 7 Gorffennaf ac roedd yr aelodau wedi argymhell bod yr adroddiad yn cael ei gymeradwyo gan y Bwrdd. Ar adeg y cyfarfod Pwyllgor, roedd problem yn ymwneud ag oedi wrth dderbyn cadarnhad o'r gwerthusiad o gronfa bensiwn Rhondda Cynon Taf. Fodd bynnag, roedd Archwilio

Cymru yn gallu rhoi diweddariad llafar yn y cyfarfod ei fod bellach wedi'i dderbyn a bod yr archwiliad wedi'i gwblhau'n foddhaol.

- ii. Diolchodd GR i aelodau'r Pwyllgor Archwilio a Risg am eu sylwadau gan ymddiheuro nad oedd modd marcio'r newidiadau ar y ddogfen hon oherwydd dyluniad y meddalwedd a ddefnyddir. Fodd bynnag, roedd yn gobeithio y gallai aelodau weld bod y ddogfen ddiwygiedig yn adlewyrchu eu sylwadau. Roedd diwygiad pellach yn ofynnol ar dudalen 41 mewn perthynas â nifer y bobl a oedd yn destun honiadau a oedd yn cwestiynu eu haddasrwydd i ymarfer.
- iii. Tynnodd GR sylw'r aelodau at yr elfennau o'r cyfrifon a archwiliwyd ar dudalen 71; dywedodd fod y gymhareb datgelu cyflog teg wedi gostwng eleni gan adlewyrchu'r ffaith bod y tâl canolrifol wedi symud un pwynt graddfa yn y raddfa gyflog. Roedd tudalen 72 yn cyfeirio at staffio a niferoedd staff a'r ffaith bod costau staff wedi cynyddu 9% oherwydd bod lefelau staff sy'n gyfatebol i amser cyflawn wedi cynyddu 4-5% yn ystod y flwyddyn.
- iv. Rhoddodd GR drosolwg o'r datganiad o wariant net cynhwysfawr a'r datganiad o sefyllfaoedd ariannol ar dudalennau 81-82 yr adroddiad. Roedd y gyllideb hyfforddiant a chymorth yn unol â gwariant 2019-20 oherwydd dyrannwyd cyllid ychwanegol ar ben y grant hwyluso rhanbarthol fel yr adroddwyd yn flaenorol i'r Bwrdd. Roedd y gwariant heb grant wedi cynyddu hanner miliwn o bunnoedd gan adlewyrchu arian ychwanegol mewn Cymorth Grant.
- v. Roedd cyllideb rheoleiddio'r gweithlu wedi cynyddu hefyd, gan adlewyrchu'r gweithlu gofal cartref ar y Gofrestr a chostau ychwanegol y gwrandawiadau a'r paneli. Roedd costau gweinyddol wedi gostwng tua £200,000 yn bennaf oherwydd bod hawliadau teithio a chynhaliacth wedi gostwng yn sylweddol. Roedd incwm ardstystio prentisiaethau wedi gostwng o £132,000 i £73,000 gan adlewyrchu'r gostyngiad mewn gweithgarwch oherwydd COVID. Roedd y broses actiwaraidd o ail-fesur pensiynau'n is fel y disgrifiwyd yn yr adroddiad.
- vi. Fel Cadeirydd y Pwyllgor Archwilio a Risg, cadarnhaodd RWJ fod y Pwyllgor wedi ystyried iteriadau amrywiol yr adroddiad ac yn falch o weld bod sylwadau'r aelodau wedi'u hystyried. Roedd RWJ o'r farn bod yr adroddiad, dros y blynyddoedd diweddar, wedi aeddfedu a bellach yn haws ei ddeall.
- vii. Dywedodd y Cadeirydd y byddai Archwilio Cymru yn mynychu'r cyfarfod yn bersonol fel arfer; fodd bynnag, roedd Tracy Veale wedi ymddiheuro am fod yn absennol o'r cyfarfod ar ran y sefydliad. Roedd wedi gofyn i'r Cadeirydd bwysleisio'r ffaith bod Archwilio Cymru yn gwerthfawrogi'r ffordd y mae'r cyfrifon yn cael eu rheoli, a'r cydweithredu a geir gan GR a'i dîm. Gofynnodd i'r Cadeirydd gyfleu ei diolch a dyna wnaeth y Cadeirydd.
- viii. Gofynnodd y Cadeirydd am gwestiynau neu sylwadau gan yr aelodau mewn perthynas â'r adroddiad:
  - Tynnodd PM sylw at y ffaith nad oedd yr adroddiad yn cyfeirio ddigon at gyflogau, telerau ac amodau gwasanaeth a chomisiynu yn y sector. Roedd hyn wedi'i drafod yn y Pwyllgor, ond roedd yn dal i deimlo na fyddai effaith yr 'amgylchedd ariannol'



heriol yr oedd y sector yn ei wynebu yn ddigon clir i'r rhai oedd yn darllen yr adroddiad.

- Ymatebodd SE gan ddweud bod y materion yr oedd PM wedi tynnu sylw atynt y tu hwnt i reolaeth y sefydliad. Roedd yr adroddiad a'r cyfrifon blynyddol yn ymwneud â pherfformiad y sefydliad hwn yn hytrach na'r sector a'r materion sy'n effeithio arno. Dywedodd SE y gellid ychwanegu datganiad am Waith Teg a chytunodd i drafod hyn ymhellach gyda PM y tu allan i'r cyfarfod. **GWEITHREDU**
- Roedd JM yn credu bod yr adroddiad yn gynhwysfawr, yn glir, yn hygyrch ac yn haeddu clod. Roedd yr adroddiad yn cyfeirio at ostyngiad o 51% yn lefel lawrlwytho adnoddau o'r wefan gan dybio a oedd hyn oherwydd COVID neu reswm arall?
- Cadarnhaodd MW fod y newid i'r nifer sy'n lawrlwytho data yn dilyn tueddiad a oedd wedi bod yn digwydd ers rhai blynyddoedd; mae systemau olrhain y wefan yn dangos bod mwy a mwy yn ymweld â'r agweddau rheoleiddio ar ein gwaith o gymharu ag ochr welliannau'r wefan. Mae sefydliad allanol wedi edrych ar holl systemau Gofal Cymdeithasol Cymru'n ddiweddar ac mae'r gwaith ymchwil a wnaed wedi dangos y byddai'n well gan y rhai sy'n defnyddio ein gwasanaethau gael cynnig sydd wedi'i theilwra fwy i'w rolau unigol. Roedd hyn wedi amlygu'r cyfle i gyfeirio'n well at adnoddau drwy SCWonline, rhywbeth sy'n cael ei ystyried ar hyn o bryd;
- Cyfeiriodd JM at wallau ar dudalen 44 a bod geiriau wedi'u hailadrodd, cafodd hynny ei gydnabod ac y byddai'n cael ei gywiro;
- Gan ychwanegu at bwynt a wnaed yn gynharach gan SE, pwysleisiodd GQ yr angen i'r ddogfen ddangos yn glir lle'r oedd y sefydliad wedi bod yn gwrando ac yn dylanwadu yn hytrach nag arwain er mwyn sicrhau bod atebolrwydd yn glir.

ix. Diolchodd y Cadeirydd i'r aelodau am eu sylwadau. Yn amodol ar ddiwygiadau bach a drafodwyd ac a gytunwyd, **cymeradwyodd** y Bwrdd yr Adroddiad Blynyddol Drafft a nodi'r Adroddiad ar yr Archwiliad o'r Cyfrifon.

## 8. Adroddiad Sicrwydd Cadeirydd y Pwyllgor Archwilio a Risg i'r Bwrdd

- i. Fel Cadeirydd y Pwyllgor Archwilio a Risg, cyflwynodd RWJ yr adroddiad. Ei gobaith oedd y byddai'r adroddiad yn hunanesboniadol ond roedd yn dymuno tynnu sylw at ddatblygiad fframwaith sicrhau risg newydd a gymeradwywyd gan y Pwyllgor yng nghyfarfod mis Mehefin, y byddai'r Bwrdd yn ei weld wedi'i adlewyrchu mewn newidiadau i'r gofrestr risgiau wrth symud ymlaen. Roedd yn braf hefyd gweld y sefydliad yn parhau i wneud yn dda mewn perthynas â'i raglen archwilio fewnol ac allanol a gweld yr ymateb cadarnhaol lle'r oedd angen rhagor o sylw. Roedd RWJ yn hapus i ateb unrhyw gwestiynau neu sylwadau ychwanegol gan aelodau'r Pwyllgor.
- ii. Gan wneud sylw fel aelod o'r Pwyllgor, dywedodd KH ei bod yn credu y bu'n flwyddyn dda a bod y gwaith a wnaethpwyd wedi bod yn aruthrol ac yn destun clod, yn enwedig o ystyried y trefniadau gweithio gwahanol lle gorfodwyd pobl i weithio o bell. Roedd KH am dynnu sylw at bwysigrwydd ymestyn contract Deloitte fel archwilwyr mewnol hyd at fis Mawrth 2022 gan fod sefydlogrwydd y berthynas weithio wedi bod yn bwysig ar yr adeg hon. Gofynnodd KH pryd fyddai proses brofi'r farchnad yn dechrau er mwyn sicrhau archwilwyr mewnol o fis Ebrill 2022.

- iii. Dywedodd AL y byddai'r broses dendro'n cychwyn ddiwedd mis Medi gydag argymhelliad yn cael ei baratoi i'w ystyried yng nghyfarfod mis Rhagfyr o'r Pwyllgor. Roedd y Pwyllgor wedi cytuno y byddai Cadeirydd y Pwyllgor Archwilio a Risg yn rhan o'r broses gyfnewid. Byddai hysbysiad o fwriad i dendro yn cael ei gyhoeddi erbyn diwedd mis Gorffennaf er mwyn profi'r farchnad gan fod llawer o'r sefydliadau mwy wedi dechrau tynnu'n ôl o'r farchnad dros y blynyddoedd diwethaf ac efallai y byddai angen ymwneud mwy â chwmnïau canolog eu maint i gael ymateb priodol i'r tendr.
- iv. Roedd SB yn dymuno manteisio ar y cyfle i ddiolch i RWJ am ei harweinyddiaeth o'r Pwyllgor yn ystod y pedair blynedd diwethaf wrth i'w thymor ddirwyn i ben ym mis Mawrth 2022. Roedd y Cadeirydd yn ategu'r sylwadau a nododd fod y broses o benodi Cadeirydd newydd y Pwyllgor wedi dechrau, er mwyn sicrhau y gellir cynllunio olyniaeth a pharhau â'r momentwm.
- v. Gofynnodd JM a oedd angen sôn yn yr adroddiad nad oedd Pwyllgor Cydnabyddiaeth Ariannol a Llesiant yn bodoli bellach. Cadarnhaodd SE fod y Pwyllgor yn parhau ond ei fod yn Bwyllgor ad-hoc. Gofynnodd JM hefyd a ddylid ychwanegu arsylwyr y Bwrdd a'r Pwyllgorau at y rhestr bresenoldeb er mwyn tryloywder, o gofio trefniadau mentora anffurfiol sydd ar waith ar hyn o bryd.
- vi. Dywedodd y Cadeirydd fod y trefniant wedi'i gofnodi'n gyflawn a'i fod yn cyd-fynd â disgwyliadau Llywodraeth Cymru; roedd y trefniadau'n cydnabod yr angen i sicrhau tegwch a byddai mynediad at y Bwrdd wedi'i gyfyngu wrth i'r cyfle i ymuno â'r Bwrdd ddod yn fyw. Cadarnhaodd y Cadeirydd ei fod yn hapus i drafod y mater ymhellach petai pryderon yn parhau i gael eu mynegi.
- vii. Diolchodd y Cadeirydd i'r aelodau am eu sylwadau a'u cwestiynau a chytunodd yr Aelodau eu bod wedi **trafod a chymeradwyo** Adroddiad Sicrwydd Blynyddol Cadeirydd y Pwyllgor Archwilio a Risg.

## 9. Adolygiad Cyflog Cyfartal 2021

- i. Wrth gyflwyno'r papur hwn, dywedodd RJ fod yr adolygiad cyflog cyfartal wedi'i gynnal ym mis Medi a oedd ychydig yn hwyrach nag arfer. Fodd bynnag, ar gyfer 2022, byddai'n cael ei wneud ym Mis Mawrth neu fis Ebrill, yn unol â'r amserlen arferol.
- ii. Diben yr adolygiad oedd sicrhau bod gweithwyr cyflogedig yn cael cyflog cyfartal ar gyfer gwaith cyfartal ac egluro'r rhesymau dros unrhyw wahaniaethau. Er nad oedd unrhyw ymrwymiad cyfreithiol i sefydliadau o faint Gofal Cymdeithasol Cymru wneud hynny, adroddodd y sefydliad ei fwch cyflog rhwng y rhywiau oherwydd bod gwneud hynny'n arfer da.
- iii. Roedd y bwch cyflog rhwng y rhywiau wedi gostwng ers yr adroddiad diwethaf ac ychydig yn uwch na 16%, sef llai na chyfartaledd y DU. Mae'n debyg mai'r eglurhad mwyaf tebygol dros y bwch oedd bod yna orgynrychiolaeth o fenywod ar y graddfeydd cyflog is. Ers yr adolygiad, mae'r sefydliad wedi cynnig swyddi i ddynion ar y raddfa gyflog is a allai ostwng y bwch erbyn y cyfnod adrodd nesaf. Er mwyn ceisio lleihau'r blwch, atgoffwyd rheolwyr penodi o'r angen i gael cydbwysedd o ran y

rhywiau ar baneli recriwtio ac roedd hyfforddiant ar ragfarn ddiarwybod wedi'i gyflwyno i'r holl staff a'r rheolwyr.

- iv. Yn seiliedig ar wybodaeth a ddarparwyd gan aelodau staff, nid oedd unrhyw dystiolaeth o wahaniaethu yn seiliedig ar nodweddion gwarchoddedig. Gwelwyd cynnydd bach yn nifer yr aelodau staff a oedd yn datgan eu data cydraddoldeb; fodd bynnag, roedd gwaith ar y gweill gyda'r Grŵp Cydraddoldeb, Amrywiaeth a Chynhwysiant er mwyn ceisio cynyddu hyn ymhellach. Roedd DB ac EB wedi bod yn rhan o'r trafodaethau ynghylch hyn.
- v. Gofynnodd y Cadeirydd am unrhyw gwestiynau neu sylwadau a chodwyd y pwyntiau canlynol:
- Gofynnodd TP pam oedd y bwlch cyflog rhwng y rhywiau wedi gostwng yn sylweddol rhwng mis Mawrth 2021 a mis Mehefin 2021. Cadarnhaodd RJ fod hyn oherwydd y ffaith bod gweithwyr cyflogedig gwrywaidd wedi gadael y sefydliad yn ystod y cyfnod hwnnw. O gofio'r nifer cymharol isel o staff, os oes un neu ddau ohonynt yn gadael, gallai hyn arwain at newidiadau sylweddol o ran canrannau.
  - Croesawodd EB y ffaith fod y bwlch cyflog rhwng y rhywiau'n cael sylw, er nad yw'n ofyniad cyfreithiol, gan ei fod yn rhoi cyfle i fonitro'r sefyllfa. Cyfeiriodd at sgwrs ddiweddar rhyngddi hi a RJ ac roedd yn gwerthfawrogi'r darlun manwl a gafwyd. Roedd yn hapus i glywed hefyd bod mwy o ddynion wedi'u penodi i'r sefydliad ar y graddfeydd is.
  - Tynnodd DB sylw at sgwrs ddiweddar rhyngddo ef ac RJ lle'r oeddent wedi trafod y broses o gasglu data ar gydraddoldeb. Ar hyn o bryd, roedd yn cael ei gasglu drwy system ar-lein AD ac roedd ar gael i aelodau'r tîm AD yn unig ei weld. Fodd bynnag, cynigiwyd y byddai'r data'n cael ei wneud yn ddiennw ac ar gael i bob aelod staff ei weld fel cynllun prawf, er mwyn gweld a oedd hyn yn annog mwy i'w gwblhau. Roedd DB yn teimlo y byddai hyn yn ddefnyddiol o ran rhoi syniad a yw staff yn ffafrio darparu'r wybodaeth yn ddiennw.
  - Roedd JK wedi synnu nad oedd yr arolwg yn ddiennw gan fod yr holl sefydliadau yr oedd hi wedi cydweithio â nhw wedi mabwysiadu'r dull hwnnw; o'r herwydd, roedd yn teimlo y gallai'r gwaith bwriedig yn ddadlennol. Cadarnhaodd SE fod arolygon staff wedi'u cwblhau'n ddiennw. Fodd bynnag, gellid gweld pa aelodau staff oedd wedi cwblhau'r arolwg drwy'r system AD.
- vi. Cytunodd aelodau'r Bwrdd eu bod wedi **trafod a nodi'r** adroddiad ac fe'i **cymeradwywyd i'w gyhoeddi** ar wefan y sefydliad.

## 10. Cynllun Dirprwyo

- i. Wrth gyflwyno'r eitem hon, dywedodd GR fod yr adroddiad eisoes wedi'i drafod yn y cyfarfod o'r Pwyllgor Archwilio a Risg a gynhaliwyd ym mis Mehefin. Y cefndir oedd bod nifer yr ymatebion i dendrau wedi gostwng yn gyson mewn blynyddoedd diweddar. Roedd y gostyngiad yn amlwg iawn yn ystod chwarter cyntaf 2020-21. Roedd y newidiadau arfaethedig i'r cynllun dirprwyo a nodwyd yn y papur wedi'u datblygu fel ymateb i'r broblem hon.

- ii. Effaith y newidiadau arfaethedig oedd y byddem yn gofyn am amcanbris ar gyfer tendrau rhwng £10,000 a £25,000, yn hytrach na'r gofyniad am broses dendro lawn yn ôl y drefn bresennol. Byddai hyn yn golygu y byddai'r sefydliad yn cyd-fynd ag arferion Llywodraeth Cymru a chyrff eraill y sector cyhoeddus. Roedd y newid arfaethedig hwn wedi'i gymeradwyo gan y Pwyllgor Archwilio a Risg yn unol â'r cynllun dirprwyo ac roedd y Cyfarwyddiadau Ariannol Sefydlog wedi'u diwygio i adlewyrchu hyn; fodd bynnag, roedd angen cymeradwyaeth y Bwrdd i adlewyrchu'r newid hwn i'r Cynllun Dirprwyo.
- iii. Ni chafwyd unrhyw gwestiynau na sylwadau gan yr aelodau a **chymeradwyodd** y Bwrdd y diwygiad i'r Cynllun Dirprwyo fel yr argymhellwyd gan y Pwyllgor Archwilio a Risg.

**Nodyn:** Gadawodd MG ac SE y cyfarfod ar y pwynt hwn gyda JK yn cadeirio gweddill y cyfarfod.

## 11. Cynllun Busnes: Adroddiad Cynnydd Chwarter Un

- i. Rhoddodd KS drosolwg o'r adroddiad ar berfformiad chwarter un gan egluro ei fod yn gyfle i aelodau'r Bwrdd graffu ar y wybodaeth ynddo. Pwysleisiodd KS gyfrifoldeb cyfunol y Bwrdd i fonitro perfformiad y sefydliad a sicrhau bod gweithgareddau'r sefydliad yn cael eu cynnal yn effeithiol.
- ii. Adlewyrchodd KS ar y sgwrs a gafwyd yn gynharach yn y cyfarfod lle'r oedd yr aelodau wedi pwysleisio'r angen i allu deall effaith gwaith y sefydliad yn well. Rhoddodd gydnabyddiaeth i bwysigrwydd hyn gan egluro y byddai angen i nifer o'r dangosyddion a oedd yn cael eu defnyddio ar hyn o bryd i fesur perfformiad gael eu cysoni fel rhan o'r gwaith o ddatblygu fframwaith diwygiedig ar gyfer rheoli perfformiad i gefnogi'r cynllun strategol newydd. Fel y nodwyd yn gynharach, roedd y Pwyllgor Archwilio a Risg wedi cytuno ar ddull newydd ar gyfer rheoli risg yn ei gyfarfod ym mis Mehefin. Roedd yr adroddiad cyfredol yn cyd-fynd â'r polisi blaenorol ar gyfer rheoli risgiau; fodd bynnag, byddai'n cael ei gysoni dros y misoedd nesaf.
- iii. Tynnodd KS sylw'r aelodau at y gwaith o adrodd ar berfformiad yn erbyn thema blaenoriaeth un, y gweithlu gofal cymdeithasol a'r blynyddoedd cynnar. Yma, byddai'r aelodau'n gweld bod rhai o dargedau, dangosyddion, cerrig milltir ac allbynnau'r prosesau busnes wedi dechrau cael eu hystyng yn unol â'r ffocws cynyddol ar fesurau effaith. Roedd un gweithgaredd y tu hwnt i ddisgwyliadau ar y pryd o fewn y thema flaenoriaeth hon ac roedd y naratif yn rhoi eglurhad am y rhesymau dros hyn.
- iv. Gofynnodd KS a oedd unrhyw gwestiynau neu sylwadau mewn perthynas â thema blaenoriaeth un a chodwyd y materion canlynol.
  - Cyfeiriodd SB at gyfarfod y Pwyllgor Rheoleiddio a Safonau ym mis Mehefin, lle cydnabuwyd er bod y perfformiad yn gadarnhaol ar hyn o bryd, roedd angen bod yn ystyriol o'r pwysau ychwanegol wrth symud ymlaen, sef y broses gofrestru orfodol ar gyfer gweithwyr cartrefi gofal i oedolion ym mis Hydref 2022 a'r cynnydd a fydd i'w ddisgwyl mewn atgyfeiriadau Addasrwydd i Ymarfer.
  - Roedd DP yn cefnogi sylwadau SB, gan bwysleisio'r ffaith nad oedd gweithwyr gofal cartref wedi'u cofrestru am 18 mis a'i bod yn debygol y byddai cynnydd yn nifer yr achosion sy'n parhau yn agored dros 18 mis pan fydd y pwynt hwn yn

cyrraedd. Nid yw'r tîm cofrestru wedi gweld y cynnydd a ragwelwyd yn nifer y ceisiadau i gofrestru hyd yma wrth i'r dyddiad cau ar gyfer cofrestru gorfodol i weithwyr cartrefi gofal i oedolion agosáu.

- Cyfeiriodd CC at y gwaith ar ddangosyddion perfformiad a metrigau a gofynnodd pryd oedd y Bwrdd yn debygol o weld y fframwaith newydd ar gyfer adrodd perfformiad. Dywedodd KS fod y cyflwyniad ar y Cynllun Strategol yn eitem nesaf yr agenda yn nodi'r camau nesaf o ran datblygu mesurau deilliannau a sicrhau eu bod yn cyd-fynd â dangosyddion, cerrig milltir a thargedau chwarterol o ran perfformiad. Y bwriad oedd, yn dibynnu ar gyflymder y cynnydd, y byddai dangosfwrdd newydd yn cael ei gyflwyno i'r Bwrdd fel y gellid craffu arno naill ai yn nghyfarfod nesaf y Bwrdd neu'r un dilynol.

v. Gan symud i thema blaenoriaeth dau, gan gydnabod eto'r angen i feddwl yn y tymor hirach a'r broses o bontio i'r mesurau effaith, gofynnodd KS a oedd unrhyw gwestiynau neu sylwadau ar y diweddariadau a ddarparwyd. Codwyd y pwyntiau canlynol:

- Gofynnodd TP a oedd unrhyw newyddion am y risg prentisiaeth a allai ostwng y sgôr risg wrth symud ymlaen. Cadarnhaodd KS fod cyfathrebiadau defnyddiol wedi dod i law yn ddiweddar iawn gan Lywodraeth Cymru a fyddai'n lleihau'r risg hwn, ac y byddai'r manylion yn cael eu cyflwyno i'r Pwyllgor Archwilio a Risg yn ei gyfarfod nesaf.

vi. Gan symud ymlaen i thema blaenoriaeth tri, sef arweinwyr y system gofal cymdeithasol, tynnodd KS sylw at y ffaith bod yna rywfaint o naratif i gefnogi'r diweddariadau gan fod yna sawl darn o waith datblygiadol ar y gweill. Gofynnodd a oedd unrhyw sylwadau neu gwestiynau mewn perthynas â'r rhan honno o'r adroddiad.

- Gofynnodd JM am eglurhad pellach am y gwaith oedd yn cael ei wneud mewn perthynas â phlant, pobl ifanc a theuluoedd dan y thema blaenoriaeth hon.
- Dywedodd SMC fod yna sawl ffrwd waith yn y maes hwn. Mae gwaith wedi'i gyflawni gyda Phenaethiaid Gwasanaethau Plant ar raglen datblygu a chefnogi cyfoedion ac o bosibl bydd rhaglen adolygu cyfoedion yn cael ei datblygu yn y dyfodol hefyd. Mae AGC wedi cynnal adolygiad yn ddiweddar o'r holl awdurdodau lleol a bydd yr hyn a ddysgir o hyn y llywio datblygiad y rhaglen.
- Byddai'r rhaglen ddysgu ar gael yn yr hydref wedi iddi gael ei llunio ar y cyd gan benaethiaid gwasanaethau, gyda chymorth Gofal Cymdeithasol Cymru. Byddai hyn yn sicrhau y gellir rhannu dysgu a datblygu ar draws pob awdurdod lleol. Roedd gwaith wedi'i gyflawni hefyd ar ystyried dulliau ataliol yn seiliedig ar gryfderau er mwyn cefnogi plant a theuluoedd agored i niwed a byddai'r adroddiad yn cael ei rannu yng nghyfarfod nesaf y Pwyllgor Gwella.
- Gwelwyd bod y broses o recriwtio a chadw ymarferwyr profiadol mewn gwasanaethau plant dan bwysau ac rydym yn gweithio drwy Gynllun y Gweithlu Gofal Cymdeithasol er mwyn gweld beth ellir ei wneud.

vii. Cyflwynodd KS thema pedwar, sy'n gysylltiedig â gweithlu Gofal Cymdeithasol Cymru ac effeithiolrwydd sefydliadol. Dywedodd bod sylwadau ar berfformiad yn rhoi diweddariad am y gwaith a gyflawnwyd yn ystod y chwarter cyntaf a gofynnodd am unrhyw gwestiynau neu sylwadau ond ni chafwyd dim.

- viii. Cyflwynodd GR yr adroddiad ariannol, gan bwysleisio ei bod yn gynnar yn y flwyddyn ariannol ac felly, nid oes llawer i'w adrodd o ran diweddariadau.
- ix. O ran y gyllideb, tynnodd GR sylw at y ffaith bod dyraniadau'r gyllideb a oedd wedi'u hadrodd yn flaenorol i aelodau wedi newid ychydig, er bod y gyllideb yn ei chyfanrwydd yn parhau'r un fath. Roedd y newidiadau wedi'u hamlygu yn yr adroddiad.
- x. Dywedodd GR fod tanwariant o £43,000 yn y gyllideb ond roedd hyn oherwydd amseru ac nid yn destun pryder ar yr adeg hon o'r flwyddyn. Byddai elfennau newidiol y gyllideb yn parhau i fod yn destun craffu yn ystod y misoedd nesaf er mwyn sicrhau bod yna ddarlun clir ar y pwynt chwe mis, a byddai'r gyllideb gyflogau, costau gwrandawiadau, gwariant ar brosiectau, gwaith comisiynu a lefel y bwrsariaethau a roddir yn cael eu gwyllo'n ofalus.
- xi. Diolchodd y Cadeirydd i GR am y diweddariad a gofynnodd a oedd unrhyw gwestiynau neu sylwadau, ac ni chafwyd dim.
- xii. Gan gyfeirio at elfen AD y papur, eglurodd RJ fod y dangosfwrdd AD sy'n amlygu dangosyddion AD allweddol wedi'i lanlwytho i'r Porth er gwybodaeth i'r aelodau er mwyn cefnogi'r crynodeb yn y papur. Dywedodd ei bod yn hapus i ateb unrhyw gwestiynau neu sylwadau ar yr wybodaeth a ddarparwyd.
- Gofynnodd RWJ sut oedd y broses o ymgorffori'r Cynllun Datblygu Personol yn mynd rhagddi. Dywedodd RJ ei bod yn ddyddiau cymharol gynnar, ond bod yr holl staff yn gallu gosod amcanion ar y system AD erbyn hyn, a'r tro diwethaf i ni wirio, roedd gan 70% o'r staff amcanion. Roedd nodyn atgoffa wedi'i hanfon at reolwyr ac ers hynny roedd mwy o aelodau staff wedi bod yn lanlwytho eu hamcanion. Bydd gwiriadau rheolaidd gydol y flwyddyn gan fod y system yn cefnogi'r broses o adrodd gweithgarwch mewn ffordd nad oedd yn bosibl yn flaenorol.
  - Gofynnodd RWJ a oedd unrhyw faterion yn ymwneud â llesiant staff wedi dod i'r amlwg yn y broses. Dywedodd RJ nad oedd y system newydd wedi amlygu unrhyw beth newydd neu wahanol o ran llesiant, ond wedi dweud hynny ni chynhaliwyd unrhyw waith dadansoddi manwl. Yn fwy cyffredinol, roedd gwaith ymgysylltu wedi parhau gyda staff ar eu llesiant, gyda fforymau llesiant a sesiynau coffi a sgwrs yn cael eu trefnu ar gyfer staff, a rheolwyr yn cael eu hannog a'u cefnogi i barhau â'r dull rhagweithiol o ymgysylltu â'u staff. Gan fod polisïau wedi'u hail-gyflwyno tua mis Medi, byddai'n bwysig sicrhau bod yr hyblygrwydd sydd ei angen o hyd yn cael ei gadw lle'n briodol a bod cynlluniau llesiant yn cael eu hadnewyddu.
  - Gofynnodd CC a oedd Gofal Cymdeithasol Cymru, fel sefydliadau eraill, yn cael trafferth recriwtio staff newydd i'r sefydliad; nododd y gyfradd lwyddiant o 65% mewn prosesau recriwtio diweddar gan holi tybed sut oedd hynny'n cymharu â sefydliadau eraill. Gofynnodd hefyd a oedd unrhyw beth y gellid ei wneud er mwyn gwella cyfraddau recriwtio.
  - Dywedodd RJ fod rhwydwaith rheolwyr AD Cyrff a Noddir gan Lywodraeth Cymru wedi cael cyfarfod yn ddiweddar lle cafwyd trafodaeth ar recriwtio. Daeth i'r amlwg fod y rhan fwyaf o sefydliadau mewn sefyllfa debyg, yn enwedig pan oedd y Gymraeg yn un o ofynion hanfodol y swydd. Fodd bynnag, nid oedd Gofal Cymdeithasol Cymru wedi cael y broblem honno, ar ôl llwyddo i lenwi swyddi gwag

o'r fath yn ystod proses recriwtio ddiweddar. Y meysydd a oedd wedi peri problemau i'r sefydliad oedd meysydd gwella a datblygu.

- Dywedodd RJ fod y Tîm Arweinyddiaeth wedi trafod y mater yn ddiweddar ac wedi datblygu syniadau mewn perthynas ag addasu'r iaith a ddefnyddir mewn deunydd recriwtio, gan ailedrych ar swydd-ddisgrifiadau ac adolygu'r ffurflen gais ar gyfer swyddi. Anogwyd rheolwyr penodi i fynd ati hefyd i baratoi fideos byr yn cyflwyno rolau fel ffordd o ymgysylltu ar-lein yn ogystal â chynnig y posibilrwydd o ymgeisio am swyddi drwy gyfrwng fideo ar gyfer rolau digidol y dyfodol.
- Diolchodd CC i RJ am y diweddariad.

xii. Diolchodd y Cadeirydd i'r aelodau am eu cwestiynau a'u sylwadau. Cytunodd yr aelodau eu bod wedi **crافu** ar y cynnydd yn erbyn Cynllun Busnes 2020-21 ar y cam tri mis ac wedi **cymeradwyo** hynny.

## 12. Trosolwg o'r Cynllun Strategol 2022-2027

- Rhoddodd KS gyflwyniad i'r Bwrdd a oedd yn rhoi trosolwg o ddatblygiad y cynllun strategol newydd. Nod y cyflwyniad oedd casglu prif bwyntiau'r trafodaethau a oedd wedi'u cynnal yn sesiynau datblygu'r Bwrdd yn ogystal â'r trafodaethau a gafwyd ag aelodau staff a'r ymgynghoriad a gynhaliwyd y llynedd.
- Amlygodd KS y canlynol yn ystod y cyflwyniad:
  - Byddai'r cynllun strategol newydd yn adlewyrchu uchelgeisiau'r sefydliad ar gyfer Cymru; byddai'n flaengar ac yn bendant o ran tôn, byddai'n adlewyrchu cyddestun y sefydliad o ran ei waith a'i gylch gwaith a byddai'n glir ynghylch y cysylltiad â'r rhaglen Lywodraethu.
  - Byddai'r cynllun yn amlygu'r prif faterion sy'n wynebu'r sector gofal cymdeithasol a'r sector blynyddoedd cynnar ac yn cydnabod effaith y pandemig a chynaliadwyedd y sector. Byddai'n adlewyrchu'r rôl arweinyddiaeth genedlaethol a ddarperir gan y sefydliad hefyd ac yn egluro'r newid sydd ei angen ac yn disgrifio cyfeiriad trosfwaol am y pum mlynedd nesaf. Byddai'n cynnwys mesurau effaith clir er mwyn gallu gwerthuso llwyddiant.
  - Roedd adborth yr ymgynghoriad wedi amlygu'r angen am ddiben a gweledigaeth glir, ac roedd hyn wedi'i fireinio a'i gytuno gan y Bwrdd fel a ganlyn:
    - Ein Gweledigaeth: 'Rydym am wneud gwahaniaeth cadarnhaol i ofal a chymorth yng Nghymru ar gyfer plant, oedolion a'u teuluoedd.
    - Ein Diben: 'Rydym yn darparu arweinyddiaeth genedlaethol ac arbenigedd mewn gofal cymdeithasol a'r blynyddoedd cynnar, gan arwain y gwaith o ddatblygu a rheoleiddio'r gweithlu, gwella gwasanaethau, data ac ymchwil er mwyn gwella gofal'
  - Mae'r cynllun yn mynd i'r afael â nodau Strategaeth y Gweithlu, gyda ffocws ar drawsnewid digidol, pwysigrwydd cydraddoldeb y gweithlu, rôl gweithio mewn partneriaeth a phwysigrwydd y Gymraeg. Bydd yn cyd-fynd â'r canllawiau ar dôn y llais.
  - Mae naw o ganlyniadau allweddol wedi'u datblygu ar lefel genedlaethol sy'n nodi'r newid sy'n ofynnol ac yn mesur canlyniadau a fydd yn dangos bod newid wedi'i gyflawni.

- Byddai'r camau nesaf a fyddai'n cynnwys cwblhau'r deilliannau a mesurau'r deilliannau, archwilio data cenedlaethol presennol, diweddarau aelodau ar gynnydd a thrafodaethau gyda'r isadran Noddi yn cael eu cynnal yn ystod mis Awst.
  - Yn ystod mis Medi, byddai gwaith yn cael ei wneud gyda rheolwyr corfforaethol ar effaith a mesurau effaith, byddai archwiliad ar brosesau presennol ar gyfer adrodd perfformiad yn cael ei gynnal a byddai bylchau a gofynion yn cael eu nodi, a byddai'r Bwrdd yn cael cais i gymeradwyo'r Cynllun Strategol yn y cyfarfod ym mis Hydref cyn ei gyflwyno i'r Dirprwy Weinidog.
- iii. Diolchodd y Cadeirydd i KS am y cyflwyniad a oedd yn crynhoi llawer iawn o wybodaeth. Dywedodd bod y sylw pwysig am gydnabyddiaeth wedi procio'r meddwl. Roedd tuedd i feddwl am hyn yn nhermau cydnabyddiaeth gyhoeddus: fodd bynnag mae'r un mor bwysig bod y gweithlu'n cydnabod eu gwerth eu hunain hefyd.
- iv. Gofynnodd y Cadeirydd a oedd unrhyw gwestiynau neu sylwadau, a gwnaed y pwyntiau canlynol:
- Diolchodd CC i KS am y cyflwyniad ac roedd yn cydnabod y gwaith da oedd wedi'i wneud. Roedd yn teimlo ei fod yn mynd i gyfeiriad cadarnhaol, adeiladol a buddiol. Fodd bynnag, roedd yn teimlo bod rhywfaint o ddryswch yn parhau rhwng effaith a gweithgarwch ac mewn rhai meysydd roedd yn amlwg bod gweithgarwch yn cael ei ddisgrifio fel effaith. Roedd yn bryderus y gallai hyn arwain at drafodaeth barhaus os nad oedd rhagor o waith yn cael ei wneud yn y cam hwn er mwyn gwahaniaethu'n well.
  - Dywedodd KS y byddai'n ystyried pwynt CC er mwyn sicrhau bod y cynllun yn nodi'n glir beth oedd yn weithgarwch a beth oedd yn effaith ac yn gwahaniaethu'n glir rhwng y ddau.
  - Roedd GQ am gymeradwyo'r ffocws ar ddata yn y cynllun newydd. Roedd yn teimlo ei fod wedi gwneud cynnydd ac roedd yn falch o weld yr ymgysylltu â'r sector a'r ffordd yr oedd wedi datblygu.
  - Diolchodd JM i KS unwaith eto am ei chyflwyniad arbennig a'r gwaith a oedd wedi'i wneud hyd yma. Adlewyrchodd ar y sylw 'byddwn yn siarad â'n cynulleidfa' a phwysleisiodd yr angen i fod yn glir ynghylch union ystyr hynny o gofio bod angen i ni ymgysylltu'n eang â phartneriaid, rhanddeiliaid a defnyddwyr gwasanaethau.
  - Gan adlewyrchu ar y naw canlyniad a llesiant unigolion y mae'r sefydliad yn bodoli i'w cefnogi yn y pen draw, awgrymodd PM y dylai llesiant unigolion sy'n derbyn gofod fod yn ganlyniad penodol hefyd.
  - Gan gyfeirio at bryderon amgylcheddol a thargedau Llywodraeth Cymru ar gyfer 2030, dywedodd PM yr hoffai weld cyfeiriad at bwysigrwydd ymgysylltu â'r sector ehangach yn ogystal â ffocws ar weithredoedd y sefydliad ei hun, er enghraifft, ymgysylltu â chomisiynwyr er mwyn ysgogi newid yn y ffordd y mae gwasanaethau'n cael eu cynllunio a fyddai'n galluogi gweithwyr gofod cartref i gerdded o un alwad i'r llall yn hytrach na gyrru. Byddai gan hyn effaith o ran llesiant yn ogystal â budd amgylcheddol.
  - Roedd GQ am i'r sefydliad ddarparu arweinyddiaeth i'r sector hefyd wrth ymateb i'r argyfwng hinsawdd drwy annog a chefnogi pobl eraill i weithredu.
  - Ychwanegodd KH fod yna gorff cynyddol o lenyddiaeth ar y newid yn yr hinsawdd a'r ffordd y gall effeithio ar lesiant pobl a byddai'n ddefnyddiol casglu ynghyd y prif negeseuon ac ystyried sefyllfaoedd amrywiol mewn perthynas â'r newid yn yr hinsawdd. Dywedodd y byddai'n croesawu trafodaeth ar y maes hwn yn y dyfodol.



- v. Diolchodd KS i PM, GQ a KH am eu sylwadau ac awgrymodd fod CCG yn trafod ymhellach sut i gael trafodaeth gyda'r Bwrdd cyfan ar faterion yn ymwneud â'r hinsawdd. **GWEITHREDU**
- vi. Diolchodd y Cadeirydd i KS am y cyflwyniad a gofynnodd a fyddai modd ei rannu ar y Porth. Aeth ati i grynhoi'r drafodaeth gan nodi'n benodol yr angen am y canlynol:
- gwahaniaethu'n gliriach rhwng effaith a mesurau effaith a gweithgarwch;
  - diffiniad cliriach o gynulleidfaoedd amrywiol y sefydliad;
  - mwy o ffocws yn y deilliannau ar bwysigrwydd llesiant y rhai sy'n derbyn gofal a chymorth;
  - mwy o ffocws ar rôl arweinyddiaeth y sefydliad mewn perthynas â'r newid yn yr hinsawdd;
  - dymuniad yr aelodau i gael sgwrs bellach am y broblem newid hinsawdd.
- vii. **Cymeradwyodd** y Bwrdd gyfeiriad y cynllun strategol fel yr amlinellwyd yn y drafodaeth.

### 13. Effeithiolrwydd y cyfarfod

- i. Gofynnwyd i'r aelodau gyfrannu eu harsylwadau at Jamboard wrth i'r cyfarfod fynd rhagddo fel y gellid gwerthuso effeithiolrwydd y cyfarfod.
- ii. Gofynnwyd tri chwestiwn, fel a ganlyn: -
- (i) a oedd un peth yn benodol a oedd yn arbennig o dda yn ystod y cyfarfod heddiw?
  - (ii) a oedd un peth y credwch y gallem fod wedi'i wneud yn wahanol neu'n well?
  - (iii) a oes unrhyw beth yr hoffech ei weld yn cael sylw dilynol nad oedd yn gam gweithredu'n deillio o'r cyfarfod?
- iii. Diolchodd y Cadeirydd i'r aelodau am eu cyfraniadau a dywedodd y byddai CCG yn trafod y sylwadau yn ei gyfarfod nesaf er mwyn nodi unrhyw weithredu a oedd yn angenrheidiol o ganlyniad ac y byddai'r canlyniad yn cael ei rannu â'r aelodau drwy'r Porth.
- iv. Nid oedd unrhyw sylwadau na chwestiynau pellach, ac felly, diolchodd y Cadeirydd i bawb am eu cyfraniadau gan ddatgan bod y cyfarfod ar ben.

### Dyddiad y cyfarfod nesaf:

**Dydd Iau 21 Hydref 2021** (cyfarfod wyneb yn wyneb, os yw'r cyfyngiadau'n caniatáu)

### Camau Gweithredu

Rhif Gweithredu	Eitem	Gweithredu	Pwy
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07/21/GCC	Eitem 6 – Gosod cyd-destun a phrif negeseuon gan y Prif Weithredwr	Rhannu'r cynllun adfer gofal cymdeithasol â'r Bwrdd unwaith y mae wedi'i gyhoeddi	Llinos Bradbury
08/21/GCC	Eitem 7 Adroddiad a Chyfrifon Blynnyddol Drafft 2020-21, adroddiad ar archwiliad o'r cyfrifon	PM a SE i drafod ymhellach y tu allan i'r cyfarfod y broses o gynnwys materion sy'n effeithio ar y sector yn yr adroddiad	Sue Evans a Peter Max
09/21/GCC	Eitem 12 – Trosolwg o'r Cynllun Strategol 2022-2027	CCG i gael trafodaethau pellach ar faterion yn ymwneud â'r newid yn yr hinsawdd	CCG

## Gweithrediadau cyfarfodydd Bwrdd Gorfal Cymdeithasol Cymru

### Log gweithredu 2021-22

Rhif gweithred	Dyddiad cyfarfod	Eitem	Gweithred	Gweithred gan	Dyddiad targed	Canlyniad / diweddariad	Statws cyfredol	Dyddiad cwblhau
07/21/SCW	15.07.21	Eitem 6 - Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr	Rhannwch y cynllun adfer gofal cymdeithasol gyda'r Bwrdd ar ôl ei gyhoeddi	Llinos Bradbury	Gorffennaf 2021	Rhannwyd <a href="#">fframwaith adfer Gofal Cymdeithasol</a> a <a href="#">datganiad ysgrifenedig</a> ag aelodau'r Bwrdd ar 22.07.21	Caewyd	22.07.21
08/21/SCW	15.07.21	Eitem 7 Adroddiad Blynyddol a Chyfrifon Drafft 2020-21, adroddiad archwilio cyfrifon	PM a SE i drafod ymhellach y tu allan i'r cyfarfod cynnwys materion sy'n effeithio ar y sector yn yr adroddiad	Sue Evans & Peter Max	Gorffennaf 2021	Trafodaeth wedi'i chynnal a gosod adroddiad a chyfrif blynyddol.	Caewyd	Gorffennaf 2021
09/21/SCW	15.07.21	Eitem 12 - Trosolwg o'r Cynllun Strategol 2022-2027	CCG i gael trafodaethau pellach ar faterion newid hinsawdd	CCG	Gorffannaf 2021	Gwahoddwyd Gofal Cymdeithasol Cymru i grŵp gofal cymdeithasol dan arweiniad Llywodraeth Cymru ar gyfer newid yn yr hinsawdd sy'n cael ei sefydlu - bydd Andrew Lycett yn cynrychioli'r sefydliad ar hyn. Byddwn yn	Caewyd	Gorffannaf 2021

						gweld yr hyn sy'n cael ei gynllunio fel rhan o'r grŵp hwn yn y lle cyntaf ond cyfle trwy'r cyfryngau cymdeithasol a chynhadledd ADSS sydd ar ddod ym mis Tachwedd i gael newid yn yr hinsawdd ar yr agenda.		
03/21/SCW	29.04.21	Eitem 6 - Gosod cyd-destun a negeseuon allweddol gan y Prif Weithredwr a'r Cyfarwyddwyr	Trafod ymhellach gwaith ymgysylltu Gofal Cymdeithasol Cymru a sut i ymgysylltu'n well â'r RPBs ac archwilio buddion partneriaeth gryfach.	Mick Giannasi & Sue Evans	Rhagfyr 2021	Cytunwyd i ddefnyddio'r Cynllun Strategol fel canolbwynt ar gyfer deialog RPB yn 21/22.  Efallai y bydd trafodaeth bellach pan welwn ymateb Llywodraeth Cymru o ymgynghoriad y Papur Gwyn.	Agored	
05/21/SCW	29.04.21	Eitem 10 - Diweddariad System Rheoli Diogelwch Gwybodaeth	GCC i ddatblygu cynigion yn y tymor byr, canolig a hir i drafod ymhellach mewn diwrnod datblygu Bwrdd yn y dyfodol fel ychwanegiad at y	Aelodau'r Grŵp Cydlynu Cadeiryddion	Gorffennaf	Mae Sue Evans wedi cael trafodaeth gychwynnol gydag unigolyn o'r GIG i ymuno ag Archwilio a Risg fel aelod cyfetholedig, bosib bydd ye unigolyn yn	Agored	

			rhaglen waith cryfhau llywodraethu.			<p>gwneud cais am swydd gwag y Bwrdd a bydd angen aros am ganlyniad hynny cyn bwrw ymlaen ymhellach.</p> <p>Bydd y Bwrdd yn derbyn hyfforddiant Seiberddiogelwch yn seiliedig ar becyn cymorth Bwrdd y Ganolfan Seiberddiogelwch Genedlaethol yn ei sesiwn ddatblygu ym mis Hydref, yna gallai'r Bwrdd ofyn i'r unigolyn sy'n darparu'r hyfforddiant roi cyngor i'r Bwrdd wrth symud ymlaen mewn perthynas â seiberddiogelwch.</p>		
	30.04.20	Item 8 – Materion rheoleiddio	Gweithio gyda'r tîm FtP i ddatblygu meini prawf ar gyfer pryd gellid defnyddio mwy ar adran 160 o'r Ddeddf Rheoleiddio ac Arolygu (RISCA), gan ei bod yn rhoi'r	Hywel Dafydd, Cyfarwyddwr Cynorthwyol Rheoleiddio	16.07.20	Mae gwaith Llywodraeth Cymru ar hyn wedi stopio oherwydd Covid-19 ac felly nid yw'n cael ei ystyried yn flaenoriaeth ar hyn o bryd. Ar hyn o bryd	Caewyd	Hydref 2021

			pŵer i fynnu gwybodaeth gan bersonau neu gyrff sy'n ymwneud ag achosion FtP.			mae Gofal Cymdeithasol Cymru yn gweithredu'n effeithiol heb weithredu adran 160 ac felly awgrymir bod y weithred hon yn cau. Pe bai'r angen yn codi yn y dyfodol, yna gallai'r trafodaethau ailddechrau gyda Llywodraeth Cymru.		
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## CHAIRS ACTION PROCESS MEETING

23 September 2021

Zoom meeting

15:50 – 16:00

### Present:

#### Board Members:

Mick Giannasi (Chair)  
Simon Burch  
Jo Kember

#### Social Care Wales Officers:

David Pritchard, Director of Regulation  
Sue Evans, Chief Executive  
Llinos Bradbury (Governance Senior Officer - minutes)

### Private session:

#### 1. Extension of Registration Period – Rule Change

- i. The Chair and members of the meeting agreed that this was a legitimate Chair's action and proceeded with the meeting and noted that no objection had been received from Board members in taking Chairs Action for this item.
- ii. The Extension of Registration Period Rule Change paper had been provided to all Board Members prior to the meeting and discussed at the Regulation and Standards Committee where there was strong agreement with the proposal to extend the registration period for all on the register from 3 to 4 years.
- iii. The Chair agreed that there was unanimous agreement that the changes proposed were appropriate and necessary and waiting until the October Board would delay the implementation of the change during a difficult time for the sector.
- iv. The Chair asked JK and SB if they were happy to approve the rule change, to which both confirmed they were happy.
- v. Following the discussions, the Chair, JK and SB **approved** the extension of registration period rule change and delegation to the Chair to sign the Rules.



<b>Cyfarfod / Meeting</b>	<b>Cyfarfod Bwrdd</b>				
<b>Lefel dosbarthiad / Openness Level</b>	<b>Preifat / Private</b>			<b>Cyhoeddus / Public</b>	
	<input type="checkbox"/>			<input checked="" type="checkbox"/>	
<b>Dyddiad / Date</b>	<b>21.10.21</b>				
<b>Eitem Agenda Agenda Item</b>	<b>8</b>				
<b>Teitl / Title</b> <b>SCW/21/26</b>	<b>Amlinelliad o'r Cynllun Strategol 2022/27</b>				
<b>Awdur / Author</b>	Sue Evans, Prif Weithredwr				
<b>Cyfraniadau Gan/ Contributions From</b>	Grŵp arweinyddiaeth Aelodau'r Bwrdd Rheolwyr corfforaethol				
<b>Papurau Cefnogol / Supporting Papers</b>	Atodiad 1 – amlinelliad o'r Cynllun Strategol				
<b>Gweithgaredd Cynllun Busnes / Business Plan Activity</b>	Rhaglen waith 4: Ein gweithlu - Cyhoeddi ein gwaith blynyddol (cynllun busnes 2021/22), cynllun 5 mlynedd (cynllun strategol newydd 2022 - 2027) a'n cynllun cydraddoldeb strategol				
<b>Gweithred / Action Required</b>	<b>Cymeradwyaeth / Approval</b>	<b>Darparu Llyw / Provide A Steer</b>	<b>Darparu Sicrwydd / Provide Assurance</b>	<b>Trafodaeth / Discussion</b>	<b>Craffu / Scrutinise</b>
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Argymhelliad / Recommendation</b>	Gofynnir i Aelodau'r Bwrdd <b>ystyried a thrafod</b> amlinelliad Cynllun Strategol 2022/27				
<b>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried</b>  <b>Main Points: Key Issues To Draw To Attention; Questions To Consider</b>	<p>Mae Aelodau'r Bwrdd wedi bod yn trafod canlyniadau ein Cynllun Strategol 2022/27 yn ystod sesiynau datblygu'r Bwrdd ac wedi adolygu cynnydd yng nghyfarfod y Bwrdd ym mis Gorffennaf 2021.</p> <p>Yn dilyn y trafodaethau hyn, mae'r gwaith ar fireinio'r canlyniadau, yr effaith a'r mesurau yn ein Cynllun Strategol 2022/27 wedi symud ymlaen gyda newidiadau ychwanegol wedi'u hamlygu mewn coch yn Atodiad 1. Mae hyn yn dilyn trafodaethau gyda'r Bwrdd ym mis Gorffennaf, rheolwyr corfforaethol a chytundeb gan y Pwyllgor Gwella ym mis Medi i ddatblygu canlyniad i ddangos ein heffaith. ar wella gwasanaethau.</p>				



	<p>Er mwyn cwblhau'r cynllun, byddwn yn alinio amserlenni datblygu Cynllun Strategol 2022/27 â:</p> <ul style="list-style-type: none"> <li>• amserlenni Llywodraeth Cymru ar gyllidebau'r dyfodol (Rhagfyr 2021)</li> <li>• trafodaethau ac ymgysylltu â'n Noddwr ar ganlyniadau ein Cynllun Strategol (a'r Cynllun Cydraddoldeb Strategol)</li> <li>• mireinio'n derfynol ein mesurau effaith a'n dull ymgorffori gyda rheolwyr corfforaethol (Rhagfyr)</li> <li>• datblygiadau efo ein strategaeth farchnata a chyfathrebu; ein strategaeth dysgu a datblygu; ein strategaeth ddigidol; Strategaeth TG; strategaeth ddata; strategaeth ymchwil</li> </ul>			
<p><b>Goblygiadau Risg y cynigion / Risk Implications of Proposals</b></p>	<p>Gweler adran 3 am wybodaeth bellach a diweddariad.</p>			
<p><b>Asesiadau Effaith / Impact Assessments Considered</b></p>	<p><b>Cyfle cyfartal / Equality of Opportunity</b></p>	<p><b>Diogelu data / Data Protection</b></p>	<p><b>Iaith Gymraeg / Welsh Language</b></p>	<p><b>Arall / Other (e.g climate change / future generations)</b></p>
	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>	<p style="text-align: center;"><input type="checkbox"/></p>
	<p>Bydd ein cynllun 5 mlynedd yn nodi ein cyfeiriad strategol yn ystod 2022/27 a'r effaith y byddwn yn disgwyl ei chyflawni.</p> <p>Yn flynyddol bydd ein cynlluniau busnes yn nodi'r gweithgareddau a'r rhaglenni gwaith a fydd y manylion ar sut y byddwn yn gweithio tuag at gyflawni ein heffaith. Bydd ein hadroddiadau perfformiad blynyddol a chwarterol yn darparu trosolwg o'r effaith. Ar gyfer pob gweithgaredd yn ein cynllun busnes bydd asesiadau effaith sy'n nodi'r ystyriaethau ar gyfle cyfartal, diogelu data, Cymraeg ac ystyriaethau eraill.</p>			

## Amlinelliad o'r Cynllun Strategol 2022/27

### 1. Cyd-destun

1.1 Ym mis Gorffennaf derbyniodd y Bwrdd gyflwyniad ar ein datblygiad o'n Cynllun Strategol 5 mlynedd a fydd yn dod i rym o 1 Ebrill 2022.

1.2 Yn dilyn trafodaethau mis Gorffennaf rydym wedi bod yn gweithio ar:

- adlewyrchu a mireinio'r canlyniadau yn dilyn trafodaethau'r Bwrdd ym mis Gorffennaf
- ymgorffori a mireinio ein dull gyda'n rheolwyr corfforaethol o ran sut rydym yn arddangos ac yn gwerthuso ein heffaith trwy gydol ein gwaith gan gynnwys y datganiad effaith a'r mesurau
- dechrau datblygu nifer o strategaethau a fydd yn cefnogi gweithrediad y cynllun 5 mlynedd. Mae'r strategaethau hyn yn cynnwys ein:
  - strategaeth farchnata a chyfathrebu
  - ein strategaeth dysgu a datblygu'r gweithlu
  - ein strategaeth ddigidol
  - strategaeth TG
  - cynllun cydraddoldeb strategol
  - strategaeth ddata
  - strategaeth ymchwil ddiwygiedig
- sicrhau bod sut rydym yn dangos ein heffaith yn adlewyrchu ein rôl Blynyddoedd Cynnar
- amlinellu ein heffaith ar wella gwasanaethau (yn dilyn trafodaethau ym Mhwyllgor Gwella mis Medi)
- ein dull o gasglu data - yr hyn sydd gennym, lle mae bylchau a'r hyn y mae'n rhaid i ni ei wneud i fynd i'r afael â bylchau.

1.3 Mae Atodiad 1 yn nodi'r amlinelliad 5 mlynedd cyfredol ar gyfer ein Cynllun Strategol 2022/2027. Mae ardaloedd sydd mewn coch yn tynnu sylw at newidiadau ers trafodaethau diwethaf y Bwrdd.

### 2. Goblygiadau adnoddau

2.1 Ym mis Awst gwnaethom gyflwyno cyflwyniad i'n tîm Noddi ar ein gofynion ariannol yn y dyfodol i gefnogi 22/23 a thu hwnt. Ar gyfer yr amserlen y Llwodraeth Cymru bydd y gyllideb ddrafft derfynol yn cael ei thrafod gan y Senedd ym mis Rhagfyr.

2.2 Yn y cyfamser rydym yn trefnu cyfarfod gyda'r tîm Noddi ym mis Tachwedd i drafod amlinelliad a drafftio dyraniadau ariannol ein Cynllun Strategol 2022/27. Mae hyn er mwyn sicrhau ein bod wedi cael cyfle gyda'r tîm Noddi i drafod ein dull cyn i'r Cynllun Strategol gael ei gymeradwyo gan y Bwrdd ym mis Ionawr 2022 a cyn i'r Gweinidog gael ei gymeradwyo. Yn ystod y cyfarfod

hwn byddwn hefyd yn trafod ein Cynllun Cydraddoldeb Strategol. Gyda'r bwriad bod y ddau yn eu lle a'u cymeradwyo ar gyfer 1 Ebrill 2022.

### **3. Risg a sicrwydd**

- 3.1 Ym mis Mehefin 2020, cymeradwyodd y Pwyllgor Archwilio a Risg ein polisi rheoli risg diwygiedig yn dilyn trafodaethau gyda'r Bwrdd yn ystod sesiwn datblygu'r Bwrdd ym mis Ionawr 2020.
- 3.2 Fel y cytunwyd gan y Pwyllgor Archwilio a Risg rydym yn trosglwyddo ein risgiau strategol i'n dull diwygiedig. Ym mis Medi 2020 trafododd y Pwyllgor Archwilio a Risg ar y gofrestr Risg Strategol ddiwygiedig a oedd yn defnyddio'r dull rheoli risg diwygiedig.
- 3.3 Cytunwyd y byddai cyfle pellach gyda'r Bwrdd yn ystod sesiwn ddatblygu yn y dyfodol i drafod a nodi risgiau strategol sy'n gysylltiedig â chyflawni'r cynllun strategol 5 mlynedd newydd ym mis Rhagfyr / Ionawr. Byddai hyn wedyn yn llywio ein cofrestr risg strategol yn y dyfodol ac yn adlewyrchu effaith cyflawni ein cynllun 5 mlynedd newydd o 2022 ymlaen.

### **4. Ymgysylltu**

- 4.1 Rydym wedi bod yn datblygu ein cynllun 5 mlynedd yn dilyn ymgynghoriad cyhoeddus, sector a rhanddeiliaid yn 2020. Roedd y canlyniadau a'r ymgysylltiad ymgysylltu yn rhan o'r trafodaethau gyda'r Bwrdd ym mis Ionawr 2021.
- 4.2 O ran ein dull o ymgysylltu yn y dyfodol ac yn seiliedig ar amlinelliad ein cynllun 5 mlynedd rydym ar hyn o bryd yn datblygu strategaeth farchnata a chyfathrebu. Bydd y strategaeth farchnata a chyfathrebu yn nodi beth fydd ein dull o farchnata a chyfathrebu i ystod ein cwsmeriaid, cynulleidfaoedd a rhanddeiliaid. Bydd hyn yn adeiladu ar y ffordd orau y gallwn dargedu ein negeseuon at yr amrywiol unigolion, grwpiau a sefydliadau a nodwyd yn ein cynllun 5 mlynedd. Daw hyn i rym ochr yn ochr â Chynllun Strategol 2022/27 ym mis Ebrill 2022.
- 4.3 Yn y cyfamser rydym yn parhau i weithio gyda rheolwyr corfforaethol ar draws y sefydliad ar sut i wreiddio mesur ein heffaith yn y ffordd yr ydym yn cyflawni ac yn gwerthuso ein gwaith. Nod hyn yw sicrhau ein bod yn cyd-fynd â'n hadroddiadau perfformiad o 1 Ebrill 2022.
- 4.4 Rydym yn trefnu trafodaethau dilynol ym mis Tachwedd gyda'n tîm Noddi ar ein canlyniadau 5 mlynedd a'n cynllun cydraddoldebau strategol. Mae hyn er mwyn darparu cyfleoedd i drafod:
  - unrhyw oblygiadau pellach yn dilyn cyhoeddi'r Rhaglen Lywodraethu
  - parhau i archwilio Llythyrau Cylch gwaith tymor hwy a dyraniadau ariannol
  - amlinelliad o'r Cynllun Strategol

- Cynllun Cydraddoldeb Strategol

4.5 Bydd angen i'r trafodaethau hyn ddigwydd cyn i'r Bwrdd a'r Gweinidog gael eu cymeradwyo yn y flwyddyn newydd. Mae'r amseriad hwn hefyd yn cydfynd â chyhoeddi cyllideb Llywodraeth Cymru ym mis Rhagfyr 2021.

## 5. **Effaith**

- 5.1 Fel sefydliad gwasanaeth cyhoeddus cenedlaethol rydym yn gwybod ein bod yn gweithio o fewn ac ar draws sefydliadau cyhoeddus, preifat a thrydydd sector ledled Cymru. Yr allwedd wrth ddatblygu ein cynllun 5 mlynedd nesaf fu edrych ar ba wahaniaeth a newid yr ydym ei eisiau dros y pum mlynedd nesaf a beth fydd ein cyfraniad penodol i wneud y gwahaniaeth hwn.
- 5.2 Rydym am fesur effaith ein gwaith a gwneud hyn yn gadarn, mae angen i ni wybod sut mae agweddau allweddol wedi newid (canlyniadau) a'r cyfraniad penodol yr ydym wedi'i wneud i helpu i gyflawni'r newidiadau hyn (effaith). Mae mesur y ddwy agwedd hyn gyda'n gilydd yn cydnabod y ffaith bod ystod o wahanol sefydliadau a phartneriaid yn gweithio i wella canlyniadau, yr ydym yn gwneud cyfraniad atynt ond nid ni yw'r unig ddylanwadwr.
- 5.3 Bydd gwaith pellach ar amlinellu ein dull o ddal sut y byddwn yn mesur ein heffaith trwy arolygon a mireinio'r casglu data i sicrhau ein bod yn gymesur yn ein dull o weithredu.

## Strategic Plan outline 2022/2027

### Our vision:

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

### Demonstrating our impact on our aspirational vision

We will use people's experiences of using care and support; National well-being outcomes and indicators; Thematic reports; Case studies to illustrate and demonstrate the state of the nation in relation to our vision above – to make sure that we do not lose the person at the heart of how care and support is provided

### Our purpose:

We provide national leadership and expertise in social care and early years leading on developing and regulating the workforce, service improvement, data and research to improve care.

### National outcomes – a reminder on our principles.

We have identified 10 national outcomes which we will be using as the core foundation of our 5 year plan. These are national outcomes which are bigger than any one organisation, with more than one organisation responsible for changing but where we have a clear contribution to the changes we are working towards. We recognise that these are affected by a number of different factors but they are sufficiently flexible to provide a clear 5 year direction for Social Care Wales in the impact we expect to make during 2022/27:

### 10 national outcomes

1. Improved wellbeing for the social care and early years workforce
2. A social care and early years workforce that is highly recognised and valued
3. Social care is underpinned by high-quality, reflective and responsive use of research, data and other forms of evidence<sup>1</sup> to improve practice
4. A registered workforce that has the public's confidence
5. Social care and early years workforce is suitably qualified, knowledgeable and skilled with the right values, behaviours and practice
6. **Social care and early years services attract, recruit and retain people with the right values to meet the needs of those who need care and support now and in the future**

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<sup>1</sup> By evidence-informed practice, we mean that decisions about how to provide care and support are informed by an understanding of the best available evidence about what is effective – drawing from research and data, the wisdom and experience of practitioners and the wisdom, experience and views of people who use care and support and their carers

(Previously: A social care and early years workforce that is sufficient and have the right values to meet the needs of those who need care and support now and in future)

7. Social care and early years services plan, develop and deliver care in Welsh
8. Social care and early years services makes sure that everyone is treated as an equal person
9. Social care services embed and deliver strengths based approaches to care and support (NEW)
10. Social Care Wales provides effective, high quality and sustainable services (previously one Welsh public service)

We have been asking the workforce, employers, strategic leaders and ourselves the following questions:

1. What do we want? (at a national level in terms of change)
2. *Why? (What is the issue that we are all aiming to address – this is more context for reader)*
3. How will we know what has changed?
4. How will we (Social Care Wales) make a difference?
5. How will we know we're making a difference?

The following pages outlines our Strategic Plan for the next 5 years.

**What do we want?**  
 We want improved wellbeing of the social care and early years workforce

**Why?** (What is the issue we're aiming to address nationally with partners)  
 This will provide a brief context piece

<b>How will we know what has changed?</b> (links to valued and recognised)					
Baseline data on levels of wellbeing across the workforce (our recent survey)	Data on workforce; number joining workforce; number leaving – ‘picture’ of the workforce	Turnover and vacancy rates	Welsh Government social services data	Case studies	National conversation – wellbeing EYCC

<b>How will we make a difference?</b> We will undertake research to understand the scale and nature of the challenges faced by the workforce	
For the workforce	We will engage directly with and provide support to the social care and early years workforce to improve their wellbeing.
For employers	We will produce resources and provide access to services to help employers improve workforce wellbeing.
For strategic leaders	We will influence strategic leaders to prioritise initiatives to improve workforce wellbeing. We will use our data and intelligence to inform national decision and policy making. We will work with strategic leaders to embed compassionate leadership across social care ensuring a culture of wellbeing, continuous improvement and openness

<b>How will we know we're making a difference?</b>				
Workforce planning data statistics (from our annual survey – is trend going up or down)	Staff governance framework measures – between employee and employer* (this is in development and outcomes will be developed to support this measure)	Annual survey to workforce on their wellbeing – and what we can do  (Links to the wider workforce survey discussions)	Number of wellbeing offers produced and qualitative feedback from users  Wellbeing survey – Early years and child care	Survey for employers: How well supported are they in supporting workforce wellbeing?

**What do we want?**  
 We want a social care and early years workforce that is highly recognised and valued

**Why?** (What is the issue we're aiming to address nationally with partners)  
 This will provide a brief context piece

**How will we know what has changed?**

Real living wage for social care workers (Fair work commission)	Public perception survey on the work of social care <b>and early years</b> workers (linked to working in the sectors - connected to attraction, recruitment)	National Survey of Wales satisfaction and value of social care	<b>Welsh Government 'temperature test' on value of the early years workforce</b>
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**How will we make a difference?**

For the workforce	We will engage directly with the social care and early years workforce to understand the extent to which they feel recognised and valued and how we can best help to bring about any improvements.
For employers	We will provide advice, support and resources to employers to help them boost the extent to which the workforce feel recognised and valued.
For strategic leaders	We will influence strategic leaders to prioritise initiatives to improve the recognition of the social care and early years workforce. <b>We will raise awareness on the value of the social care and early years profession to support recognition.</b> We will provide data and evidence from the workforce to inform national policy and decision making.

**How will we know we're making a difference?**

Data from workforce about how valued they feel (Survey)	Feedback from workforce on specific initiatives undertaken (care worker card, Accolades)	Perceptions from employers and strategic leaders on our contribution to helping the profession be valued	Number of resources produced and qualitative feedback from users	<b>Survey with the Early Years networks of employers</b>
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**What do we want?**

Social care is underpinned by high-quality, reflective and responsive use of research, data and other forms of evidence<sup>2</sup> to improve practice

**Why?** (What is the issue we're aiming to address nationally with partners)

This will provide a brief context piece

**How will we know what has changed?**

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

For the workforce	We will work with the workforce to develop their capabilities and connections to access and make use of high-quality evidence and knowledge <b>to improve their confidence in using evidence</b>
For employers	We will work with employers to support knowledge dissemination, brokering and co-creation across social care <b>to create cultures where evidence is valued and used in decision making.</b>
For strategic leaders	We will work with strategic leaders who generate and share evidence and support its use into planning, practice and policy-making. <b>We will support strategic leaders to ask the right questions about issues and opportunities to promote, nurture and role model evidence-enriched policy and practice.</b>

<sup>2</sup> By evidence-informed practice, we mean that decisions about how to provide care and support are informed by an understanding of the best available evidence about what is effective – drawing from research and data, the wisdom and experience of practitioners and the wisdom, experience and views of people who use care and support and their carers

How will we know we're making a difference?				
Number of staff who attend our evidence training and the change of practice following the training and learning	Number of people who join and are actively involved in research networks and communities of practice	Qualitative feedback from people on how involvement has informed practice	Data portal measure – links to the project which is in development in 21/22	The extent to which research and evidence-based practice is used as part of the evidence base for social worker renewals

**What do we want?**  
 A registered social care workforce<sup>3</sup> that has the public's confidence

**Why?** (What is the issue we're aiming to address nationally with partners)  
 This will provide a brief context piece

**How will we know what has changed?**

Wales Omnibus survey - direction of travel: up, down or static	Home care workers are always skilled and professional in the work they do. (56%) 2020 data shown in brackets for %	General care workers are always skilled and professional in the work they do. (59%)	It is clear to me what an acceptable standard of social care would look like. (81%)	Question on public perception on public confidence
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**How will we make a difference?**

For the workforce	We will run effective, transparent regulatory processes to make sure that the registered workforce has the right knowledge, skills and values. <b>We will support the workforce through the regulatory process.</b> We will set professional standards for the workforce. We provide registered workers with professional recognition and access to training and development resources.
For employers	We will support employers to carry out their responsibilities under the regulatory requirements. We will efficiently manage our relationships with employers to support them in providing safer and more resilient services.
For strategic leaders	We will work with strategic leaders to share our knowledge and evidence from regulation to inform and drive improvement of social care and early years services.

**How will we know we're making a difference?**  
 (choose a couple from registration/ftp/hearings data)

Number of fitness-to-practice referrals (227), cases (TBC), hearings (42), removals (25), appeals (TBC) and upholds (TBC); Register data	Time taken to process registration applications. (TBC) Number of formal complaints received about the registration process and number of complaints upheld. (TBC)	Link to impact measure developed as part of the Employer liaison service - tbc	<b>Survey - Do employers and registered people understand the Code of Profession and how it should be applied in their service</b>
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<sup>3</sup> As defined in the [Regulation and Inspection of Social Care \(Wales\) Act 2016](#)

<p>Number (and % of register) of Suspension Orders imposed</p>	<p>Information on themes from fitness-to-practice reviews and actions taken by us (or others) in light of these (regulation for improvement - Evidence of sharing, Examples and case studies) Links to practice guidance evaluation</p>	<p>Number of removals (Absolute numbers and as % of register)</p>	<p>Number of eligible referrals: Absolute numbers and as percentage of register</p>
<p>Number of refused applications due to FtP grounds</p>	<p>Average time of open cases</p>	<p>Survey - Do users of care and support, managers and employers know who we are, and how to make a referral to us?</p>	

**What do we want?**

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

**Why?** (What is the issue we're aiming to address nationally with partners)

This will provide a brief context piece

**How will we know what has changed?**

Qualifications data from the Register (themes and trends) Data available from 2021/22 from the new data portal on the non registered workforce	(Qualifications Wales data) on take up and completion of relevant social care qualifications	Apprenticeships (take up and achievement of Welsh apprenticeships – links to Programme for Government)	Baseline digital competence as part of the workforce strategy development	Estyn and CIW thematic reviews on Early Years
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**How will we make a difference?**

We will do this by continuing to design and quality assure fit-for-purpose qualifications, underpinned with strengths based practice, that are awarded by learning and training providers.

For the workforce	We will do this by designing and publishing continuing professional development resources that are known and used by the workforce. We will promote the standards expected through advice and guidance produced for the workforce.
For employers	We will do this by making sure that employers and the social care workforce know about and implement the codes of practice. We will respond to sector intelligence to inform workforce learning and development.
For strategic leaders	We will do this by ensuring that the funding that we provide to the social care sector for learning and development needs are targeted at the most important priorities.

**How will we know we're making a difference?**

(choose a couple from the list below – maybe a deep dive each year in the impact report)

Outcomes of quality assurance of qualifications; Number of people who have completed the qualifications; Strengths based outcome focused practice underpins all our qualifications & training work	Popularity of those resources; Number of people who have completed 'Principles and Values';	Auditing of how SCWWDP funding is used; Evaluation of SCWWDP; Auditing of how bursary funding is used	Survey of the registered workforce about knowledge and implementation of the codes of practice;  (Links to survey questions)	Data from CIW about the number of CIW inspections where there are concerns about knowledge and implementation of the codes of practice – include HIW, Estyn
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<p>Number of Registered Persons who complete the required CPD or qualification at renewal (%)</p>	<p>What percentage of Registered Persons hold a valid qualification</p>	<p>Feedback on the EY forums on the difference learning has made for children</p>	<p>Feedback on the quality and impact of our training and learning resources – on improving practice</p> <p>Survey for employers e.g preparedness for LPS (as an example)</p>	<p>Awareness of the Codes</p> <p>Links to referrals to FtP</p>
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**What do we want?**

Social care and early years services attract, recruit and retain people with the right values to meet the needs of those who need care and support now and in the future  
 (A social care and early years workforce that is sufficient and have the right values to meet the needs of those who need care and support now and in future)

**Why?** (What is the issue we're aiming to address nationally with partners)  
 This will provide a brief context piece

How will we know what has changed?					
Data about the registered workforce <sup>4</sup> , such as numbers on the register; new joiners on the register; Attrition from the register	Data from Social Care Workforce Development Partnership reports, covering: Commissioned care provider services; Local authority services; <b>AWARE data (EY)</b>	Workforce planning data (links to recognition and valued outcome)	National attraction, recruitment and retention framework – data/ case studies	<b>Number of agency staff within the workforce</b>	<b>Self-Assessment Service CIW (Early Years)</b>

How will we make a difference?	
For the workforce	We will do this by leading on projects to improve sufficiency of the workforce with a particular emphasis on attraction, recruitment and <b>retention</b> .
For employers	We will work with employers to develop advice, guidance and support to attract people into the sector. We will work with employers to promote job opportunities within the sector
For strategic leaders	We will do this by undertaking research to help employers and strategic leaders to understand whether the workforce is sufficient now and into the future. We will use our data and intelligence to inform future policy decisions by strategic leaders.

<sup>4</sup> <https://socialcare.wales/research-and-data/workforce-reports#section-34688-anchor>

How will we know we're making a difference?				
Use and feedback of resources	WeCare Wales jobs portal – stats plus feedback from workforce and employers	Longitudinal study and research through the portal – track careers	Workforce data that provides intelligence on the movement of the workforce	Employer survey on usage of the WeCare portal and materials



**What do we want?**  
 Social care and early years services plan, develop and deliver care in Welsh<sup>5</sup>

**Why?** (What is the issue we're aiming to address nationally with partners)  
 This will provide a brief context piece - **This considers the extent to which services are delivered in the Welsh language but also issues such as equity of service delivery and Welsh-language/culture-by-design**

<b>How will we know what has changed?</b> (all the below are measures set in the joint workforce strategy/mwy na geiriau)				
Increase the number of Welsh speakers in the workforce (TBC on national data availability)	Increase confidence of staff with some Welsh language skills to use the language (TBC on national data)	Improved workforce planning to understand, anticipate and plan to meet the Welsh language needs of health and social care students, our workforce and and people in receipt of care and support across Wales	Number of education programmes delivered through the medium of Welsh.  National survey – whether choice given of language (social care – 2017)	<b>Link to the revised Mwy na Geiriau strategy measures</b>

<b>How will we make a difference?</b>	
For the workforce	We will produce guidance, resources and materials to promote and embed language standards and awareness to use in practice.
For employers	We will work with employers on sharing good practice in the use and awareness of the importance of Welsh language in the provision of quality care and support through the 'active offer'. <b>We will support employers in how their workforce use their language skills</b>
For strategic leaders	We will work with strategic leaders to promote and support delivery of the More than just words framework. We will demonstrate leadership and take ownership of the actions needed to support the workforce.

<b>How will we know we're making a positive difference?</b>			
Data from the register - (ask Welsh speakers for feedback via Register)	Progress on implementation of language awareness and the 'Active Offer' in the agreed shared induction framework and the vocational qualification reform programme.	Working in Welsh – feedback on the usage of materials/guidance and how this has supported/changed practice	

<sup>5</sup> The evaluation of Mwy na Geiriau is currently being finalised – so outcome needs to link to published plan

**What do we want?**

Social care and early years services makes sure that everyone is treated as an equal person

**Why?** (What is the issue we're aiming to address nationally with partners)

This will provide a brief context piece

**How will we know what has changed?**

(the current draft anti-racist plan outcomes)

<p>Black, Asian and Minority Ethnic people will feel that services are there to help and provide care support for and with them and are designed and delivered with their SSWBWA section 6(2)(c) rights in mind.</p>	<p>All social care practitioners are appropriately trained and qualified and are able to deliver the most effective and culturally appropriate support to all Black, Asian and Minority Ethnic people who are receiving care and support.</p>	<p>A social care workforce that is well skilled and confident in using cultural competency, understands intersectionality and undertakes reflective practice to feel safe in the workplace regardless of ethnicity.</p>	<p>Leadership at all levels of social care are clear on the role they play, actions they can take, and the education that will support them to deliver an anti-racist social care sector in Wales.</p>
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Other outcomes:

- Welsh Government and partners are better informed about the racial and ethnic characteristics of the workforce where disclosed to enable targeted, remedying actions to be taken.
- The workforce feels confident to disclose their race and ethnicity and that this information will be used for their benefit.

**How will we make a difference?**

We will set out to become a leader in anti-discrimination, equality, diversity and inclusion through our Board, staff and services.

<p>For the workforce</p>	<p>We will use our data to better understand the characteristics of the workforce and support the sector to better reflect the population of Wales. We will develop our services and support the wider sector to recognise the importance of leaving no-one behind as working practices change.</p>
<p>For employers</p>	<p>We will work with employers to help them advance equality of opportunity for workers.</p>
<p>For strategic leaders</p>	<p>We will act as a supportive and critical friend, challenging strategic leaders to make sure that any actions to address inequality and discrimination in the social care and early years workforce is based on the strongest evidence.</p>

How will we know we're making a positive difference?				
The collection and use of data available about the social care workforce	Data from our work with Digital Communities Wales on improving digital literacy and access, so people can make the most of digital public services	set targets for more diverse recruitment - Work with us, to enable a more diverse and inclusive Board, staff team, regulatory panel members and widen our networks	Further indicators following consultation and publication of our Strategic Equalities Plan	Data analysis from FtP – employer type, size, protected characteristics

(This is directly linked to the outcomes set out in the anti-racist action plan – and current difference we intend to make have come directly from our draft Strategic Equalities plan consultation)

**What do we want?**

We want social care services to embed and deliver strengths based approaches to care and support

**Why?** (What is the issue we're aiming to address nationally with partners)

This will provide a brief context piece

**How will we know what has changed?**

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

For the workforce	We will engage directly with the social care workforce and provide resources to help bring about improvements in practice
For employers	We will provide advice, support and resources to employers to help facilitate a culture shift in practice. We will work with employers to develop a strengths based practice framework
For strategic leaders	We will support and influence strategic leaders to implement systemic change to deliver strength based practice. We will work with strategic leaders to support them in creating the right environment (culture) for strengths based approaches to be embedded in how care and support is provided.

**How will we know we're making a difference?**

Data on resources developed	Data on learning programmes – attendance, evaluation	Feedback from workers on how resources/work programmes have changed practice		
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**What do we want?**

Social Care Wales provides effective, high quality and sustainable services (previously one Welsh public service)

**Why?** (What is the issue we're aiming to address nationally with partners)

This will provide a brief context piece

**How will we know what has changed?**

*organisational effectiveness reviews will take place every 12 – 18 months dependent on timing.	No enforcement notices by regulators; Clean audit certificate	Outcomes of the tailored review of the organisation – undertaken by Welsh Government during the next 5 years	External benchmarking – staff survey, customer standards	Clean audit certificate – value for money and social value of procurement
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**How will we make a difference?**

We're committed to:

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

**How will we know we're making a difference?**

Accreditations:  
liP; Disability scheme; ISO27001  
Cyber essentials

Measure our carbon footprint –  
set targets for reduction

Internal audit findings on  
organisational internal controls and  
compliance





<b>Cyfarfod / Meeting</b>	<b>Cyfarfod Bwrdd</b>				
<b>Lefel dosbarthiad / Openness Level</b>	<b>Preifat / Private</b>		<b>Cyhoeddus / Public</b>		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
<b>Dyddiad / Date</b>	<b>21 Hydref 2021</b>				
<b>Eitem Agenda Agenda Item</b>	<b>9</b>				
<b>Teitl / Title</b>	<b>Cynllun Cydraddoldeb Strategol 2022-2025</b>				
<b>SCW/21/26</b>					
<b>Awdur / Author</b>	Abu Askira, Rheolwr Ymgysylltu a Datblgu				
<b>Cyfraniadau Gan/ Contributions From</b>	David Pritchard, Cyfarwyddwr Rheoleiddio				
<b>Papurau Cefnogol / Supporting Papers</b>	Atodiad 1 - Cynllun Cydraddoldeb Strategol 2022-2025				
<b>Gweithgaredd Cynllun Busnes / Business Plan Activity</b>	Sicrhau gwelliannau parhaus o ran y ffordd rydym yn gwneud ein gwaith i fod yn sefydliad gwasanaeth cyhoeddus effeithiol ac effeithlon yng Nghymru				
<b>Gweithred / Action Required</b>	<b>Cymeradwyaeth / Approval</b>	<b>Darparu Llyw / Provide A Steer</b>	<b>Darparu Sicrwydd / Provide Assurance</b>	<b>Trafodaeth / Discussion</b>	<b>Craffu / Scrutinise</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Argymhelliad / Recommendation</b>	Gwahoddir aelodau i <b>ystyried</b> y Cynllun Cydraddoldeb Strategol. Bydd y Cynllun, gydag unrhyw ddiwygiadau gofynnol, yn dychwelyd i gael ei gymeradwyo'n derfynol ar yr un pryd â'r Cynllun Strategol ei hun ym mis Ionawr.				
<b>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried</b>	Mae'r Dyletswyddau Cydraddoldeb Penodol yng Nghymru fel y nodir yn Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 yn rhoi dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi Cynllun Cydraddoldeb Strategol.  Bydd ein Cynllun Cydraddoldeb Strategol yn cynnwys metrigau dangosol a fydd yn cael eu defnyddio i fesur ein cynnydd wrth				

<b>Main Points: Key Issues to Draw to Attention; Questions to Consider</b>	fodloni ein huchelgeisiau. Bydd y rhain yn cael eu datblygu gan y prif swyddogion ar gyfer yr amcanion a byddant yn cael cytundeb y Prif Weithredwr a'r Cadeirydd cyn cyhoeddi.			
<b>Goblygiadau Risg y cynigion / Risk Implications of Proposals</b>	<b>Teitl y Risg / Risk Title</b>	<b>Cyfeirnod cofrestr Risg/ Risk Register Reference</b>	<b>Sgoriau risg gweddilliol Residual Risk Scores</b>	
		<b>Cyfredol Current</b>	<b>Dyfodol Future</b>	
<b>Asesiadau Effaith / Impact Assessments Considered</b>	<b>Cyfle cyfartal / Equality of Opportunity</b>	<b>Diogelu data / Data Protection</b>	<b>Iaith Gymraeg / Welsh Language</b>	<b>Arall / Other (e.g climate change / future generations)</b>
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	<p>Mae'r data a gesglir fel rhan o'r ymgynghoriad ar y Cynllun Cydraddoldeb Strategol wedi'i reoli a'i asesu i fod yn risg isel.</p> <p>Mae datblygiad y Cynllun Cydraddoldeb Strategol yn cydymffurfio â Safonau'r Gymraeg.</p> <p>Mae gan y Cynllun Cydraddoldeb Strategol ffocws hirdymor ar gyflawni Cymru fwy cyfartal.</p> <p>Mae'r Cynllun Cydraddoldeb Strategol yn cydnabod ac yn ceisio datblygu cyfle cyfartal i grwpiau nodweddion gwarchoddedig ac yn benodol mae'n tynnu sylw at y rhai sydd wedi profi'r anfantais fwyaf yn ystod y pandemig - lleiafrifoedd ethnig, menywod, pobl anabl a phobl hŷn.</p>			



## Cynllun Cydraddoldeb Strategol 2022-2025

### 1. Cyd-destun

- 1.1 Mae'r adroddiad hwn yn canolbwyntio ar ddatblygu a chyhoeddi Cynllun Cydraddoldeb Strategol newydd ar gyfer Gofal Cymdeithasol Cymru. Mae'r Dyletswyddau Cydraddoldeb Penodol yng Nghymru fel y nodir yn Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 yn rhoi dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi Cynllun Cydraddoldeb Strategol ac Amcanion Cydraddoldeb.
- 1.2 Cytunodd y Bwrdd ar y ddogfen ymgynghori '**Cyfle i ddweud eich dweud ar ein blaenoriaethau ar gyfer cydraddoldeb, amrywiaeth a chynhwysiant**' yn ei gyfarfod ar 29 Ebrill 2021.

### 2. Goblygiadau o ran adnoddau

- 2.1 I gyflawni ein hamcanion ac uchelgeisiau cydraddoldeb a nodir yn y Cynllun Cydraddoldeb Strategol bydd angen gwaith cydgyssylltiedig ledled sawl prosiect, swyddogaeth a thîm o fewn y sefydliad.
- 2.2 Bydd y costau ar gyfer prosiectau cysylltiedig yn cael eu hystyried fel rhan o'r cylch cyllidebol arferol ac yn cael eu blaenoriaethu. Fodd bynnag, er mwyn cydnabod cyhoeddiad diweddar Cynlluniau Gweithredu Llywodraeth Cymru ym meysydd Hil a LHDTTC+ (LGBTQ+), mae cyfran o'r cyllid ychwanegol y gofynnwyd amdano gan ein noddwr yn 2022/23 wedi'i nodi fel cefnogaeth i gyflawni'r cynllun hwn.
- 2.3 Nodir y bydd y cynllun hwn yn cael ei ymwreiddio yng ngweithgareddau craidd Gofal Cymdeithasol Cymru. Mae Tabl 1 isod yn nodi'r cyfrifoldebau ar lefel uwch ar gyfer pob amcan. Yr arweinydd cyffredinol ar gyfer cyflawni'r cynllun fydd y Cyfarwyddwr Rheoleiddio.

Tabl 1 - Trosolwg/ esboniad o'r adnoddau Tîm Rheoli sydd eu hangen i gyflawni'r Cynllun Cydraddoldeb Strategol

Amcan Cydraddoldeb	Prif Gyfarwyddwr Cynorthwyol	Partner/rheolwr cyflawni
Gwella'r defnydd o ddata a gwybodaeth cydraddoldeb	Cyfarwyddwr Cynorthwyol Rheoleiddio Cyfarwyddwr Cynorthwyol Data a Deallusrwydd Cyfarwyddwr Cynorthwyol y Gweithlu	Rheolwr Data a Deallusrwydd Uwch Swyddog Data
Cydraddoldeb yn y gwaith	Cyfarwyddwr Cynorthwyol y Gweithlu	Rheolwr Ymgysylltu a Datblygu

	Cyfarwyddwr Cynorthwyol Rheoleiddio	
Cynhwysiant Digidol	Cyfarwyddwr Cynorthwyol Gwasanaethau Corfforaethol Rheolwr rhaglen bontio – blynyddoedd cynnar a gofal plant	Rheolwr TG
Lles y gweithlu gofal cymdeithasol a blynyddoedd cynnar	Cyfarwyddwr Cynorthwyol y Gweithlu	Rheolwr Ymgysylltu a Datblygu
Cydraddoldeb, amrywiaeth a chynhwysiant o fewn Gofal Cymdeithasol Cymru	Cyfarwyddwr Cynorthwyol Gwasanaethau Corfforaethol	Rheolwr AD a Lles Uwch Swyddog Llywodraethu

### 3. Risg a Sicrwydd

#### 3.1

<b>Teitl y Risg / Risk Title</b>	Bydd methu â chyflawni ein huchelgeisiau ym maes cydraddoldeb ac amrywiaeth yn effeithio ar ansawdd ein staff, effeithiolrwydd ein gwaith yn y sector, ac enw da Gofal Cymdeithasol Cymru.		
<b>Cyfeirnod cofrestr Risg / Risk Register Reference</b>	Newydd	<b>Sgoriau risg gweddilliol Residual Risk Scores</b>	
		<b>Cyfredol Current</b>	<b>Dyfodol Future</b>
		8	4
<b>Effaith ar risg / Impact on Risk</b>			
Mae'r Cynllun Cydraddoldeb Strategol hwn yn ymrwymiad uniongyrchol i ymwreiddio ein gwaith ar Gydraddoldeb ac Amrywiaeth wrth gyflawni o ddydd i ddydd. Bydd yn pennu amcanion ar gyfer y sefydliad, a dulliau o			

fonitro cynnydd. Yn hyn o beth, bydd y cynllun hwn yn lleihau'r tebygolrwydd y bydd risg yn codi.

#### **Newidiadau i Reolaethau / Sicrwydd Changes to Controls/ Assurance**

Goruchwylio a monitro gan y Grŵp Cydraddoldeb ac Amrywiaeth, gan adrodd i Arweinyddiaeth a'r Tîm Rheoli Gweithredol.  
Llunio adroddiad cydraddoldeb blynyddol gyda metrigau cysylltiedig Ymwreiddio yng ngweithgareddau'r cynllun busnes blynyddol.

## **4. Ymgysylltu**

- 4.1 Mae'r gwaith o ddatblygu'r Cynllun Cydraddoldeb Strategol a'r amcanion cydraddoldeb wedi'i lywio drwy ymgysylltiad â phobl sy'n rhannu un neu fwy o'r nodweddion gwarchoddedig. Ym mis Tachwedd 2020, comisiynwyd Diverse Cymru i gynnal pum sesiwn ymgysylltu gyda phobl sy'n rhannu un neu fwy o'r nodweddion gwarchoddedig a/neu gyda sefydliadau sy'n cynrychioli eu buddiannau. Nod yr ymgysylltu oedd profi (i gasglu safbwyntiau) er mwyn llywio ein hamcanion cydraddoldeb drafft. Cynhaliwyd chwe digwyddiad ymgysylltu (roedd 5 o'r digwyddiadau a drefnwyd yn Saesneg ac un yn Gymraeg).
- 4.2 Yn 2021, ar ôl diwygio'r cynllun drafft yn dilyn yr ymgysylltu uchod, cynhaliodd Gofal Cymdeithasol Cymru ymgynghoriad agored ar amcanion drafft y Cynllun Cydraddoldeb Strategol. Derbyniwyd pump ymateb i'r ymgynghoriad.

## **5. Negeseuon allweddol o'r ymgynghoriad**

- 5.1 Roedd yr ymatebwyr yn cytuno gyda phob un o'r pum amcan cydraddoldeb ac yn cytuno y dylai pob amcan fod o fewn cyrraedd mewn pum mlynedd. Roedd galw am y lefel nesaf o fanylder ar sut y byddem yn cyflawni pob amcan.
- 5.2 Derbyniwyd sylw ar ein dull o fynd i'r afael â gwahaniaethu ar sail amlhunaniaethau. Rydym bellach wedi cynnwys datganiad o fewn y cynllun, gan atgyfnerthu ein hymwybyddiaeth o groestoriadedd a sut gall nodweddion a hunaniaethau cymdeithasol lluosog pobl ddod ar draws ei gilydd, gan greu profiadau mwy cymhleth o wahaniaethu.
- 5.3 Roeddem yn falch o dderbyn nifer o awgrymiadau buddiol ar sut y dylem fesur ein hamcanion cydraddoldeb. Bydd yr awgrymiadau yn llywio iteriad nesaf y cynllun a fydd yn cynnwys cymysgedd o fesurau ansoddol a meintiol i asesu ein cynnydd yn erbyn pob amcan.

## **6. Effaith**

- 6.1 Rydym yn deall na all ein hymrwymiad i wrthwynebu gwahaniaethu fod yn oddefol ar unrhyw adeg. Mae'n rhaid i ni fod yn onest ac agored ynghylch lle'r ydym ni wedi cyrraedd, yr hyn sydd angen i ni ei wneud a pha effaith y bydd cyflawni ein hamcanion yn ei chael erbyn 2025.
- 6.2 Erbyn 2025, rydym am gael gwell amrywiaeth a gweithlu gofal cymdeithasol mwy cynrychiadol. Gweithlu sy'n cynrychioli'r cymunedau y mae'n ei wasanaethu, yn enwedig lle mae tystiolaeth o ddiffyg cynrychiolaeth ddigonol.
- 6.3 Erbyn 2050, byddwn wedi cymryd camau cefnogol a heriol gyda darparwyr a chyflogwyr i'w helpu i fynd i'r afael ag anghydraddoldeb yn y gweithlu gofal cymdeithasol a blynyddoedd cynnar.
- 6.4 Erbyn 2025, byddwn yn sicrhau bod ein hadnoddau digidol a'n cynnig dysgu digidol i'r sector yn seiliedig ar yr egwyddor o gynhwysiant wedi'i lywio gan egwyddorion cynllunio sy'n canolbwyntio ar ddefnyddwyr.
- 6.5 Erbyn 2025, trwy gyfrwng camau gweithredu a chanlyniadau, byddwn yn dangos bod gweithlu a bwrdd Gofal Cymdeithasol Cymru yn parhau i fod yn ymwybodol yn ddiwylliannol ac yn arddangos ymarfer gwrth-wahaniaethu yn ei holl weithredoedd a gwasanaethau.
- 6.6 Bydd ein cynllun terfynol yn cynnwys metrigau dangosol a fydd yn cael eu defnyddio i fesur ein cynnydd wrth gyflawni ein huchelgeisiau. Bydd y rhain yn cael eu datblygu gan y prif swyddogion ar gyfer yr amcanion ac yn cael cytundeb y Prif Weithredwr a'r Cadeirydd cyn cyhoeddi.



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



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

Strategic Equality Plan 2022-2025



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**

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

# Overview

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

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

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

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

## Foreword by our Chair and Chief Executive

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

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

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

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

- up-to-date evidence
- our engagement with others
- the use of equality impact assessments to better understand the impact our decisions may have on different types of people<sup>1</sup>.

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

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



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

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

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

Mick Giannasi, Chair, and Sue Evans, Chief Executive

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

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

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

## What do we do?

We:

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

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

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

## Our vision

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

## Our strategic equality plan

We have a statutory duty to publish an equality plan.

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

## Developing our equality plan and equality objectives for 2022 to 2027

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

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

## Engaging and involving people who use care and support

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

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

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

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

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

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

## Our organisational approach

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

We will tackle discrimination on the grounds of protected characteristics<sup>2</sup> (set out in the Equality Act 2010) and discrimination experienced on the grounds of:

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

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

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

## Comprehensive strategic approach

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

We will make our commitment to promoting equality and tackling discrimination a central objective in our strategic plan.

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

## Welsh Government leadership

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

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

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

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

# Our objectives

## Objective 1: Improve the use of equality data and information

### What do we want to achieve?

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

### Why is this one of our objectives?

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

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

Our recent publication about the domiciliary care workforce found that 84 per cent are female, 96.5 per cent are white and 3.5 per cent are from an ethnic minority background. Only 10 per cent are fluent in Welsh, while 26 per cent have some Welsh language ability and 64 per cent have no Welsh language skill at all. This needs to change if we are serious about providing meaningful care and support. Providing care and support for someone is a very personal activity, and a common bond of trust, culture and language helps provide the highest quality care.

We must also consider the groups most likely to be affected by the expected rise in poverty because of the Covid-19 pandemic. These include young people, ethnic minorities, and disabled people who are already closest to the poverty line<sup>3</sup>.

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

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

Our early actions will include:

Through *A Strategic Approach to Social Care Data in Wales* we will take forward specific actions to enhance data collection and availability to support a fairer and more equal workplace.

Work with local authorities and providers we will improve the data we collect on the social care workforce. A new online portal will be piloted, prior to roll out across providers collecting aggregated information on protected characteristics.

As Professional Registration expands, we will use it to provide ourselves and the sector a greater understanding of our regulated workforce, including how it is changing over time.

## Objective 2: Equality at work

### What do we want to achieve?

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

### Why is this one of our objectives?

Ethnic minority communities have reported racial inequality in Wales, with some staff in health and social care settings saying they felt they had been treated less favourably than their white colleagues during the coronavirus pandemic<sup>4</sup>.

The GMB also reports that workers from an ethnic minority background remain at serious risk at work because of the lack of comprehensive risk assessments carried out during the pandemic.<sup>5</sup> We believe social care workplaces should lead the way in terms of equality and inclusion, giving everyone the opportunity to thrive, regardless of their background, identity or circumstance, so they feel valued and supported at work.

Going above and beyond to support the most vulnerable in our society has been a major feature displayed by the social care and early years workforce during the pandemic. The

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

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



pandemic has also raised the profile of the workforce, the work they do and their value to society as key workers.

But many of these workers are relatively low paid and in employment that's often insecure<sup>6</sup>. Having guaranteed employment and income are an essential part (among a number of factors) of making sure the social care and early years workforce achieves equal and fair work practices.

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

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

Our early actions will include:

Through our work on well-being, we will develop frameworks for effective staff governance that will help to reduce inequalities in the workplace

We will pilot new support mechanisms in our regulation work, to ensure people facing action have access to advice and representation through the process.

We will actively support the Welsh Government's Race Equality Action Plan, and other similar plans, to support the transformation set out for Wales.

## Objective 3: Digital inclusion

### What do we want to achieve?

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

### Why is this one of our objectives?

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

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

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

We have also seen a quick growth in the use of digital technologies, such as tablet devices, to give people who use care and support access to support and advice. This highlights the need for us to rethink the role of digital resources in the way care is assessed and provided going forward<sup>7</sup>.

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

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

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

Our early actions will include:

We will work with others, including Digital Communities Wales, to support the workforce in their digital skills and confidence.

We will embed user-centred design principles as we develop new digital resources for the sector, prioritising accessibility across all our digital work.

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

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

### **What do we want to achieve?**

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

### **Why is this one of our objectives?**

The Covid-19 pandemic has highlighted the pressures faced by frontline social care workers. These pressures – along with the increased risk of catching Covid-19 and the fear of putting family members at risk – have raised concerns about the increasing stress on workers<sup>8</sup>.

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

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

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

Our early actions will include:

The development and provision of a broad well-being offer for those working in Social Care, ensuring the service is accessible and open to the needs of a diverse workforce.

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

This will include Well-being at Work Standards, designed to support employers in maintaining well-being amongst their staff.

Implementation of a consistent approach to monitoring and measuring employee experience through health and social care staff surveys. This will include enable us to capture staff experience across different settings, professional groups and protected characteristics.

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

### **What do we want to achieve?**

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

### **Why is this one of our objectives?**

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

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

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

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

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

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

Our early actions will include

We will deliver cultural awareness training to all staff and members. This will be embedded within induction process for staff and Members, with evaluation to follow.

We will revisit our recruitment activity to ensure we are encouraging applications from those with protected characteristics, including embedding external benchmarks such as <https://disabilityconfident.campaign.gov.uk/>

We will actively support the Welsh Government in its Social Care Wales board member recruitment, through engagement, communication and promotion of opportunities to support a more diverse Board in terms of members from a black, minority and ethnic background.

### **Measuring our progress**

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

*[ to be developed following agreement of the rest of the plan and included in the final version in January 2022]*

## Contact details

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

Social Care Wales  
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[info@socialcare.wales](mailto:info@socialcare.wales)



<b>Cyfarfod / Meeting</b>	<b>Cyfarfod Bwrdd</b>				
<b>Lefel dosbarthiad / Openness Level</b>	<b>Preifat / Private</b>			<b>Cyhoeddus / Public</b>	
	<input type="checkbox"/>			<input checked="" type="checkbox"/>	
<b>Dyddiad / Date</b>	<b>21.10.21</b>				
<b>Eitem Agenda Agenda Item</b>	<b>10</b>				
<b>Teitl / Title</b> <b>SCW/21/28</b>	<b>Adroddiad Cydraddoldeb Blynyddol 2020-21</b>				
<b>Awdur / Author</b>	Abu Askira, Rheolwr Ymgysylltu a Datblgu				
<b>Cyfraniadau Gan/ Contributions From</b>	Dave Pritchard, Cyfarwyddwr Rheoleiddio				
<b>Papurau Cefnogol / Supporting Papers</b>	Atodiad 1 - Adroddiad Cydraddoldeb Blynyddol 2020-21				
<b>Gweithgaredd Cynllun Busnes / Business Plan Activity</b>	Sicrhau gwelliannau parhaus i'r ffordd rydym yn gwneud ein gwaith er mwyn bod yn sefydliad gwasanaeth cyhoeddus effeithiol ac effeithlon yng Nghymru.				
<b>Gweithred / Action Required</b>	<b>Cymeradwyaeth / Approval</b>	<b>Darparu Llyw / Provide A Steer</b>	<b>Darparu Sicrwydd / Provide Assurance</b>	<b>Trafodaeth / Discussion</b>	<b>Craffu / Scrutinise</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Argymhelliad / Recommendation</b>	Gwahoddir aelodau i <b>ystyried</b> a <b>chyperadwyo'r</b> adroddiad cydraddoldeb blynyddol i'w gyhoeddi.				
<b>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau i'w Ystyried</b>  <b>Main Points: Key Issues to Draw To Attention; Questions To Consider</b>	Mae'r Dyletswyddau Cydraddoldeb Penodol yng Nghymru fel y nodir yn Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 yn rhoi dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi adroddiad cydraddoldeb blynyddol.				

<b>Goblygiadau Risg y cynigion / Risk Implications of Proposals</b>	<b>Teitl y Risg / Risk Title</b>	<b>Cyfeirnod cofrestr Risg/ Risk Register Reference</b>	<b>Sgoriau risg gweddilliol Residual Risk Scores</b>	
			<b>Cyfredol Current</b>	<b>Dyfodol Future</b>
	Dim risgiau i'w nodi			
<b>Asesiadau Effaith / Impact Assessments Considered</b>	<b>Cyfle cyfartal / Equality of Opportunity</b>	<b>Diogelu data / Data Protection</b>	<b>Iaith Gymraeg / Welsh Language</b>	<b>Arall / Other (e.g climate change / future generations)</b>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mae'r adroddiad amgaeedig yn cynnwys y gwaith rydym yn ei wneud i ddatblygu cyfle cyfartal i'r naw grŵp nodweddion gwarchoddedig. Nid oedd unrhyw asesiadau effaith yn berthnasol/ wedi'u cynnal ar gyfer yr adroddiad blynyddol ond byddai'r prosiectau unigol sy'n cyfrannu at ddarpariaeth yr adroddiad wedi cynnal asesiadau effaith ar lefel bwrdd y rhaglen berthnasol.			



## Adroddiad Cydraddoldeb Blynyddol 2020-21

### 1. Cyd-destun

- 1.1 Mae'r adroddiad hwn yn cyflwyno ein hadroddiad cydraddoldeb blynyddol (ar gyfer y cyfnod Ebrill 2020 i Fawrth 2021) ar gyfer ei gymeradwyo.
- 1.2 Mae'r Dyletswyddau Cydraddoldeb Penodol yng Nghymru fel y nodir yn Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 yn rhoi dyletswydd ar Gofal Cymdeithasol Cymru i gyhoeddi adroddiad cydraddoldeb blynyddol.

### 2. Goblygiadau o ran adnoddau

- 2.1 Mae darpariaeth ein [Cynllun Cydraddoldeb Strategol cyfredol](#) yn dangos ffordd o weithio'n gydweithredol ar draws gwahanol gyfarwyddiaethau Gofal Cymdeithasol Cymru ac yn defnyddio amser ac arbenigedd staff o adrannau amrywiol. Mae tystiolaeth gynyddol o faterion cydraddoldeb ac amrywiaeth yn cael eu prif ffrydio a'u hintegreiddio ledled y sefydliad.
- 2.2 Mae sefydlu grŵp cydraddoldeb ac amrywiaeth mewnol wedi rhoi llawer mwy o ffocws a gweithio cydgysylltiedig ar faterion cydraddoldeb ledled y sefydliad.

### 3. Risg a Sicrwydd

- 3.1 Nid oes risgiau na phroblemau strategol yn gysylltiedig â darpariaeth ein hamcanion cydraddoldeb a chyhoeddi ein hadroddiad blynyddol. Rydym yn parhau i gyhoeddi ein hadroddiadau blynyddol ar y wefan ac yn annog adborth gan y sector, partneriaid a rhanddeiliaid ehangach.

### 4. Ymgysylltu

- 4.1 Nid oes amheuaeth fod y pandemig COVID-19 wedi effeithio ar gyflawniad rhai camau yr oeddem wedi bwriadu eu cyflawni. Roeddem wedi rhagweld ymgysylltu uniongyrchol (wyneb yn wyneb) â Phlant a Phobl Ifanc ar godi ymwybyddiaeth o'r Cod Ymarfer Proffesiynol. Fodd bynnag, llwyddwyd i sefydlu grŵp ffocws rhanddeiliaid yn cynnwys sefydliadau sy'n cynrychioli, eirioli dros a chefnogi plant a phobl ifanc i ddatblygu cyfres o gwestiynau i helpu i hyrwyddo'r codau ymysg pobl ifanc.
- 4.2 Rydym yn bwriadu parhau i weithio gyda'r grwpiau eleni i nodi cyfleoedd pellach i ymgysylltu â phlant a phobl ifanc. Y sefydliadau a oedd yn rhan o'r grŵp ffocws rhanddeiliaid oedd Comisiynydd Plant Cymru, Tros Gynnal Plant (TGP), Voices from Care a Plant yng Nghymru.

- 4.3 Mae Voices from Care, y Gwasanaeth Eiriolaeth Ieuenctid Cenedlaethol, y Comisiynydd Plant a TGP wedi cytuno mewn egwyddor i gael dolen i'r Cod ac adnoddau ar eu gwefannau er mwyn i Blant a Phobl Ifanc allu eu dilyn.
- 4.4 Rydym yn falch bod y prosiect ar y cyd gydag Ymchwil Iechyd a Gofal Cymru (*ar nodi blaenoriaethau ymchwil sy'n ymwneud â gofal a chymorth pobl hŷn, ar y pwnc "Beth yw'r ffordd orau o ddarparu gofal a chefnogaeth cynaliadwy i helpu pobl hŷn i fyw bywydau hapusach a mwy boddhaus?"*) wedi llwyddo i gael safbwyntiau 168 o ofalwyr a phobl hŷn sy'n derbyn gofal a chymorth.
- 4.4 Nod y prosiect ymchwil oedd cael safbwyntiau unrhyw un yng Nghymru 65 oed neu hŷn sydd wedi derbyn gofal neu gymorth, boed hynny gartref, mewn lleoliad cymunedol neu mewn cartref gofal, ynghyd â'u teuluoedd, ffrindiau a gofalwyr di-dâl. Roedd y tîm prosiect yn hapus i dderbyn sylwadau'n seiliedig ar drafodaethau grŵp am gwestiynau'r arolwg, yn enwedig gan y rhai nad ydynt yn gallu cwblhau arolwg ar-lein, er mwyn sicrhau bod cyfle i glywed lleisiau amrywiol.
- 4.5 Yn sgil yr arolwg, cyhoeddwyd y 10 blaenoriaeth ymchwil sy'n ymwneud â gofal a chymorth ar gyfer pobl hŷn ym mis Chwefror 2021.
- 4.6 Mae Gofal Cymdeithasol Cymru yn bartner ar y [prosiect Get There Together \(GTT\)](#) – Prosiect cenedlaethol yw GTT sy'n cefnogi pobl sy'n byw gyda dementia i addasu i newidiadau yn eu hamgylchedd yn sgil cyfyngiadau COVID-19. Mae'r ffilmiau wedi'u creu fel '[hanesion digidol](#)' er mwyn rhoi sicrwydd i unrhyw un (sy'n byw gyda dementia) sy'n bryderus am fynd yn ôl i'w cymunedau. Nod y [ffilmiau](#) yw lleihau gorbryder a lleihau ynysigrwydd wrth i'r cyfyngiadau gael eu llacio.

## 5. Effaith

- 5.1 Mae'r Comisiwn Bevan wedi nodi'r hanesion digidol a'r gwaith sy'n cael ei wneud gan y prosiect GTT fel profiad enghreifftiol. Mae'r prosiect bellach yn symud ymlaen i'r cyfnod gwerthuso. Mae is-grwpiau a phartneriaid rhanbarthol yn parhau i ymuno â'r prosiect ac mae'r prosiect yn gweithio gyda Accelerate a phartner diwydiant i greu rhagor o adnoddau/ffilmiau yn defnyddio technoleg camera 360.
- 5.2 Mae'r 10 blaenoriaeth ymchwil sy'n ymwneud â gofal a chymorth ar gyfer pobl hŷn wedi'u rhannu gydag ymchwilwyr a chyllidwyr i nodi cwestiynau ymchwil a chyllid posibl. Mae rhywfaint o gyllid eisoes ar gael.
- 5.3 Rydym bellach yn cynllunio ein prosiect ar y cyd nesaf gydag Ymchwil Iechyd a Gofal Cymru, i ganolbwyntio ar ddulliau seiliedig ar gryfderau a dulliau ataliol ar gyfer plant a theuluoedd. Eto, byddwn yn rhoi sylw penodol i gynnwys plant a theuluoedd o gymunedau amrywiol ac a ymyleiddiwyd.



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

# **Annual equality report**

**2020-2021**

## Introduction

This annual equality report sets out the progress Social Care Wales has made in delivering its six equality objectives during 2020 to 2021.

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

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

They are:

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

The development of our *Strategic equality plan* gave us an opportunity to clarify our commitment to equality and recognise our leadership role in the sector, as well as our responsibility to influence others to promote equality.

Although this report aims to provide a record of our work during the year, we are also about to publish a new Strategic Equality Plan – (*becoming an anti-discrimination Wales promoting equality, valuing diversity in social care*) which takes into account the socio-economic impact of the coronavirus pandemic.

## Who we are

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

Our role in early years is on a smaller scale. We are a strategic partner for the Welsh Government, supporting the ongoing development, support and professionalisation of the workforce.

## What do we do?

We:

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

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

Our work is underpinned by the principle that adults and children who use care and support, as well as their families and carers, work together to create support that works for them. The approach is values driven and built on the principle that those who use a service are best placed to help design it. We will do this directly in our

work where appropriate, but we will also make sure we follow this approach in all our advice about evidence to the sector.

## Relevant equality information

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

“The annual equality report must specifically set out:

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

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

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

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

## Equality objectives

The development of our six equality objectives was informed by people who use care and support, their families and carers. The purpose of setting equality objectives is to help public bodies better perform the general duty.

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

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

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

- foster good relations between people who share a protected characteristic and those who do not.

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

## Achieving our equality objectives

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

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

#### **Why is this one of our objectives?**

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

#### **What have we done to further this objective?**

- There have been two specific areas of work which have been undertaken to further this objective. The first is to collate all the code's promotional resources into a [single point of reference for the public on the website](#), and the second; to identify opportunities for raising awareness of the codes amongst children and young people.
- Collating codes promotion resources in a single point on the website ensures that people who use care and support, their families and carers can locate the information quickly and easily. In addition, we have added a new link within the page to our safeguarding section - What to do if you think someone is being abused or if someone is abusing you?

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

- Identifying opportunities for raising awareness of the codes amongst children and young people is vital if we are to help them understand their rights when receiving support from social care workers. Whilst the COVID pandemic and related periods of lockdown prevented this work being completed earlier, since January 2021 work has now progressed on raising awareness across the children and young people social care sector.
- Initial 'getting to know you' meetings with agency sector partners occurred. The discussions have led to the forming of a stakeholder focus group consisting of agencies who advocate for and support children and young people, particularly within the care sector and hard to reach groups. The agencies who were part of the initial focus group are Children's Commissioner for Wales, Tros Gynol Plant Cymru, Voices from Care and Children in Wales.
- A set of questions have been developed and disseminated amongst members of the stakeholder focus group to be shared with children and young people asking them about their knowledge of social care workers registration and adherence to the codes.

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

### **Why is this one of our objectives?**

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

### **What have we done to further this objective?**

- In April 2020 Health and Care Research Wales and Social Care Wales [launched a joint project to identify research priorities relating to care and support of older people](#), on the topic "How can we best provide sustainable care and support to help older people live happier and more fulfilling lives?"
- Extra steps were taken to engage with older people who tend to be under-represented in the development and production of research, with a focus on people who are likely to have different experiences of social care, including black and minority ethnic and LGBTQi communities, disabled people and older people who are in prison or who are homeless.
- 168 older people in receipt of care and support and carers informed the research and the resulting top [10 research priorities relating to care and support for older people](#).



- The top 10 priorities have been shared with researchers and funder to identify potential research questions and funding. Some funding has already been made available.
- We're now planning our next joint project with Health and Care Research Wales, to focus on strengths-based and preventative approaches for children and families. Again, we will pay particular attention to including children and families from diverse and marginalised communities
- We have been an active partner with the [Get There Together project](#)<sup>3</sup>. The flagship project Welsh project is aimed at helping people with dementia recover from the detrimental impact of the pandemic on health, daily routines and interaction with the wider community.
- The project has produced [video resources](#) to help people with dementia feel confident to get back out into the community (local amenities such as libraries, GP's, supermarkets and local shops etc). The resources that have been developed to date are published on the Dewis website: this has now gone live and received national media attention. The project is also within the Bevan Commission's Exemplar programme.

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

#### **Why is this one of our objectives?**

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

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

#### **What have we done to further this objective?**

- Within the WeCare Wales programme we continue to promote diversity across the workforce through examples captured on film, imagery and then shared online or through social media.

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<sup>3</sup> The Get There Together project is aligned with the Dementia Action Plan for Wales (Welsh Government 2018).

- It is critical the work of this national programme is inclusive and accessible for all, and we actively seek out where possible individuals that highlight this aspect.
- During autumn of 2020 we ran a TV campaign featuring a home care reflecting the diverse workforce in care and highlighted working in care during the pandemic.
- Looking at future planning we are working with DWP and Job Centre Plus to run sessions for the black and minority ethnic communities to help raise awareness of the careers in care and resource available such as the WeCare Wales Jobs Portal ([www.wecare.wales/jobs](http://www.wecare.wales/jobs))

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

##### **Why is this one of our objectives?**

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

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

##### **What have we done to further this objective?**

- We have delivered workshops on preparing for leadership and management of health and social care – aimed at learning providers. The continues into the current financial year and the first module had a significant focus on rights-based approaches, equality, diversity, human rights, strengths-based assessments etc. The workshop was attended by 50 learning providers who are delivering the leadership and management of health and social care qualification.
- Our introduction to Social Care programme is aimed at those seeking employment in adult social care, the first day of training covers an introduction to person centred practice, rights-based approaches, equality and diversity, Code of Prof Practice, Principles of the Act, Active Participation.
- In partnership with ASC Ltd we deliver a strategic programme collaborative communications skills training which supports the skills and capabilities of the workforce to deliver outcomes focused strengths-based practice, the programme also considers the wider organisational implications and practicalities of embedding this way or working as a whole system approach is required.

- Through partnership working with Aneurin Bevan health board, the Gwent heads of adult services and NHS Delivery unit we are also delivering a Balancing Rights & Responsibilities project. This initiative brings together two existing and successful programmes (Collaborative Communications & Care Aims) and seeks to align the approach to patient discharge across health and social care professionals. The programme supports more effective hospital discharge by making best use of all expertise and resources, and ensuring shared decision-making putting the person at the heart of the discussion

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

### **Why is this one of our objectives?**

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

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

### **What have we done to further this objective?**

- We received a 38.5% return rate on our equalities monitoring form in relation to recruitment applications (as included in our application pack).
- Below is a snapshot of what that information tells us about the diversity profile of our applicants:
  - *64% of applicants identified as female, 34% as male and 2% identified as non-binary.*
  - *41% of applications were from people aged 25-29 and 13.5% from people aged 50-54.*
  - *12% of applications were from people with disabilities.*
  - *93% of applicants were heterosexual, 6% were LGBT+.*
  - *86.5% of applicants described themselves as either White Welsh, White British or White English.*
- We will use this information to plan additional actions we can take to remove any actual or perceived barriers faced by groups who are currently underrepresented in our workforce, as part of our plan for 2021/22. This will include signing up to the [disability confident scheme](#).
- We have developed additional guidance for recruiting managers to help eliminate any potential for bias during the interview process. We have

introduced 'blind shortlisting' and have strengthened the requirement for our recruiting panels have a gender balance.

- All new starters are required to complete an equality, diversity and inclusion e-learning module as part of their initial induction.
- In 2021/22 we will ask all staff to complete an unconscious bias e-learning module, and all line managers were required to complete an additional manager specific module.
- We have established an equality, diversity and inclusion steering group, made up of staff from across the organisation. The group will:
  - be kept updated about equality and diversity work in Social Care Wales and provide advice about progress and the way forward
  - generate and consider ideas for work to improve equality and diversity
  - take forward actions to improve and promote equality and diversity.

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

### **Why is this one of our objectives?**

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

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

### **What we have done to further this objective?**

- We have built on the work that was done last year to make sure our website and other online platforms comply with the EU directive for web accessibility. We have continued to use specialist company, Siteimprove, to regularly monitor our website and our online registration portal, SCWonline, to make sure they comply with the directive. This helps us pinpoint any accessibility issues so they can be fixed quickly.
- Much of our focus has been on providing training for our staff, particularly those who are involved in producing content for users of our website and other online platforms. This has included training on how to write simply and clearly in our tone of voice, so that the way we write and the language we use are not barriers to people understanding our information.
- The training has also included making our staff more aware of what makes content more accessible and how to provide users of our online platforms with

what is useful to them and in ways they prefer. This all helps remove any potential barriers to our content being widely available, understandable and accessible to those who are interested in it.

## Equal pay

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

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

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

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

Our audit found no evidence of pay discrimination on the grounds of any protected characteristics. Any differences are as a result of length of service or TUPE transfers protecting previous salaries.

We must not become complacent and will continue to monitor and report annually. We will also ensure that there is clear justification for any case of not appointing to the minimum grade point.

Although we have no statutory duty to report on our gender pay gap, we still report on this as part of our equal pay review.

Our gender pay gap is currently **16.64%** (median), which is below the UK average.

The current gap can likely be explained by an overrepresentation of women both across the organisation as a whole and in the lower paid grades, with 91% of women represented in the lower quartile.

Having said that, we will not become complacent and will continue to scrutinise our pay decisions to ensure they are fair and equitable across genders.

## Welsh language commitment

We recognise our responsibilities under the Welsh Language (Wales) Measure 2011 and our leadership role in supporting the Welsh Government's *More than just words strategic framework for Welsh language services in health, social services and social care*.

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

## Contact details

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

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Email: [abubakar.askira@socialcare.wales](mailto:abubakar.askira@socialcare.wales)

## Equality information from our staff

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

### Key messages about our staff profile:

- The proportion of staff who have chosen to answer some or all of the questions has increased (between +5% and +18% across the different characteristics).
- We continue to have a higher proportion of female employees than men.
- The age profile of our workforce is quite evenly spread, and no age group is unrepresented.
- The percentage of disabled employees has increased by almost 3%, which is comparable to a 3% increase in our recruitment profile too.

- We will continue to encourage staff to declare their equality information, not only by explaining how and why we use the information, but also by creating a safe and reassuring environment where they feel confident to do so.

Table 1: Staff diversity profile<sup>4</sup>

## Organisation diversity profile

	April 2020 124 staff	June 2021 134 staff	Welsh average % <sup>5</sup>
<b>Gender</b>	<b>%</b>		
Male	25.6%	25.37%	49.3
Female	74.4%	74.62%	50.7
<b>Age</b>			
18-21	0.8%	1.49%	4.9
22-29	18.5%	17.16%	10.5
30-39	39.5%	32.08%	12.1
40-49	24.1%	20.14%	11.5
50-59	15.3%	25.37%	13.9
60+	1.6%	2.98%	27.3
<b>Religion</b>			
Prefer not to answer / not declared	42.7%	36.5%	
Atheist	7.25%	7.46%	
Agnostic	3.2%	4.47%	
Catholic	0.8%	0.74%	
Christian	25%	21.64%	<b>47.9</b>

<sup>5</sup> Source: Gender / age / race / religion / disability – StatsWales. Sexual orientation / married – ONS. Direct comparison has been made when our data sets match with the StatsWales and ONS categories

Muslim	1.6%	1.49%	1.8
None	<b>19.35%</b>	<b>27.31%</b>	<b>47.3</b>
<b>Sexual orientation</b>			
Bisexual	-	<b>0.74%</b>	<b>0.8</b>
Homosexual	<b>1.6%</b>	<b>2.23%</b>	1.5
Heterosexual	<b>56.45%</b>	<b>59.7%</b>	95.5
Prefer not to answer / not declared	<b>41.9%</b>	<b>37.3%</b>	<b>1.4</b>
<b>Disability</b>			
Yes	<b>4.03%</b>	<b>6.71%</b>	21.8
No	<b>42.7%</b>	<b>58.2%</b>	77.3
Prefer not to answer / not declared	<b>53.2%</b>	<b>35.07%</b>	<b>0.8</b>
<b>Race</b>			
Prefer not to answer / not declared	<b>45.96%</b>	<b>36.56%</b>	
White	<b>45.96%</b>	<b>42.53%</b>	<b>95.9</b>
White-Welsh	<b>4.8%</b>	<b>16.41%</b>	
Black African	<b>1.6%</b>	<b>1.49%</b>	0.4
White and Black African	<b>1.6%</b>	<b>1.49%</b>	<b>0.1</b>
Black Caribbean	-	<b>0.74%</b>	<b>0.2</b>
East African Asian / Goan	-	<b>0.74%</b>	
<b>Married / Civil Partnership</b>			



Prefer not to answer / not declared	44.35%	38.80%	
Yes	33%	31.34%	48
No	22.58%	29.85%	34
<b>Is your gender identity the same as at birth?</b>			
Prefer not to answer / not declared	45.16%	37.31%	
Yes	54.83%	62.68%	
No	0%	0%	

## Diversity profile of the people on our Register

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

## National Social Care Data Set for Wales

The National Social Care Data Set gathers social care data in one place to provide a view of how the social care sector is performing in Wales. We recently added a National Social Care Data Catalogue to our [Data Portal](#).

The [National Social Care Data Catalogue](#) helps those working in the social care sector find the data they need and it currently holds information about 44 datasets. To learn more about the available datasets and to access the data, you can [search](#) the catalogue or [view](#) the datasets by topic. You can also [explore](#) the catalogue using an interactive, visualisation [tool](#).

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

## Equality data from the national training programmes

We have a role in improving the quality and management of social work and social care, and early years learning, development, qualifications and training.

This role helps us make sure the social care workforce has the right knowledge, skills, understanding and approach to provide good quality care and support in the social care and early years sectors.

When considering what to include in this report, we decided to provide equality information about the social work students on the approved social work qualifying programmes in Wales.

**Table 2: Equality monitoring of social work students**

<b>Category</b>	<b>2017-18 cohort</b>	<b>2018-19 cohort</b>	<b>2019-20 cohort</b>	<b>2020-2021 Cohort</b>
<b>Average age</b>	32 years	31 years	32 years	32 years
Intake	252	262	273	242
<b>Gender</b>				
Female	88.4%	86.0%	84.8%	84.7%
Male	11.60%	14%	15.2%	15.3%
<b>Ethnicity</b>				
BAME	6.4%	6.4%	5.5%	8.3%
White	93.6%	93.6%	94.5%	91.7%
<b>Disability</b>				
	3.8%	3.4%	4.5%	5.9%
<b>Sexual orientation</b>				
Heterosexual	94.0%	93.4%	95.6%	94.0%
Homosexual/Bisexual	6.0%	6.6%	4.4%	6.0%
<b>Welsh language ability</b>				
Some/fluent	52.1%	52.1%	55.1%	61.3%
None	47.9%	47.9%	44.9%	38.7%



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

<b>Cyfarfod / Meeting</b>	<b>Cyfarfod Bwrdd</b>				
<b>Lefel dosbarthiad / Openness Level</b>	<b>Preifat / Private</b>		<b>Cyhoeddus / Public</b>		
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		
<b>Dyddiad / Date</b>	<b>21.10.21</b>				
<b>Eitem Agenda Agenda Item</b>	<b>11</b>				
<b>Teitl / Title</b> <b>SCW/21/29</b>	<b>Adolygiad o grant Rhaglen Datblygu Gweithlu Gofal Cymdeithasol Cymru (SCWWDP)</b>				
<b>Awdur / Author</b>	Jon Day, Cyfarwyddwr Cynorthwyol Gweithlu				
<b>Cyfraniadau Gan/ Contributions From</b>	Tîm Arwain Gofal Cymdeithasol Cymru; Pwyllgor Gwella				
<b>Papurau Cefnogol / Supporting Papers</b>	Atodiad 1 - Crynodeb o'r egwyddorion a'r camau gweithredu o adolygiad SCWWDP  Canfyddiadau'r adroddiad darganfod ac ymgysylltu (ar y porth)				
<b>Gweithgaredd Cynllun Busnes / Business Plan Activity</b>	Rhaglen 2 - Rheolwyr, Arweinwyr a Pherchnogion Gofal Cymdeithasol a Blynyddoedd Cynnar  Adolygu grant SCWWDP, gan gynnwys y cyllid ychwanegol a ddarparwyd ar gyfer y grant hwyluso rhanbarthol, i gyd-fynd â'r strategaeth gweithlu iechyd a gofal cymdeithasol ar y cyd.				
<b>Gweithred / Action Required</b>	<b>Cymeradwyaeth / Approval</b>	<b>Darparu Llyw / Provide A Steer</b>	<b>Darparu Sicrwydd / Provide Assurance</b>	<b>Trafodaeth / Discussion</b>	<b>Craffu / Scrutinise</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Argymhelliad / Recommendation</b>	Gwahoddir y Bwrdd i <b>gymeradwyo</b> egwyddorion allweddol i'w hymgorffori yn y broses o gyflwyno SCWWDP ar gyfer cyfnod y cynllun strategol nesaf. Bydd y rhain yn cael eu gweithredu drwy newidiadau i'r llythyr grant a'r prosesau gweithredu a monitro cysylltiedig  Gofynnir i'r Bwrdd gymeradwyo'r cynigion ar gyfer camau gweithredu allweddol i'w cymryd gan Gofal Cymdeithasol Cymru.				

<p><b>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau i'w hystyried</b></p> <p><b>Main Points: Key Issues To Draw To Attention; Questions To Consider</b></p>	<p>Dyma brif ganfyddiadau'r adroddiad:</p> <ul style="list-style-type: none"> <li>• Nid yw'n ymddangos bod unrhyw awydd am newid sylweddol i'r dulliau o ymdrin â phrosesau grantiau</li> <li>• Mae dulliau presennol ymgeisio a monitro, sy'n adlewyrchu'r newidiadau a wnaed yn 2018, wedi'u derbyn yn dda ac mae'r sector yn teimlo eu bod yn werthfawr</li> <li>• Mae'r cynigion yn canolbwyntio ar ddisgwyliadau cliriach a chyfyngiadau'r grant</li> <li>• Yn yr un modd, mae'r cynigion yn canolbwyntio ar alinio'n agosach ag uchelgais y strategaeth gweithlu lle bo hynny'n briodol</li> <li>• Mae'r cynigion yn dangos bod angen cryfhau'r cysylltiadau rhwng y SCWWDP a gwaith y Byrddau Partneriaeth Rhanbarthol a'r asesiadau o anghenion y boblogaeth</li> <li>• Mae'r cynigion hefyd yn dangos bod angen cryfhau dulliau adrodd a monitro, gan gynnwys dulliau gwell o ran mesur effaith a meincnodi</li> <li>• Gellir gweithredu'r newidiadau arfaethedig, yn amodol ar gymeradwyaeth y Bwrdd, mewn pryd ar gyfer y flwyddyn grant newydd ym mis Ebrill 2022</li> <li>•</li> </ul>			
<p><b>Goblygiadau Risg y cynigion / Risk Implications of Proposals</b></p>	<p>Teitl y Risg / Risk Title</p>	<p>Cyfeirnod cofrestr Risg/ Risk Register Reference</p>	<p><b>Sgoriau risg gweddilliol</b> <b>Residual Risk Scores</b></p>	
	<p>Os na fyddwn yn cynllunio ar gyfer anghenion a ffyrdd o weithio'r sector yn y dyfodol, ni fyddwn yn gwneud y defnydd gorau o arian cyhoeddus</p>	<p>OP-20-14</p>	<p><b>Cyfredol Current</b></p> <p>4</p>	<p><b>Dyfodol Future</b></p> <p>3</p>
<p><b>Asesiadau Effaith / Impact Assessments Considered</b></p>	<p><b>Cyfle cyfartal / Equality of Opportunity</b></p>	<p><b>Diogelu data / Data Protection</b></p>	<p><b>Iaith Gymraeg / Welsh Language</b></p>	<p><b>Arall / Other (e.g. climate change / future generations)</b></p>
	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input checked="" type="checkbox"/></p>	<p><input type="checkbox"/></p>

## 2020/2021 – adolygiad o grant SCWWDP

### 1. Cyd-destun

- 1.1 Trosglwyddwyd y cyfrifoldeb am SCWWDP i Gofal Cymdeithasol Cymru ym mis Ebrill 2017, ac yn y flwyddyn gyntaf, cafodd y grant ei weinyddu'n unol â threfniadau blaenorol gyda Llywodraeth Cymru.
- 1.2 Drwy gydol 2017 roedd proses o ymgysylltu'n fewnol ac yn allanol i newid y ffordd roedd y grant yn cael ei weinyddu gan Awdurdodau Lleol a rhanbarthau ond hefyd i newid y ffordd roedd y grant yn cael ei ddefnyddio, gyda newidiadau'n cael eu rhoi ar waith ym mis Ebrill 2018.
- 1.3 Mae canfyddiadau'r adolygiad presennol yn dangos bod y newidiadau a roddwyd ar waith yn 2017 yn dal i gael eu derbyn yn dda ac mae rôl Gofal Cymdeithasol Cymru yn y gwaith o weinyddu a chefnogi'r grant hefyd yn cael ei weld yn gadarnhaol.
- 1.4 Mewn ymateb i lansiad y strategaeth gweithlu ym mis Hydref 2020, ystyriwyd ei bod yn amser cynnal adolygiad o grant SCWWDP.
- 1.5 Dewiswyd Ymgynghorwyr ICF drwy broses dendro gystadleuol ac fe wnaethant ddechrau'r adolygiad ym mis Ebrill eleni er mwyn ei hystyried yn annibynnol fel ffrind beirniadol. Mae'r broses a fabwysiadwyd a chanfyddiadau llawn y broses ymgysylltu wedi'u cynnwys mewn adroddiad ar borth aelodau'r Bwrdd.
- 1.6 Trafodwyd egwyddorion y newidiadau arfaethedig sy'n ofynnol i'r grant mewn Pwyllgor Gwella ym mis Medi 2021 ac mae manylion y trafodaethau hynny wedi'u cynnwys yn Atodiad 1.
- 1.7 Dyma'r egwyddorion sy'n cael eu cynnig i'w cynnwys yn y llythyr grant:
  - Model arian cyfatebol o 30%
  - Mae Gofal Cymdeithasol Cymru wedi ymrwymo i gynnig grant datblygu'r gweithlu blynyddol ar sail ranbarthol. Mae manylion am lefelau'r cyllid a'r blaenoriaethau yn amodol ar setliad cyllideb Llywodraeth Cymru gyda Gofal Cymdeithasol Cymru, sy'n cael ei wneud yn flynyddol ar hyn o bryd.
  - Dylai mynediad cyfartal at y grant ar gyfer pob math o ddarparwr a'r gwariant adlewyrchu'n fras proffil y sector yn yr awdurdod lleol a'r rhanbarth
  - Pwrpas y Grant yw cyfrannu at ddatblygu'r gweithlu gofal cymdeithasol yn effeithiol
  - Bydd y grant yn cyd-fynd â themâu strategaeth y gweithlu.

I ddechrau, cynigir bod y themâu canlynol yn gysylltiedig â'r grant:

### **Dan SCWWDP (arian cyfatebol)**

Addysg a dysgu rhagorol  
Arweinyddiaeth ac olyniaeth  
Gweithlu sy'n barod yn ddigidol  
Cyflenwad a ffurf y gweithlu

Ac roedd maes penodol ychwanegol yn canolbwyntio ar: Hyfforddiant cymhwys ac ôl-gymhwyso mewn Gwaith Cymdeithasol

### **Dan y Grant Hwyluso Rhanbarthol (heb arian cyfatebol)**

Denu, recriwtio a chadw

- Sicrhau nad yw hyfforddiant a mentrau eraill yn y gweithlu yn cael eu dyblygu'n ddiangen a bod mwy o gyfleoedd i uwchraddio ar sail Cymru gyfan
- Dull cyson o lywodraethu'r grant gan gynnwys cyfraniad partneriaid allweddol fel y rhestrir yn y llythyr grant.
- Mae SCWWDP yn cyfrannu at gynlluniau gweithlu cyffredinol y Bwrdd Partneriaeth Rhanbarthol ac mae ganddi gysylltiadau clir â'r Asesiad o Anghenion y Boblogaeth.
- Mae'r grant yn blaenoriaethu'r gweithlu cyflogedig, ond caniateir hyblygrwydd i gefnogi gofalwyr a gwirfoddolwyr i'w galluogi i gyflawni eu rôl ddi-dâl lle bo hyn yn ymwneud â themâu strategaeth y gweithlu.

1.8 Os bydd y Bwrdd yn cytuno ar yr egwyddorion arfaethedig, yna bydd yr egwyddorion hynny'n arwain y gwaith o ddatblygu'r llythyr Grant er mwyn i'r Prif Weithredwr a'r Cadeirydd gytuno arno. Byddai hyn yn caniatáu i'r broses o wneud cais am y grant ddechrau ym mis Rhagfyr 2021, yn barod ar gyfer y flwyddyn grant a fydd yn dechrau ym mis Ebrill 2022.

1.9 Mae gwaith yr adolygiad hefyd wedi nodi nifer o gamau ar gyfer Gofal Cymdeithasol Cymru, fel sy'n cael ei grynhoi yn Adran B atodiad 1 ac mae'r rhain yn cynnwys:

- Bydd blaenoriaethau cenedlaethol yn cael eu pennu drwy ymgysylltu â phartneriaid rhanbarthol a chenedlaethol drwy ddogfennau cynllunio blynyddol a deialog parhaus â rhanddeiliaid allweddol
- Ymrwymo i gyflwyno proses sicrhau ansawdd gyda chyfarfod blynyddol â Bwrdd Rhanbarthol y Gweithlu i edrych ar berfformiad yn erbyn y grant a meincnodi gyda rhanbarthau eraill
- Bydd cofrestr o gynlluniau a ariennir gan SCWWDP yn cael ei datblygu i leihau unrhyw ddyblygu a chefnogi mwy o gyfleoedd i uwchraddio ar sail Cymru gyfan
- Crynodeb o gyfleoedd dysgu eraill a ariennir sy'n gallu cefnogi ac ategu grant SCWWDP ee, cyllid prentisiaethau, cyllid Undeb, ac ati.
- Bydd ceisiadau ac adroddiadau monitro yn cael eu mireinio i gefnogi:
  - mwy o eglurder am fesur effaith a dealltwriaeth glir o'r hyn sy'n cael ei ystyried yn 'dda'; casglu data ynghylch effaith sydd y tu hwnt i'r niferoedd hyfforddi, ac ati.

- Er mwyn helpu i fonitro mynediad cyfartal, gofynnir i ranbarthau gyflwyno proffil o'u darparwyr yn seiliedig ar nifer y darparwyr gwasanaeth a maint y gweithlu ar draws y sectorau statudol, gwirfoddol a phreifat fel rhan o'u cais
- Adroddiad monitro blynyddol i gynnwys crynodeb o gyfraniadau gan bartneriaid eraill i'r agenda datblygu'r gweithlu
- Trafodaethau parhaus gyda Llywodraeth Cymru i gynyddu gwerth y grant yn unol ag anghenion y sector
- Comisiynu ymchwil i wella dealltwriaeth o'r effaith mae newid i ddulliau digidol o ddysgu ac addysgu wedi'i chael ar y gweithlu

## 2. Goblygiadau o ran adnoddau

- 2.1 Gwerth y tendr ar gyfer yr adolygiad oedd £48,000.
- 2.2 Gwerth grant SCWWDP ar gyfer 21/22 yw £7,149,350 gyda chyfraniad o 30% gan y rhanbarthau, sef £3,064,007.
- 2.3 Ar ben hynny, mae grant hwyluso rhanbarthol nad yw'n denu arian cyfatebol. Yn 2021/2 roedd y grant hwn werth £782,000.

## 3. Risg a sicrwydd

### 3.1

<b>Teitl y Risg / Risk Title</b>	Os na fyddwn yn cynllunio ar gyfer anghenion a ffyrdd o weithio'r sector yn y dyfodol, ni fyddwn yn gwneud y defnydd gorau o arian cyhoeddus		
<b>Cyfeirnod cofrestr Risg / Risk Register Reference</b>	OP-20-14	<b>Sgoriau risg gweddilliol Residual Risk Scores</b>	
		<b>Cyfredol Current</b>	<b>Dyfodol Future</b>
		4	3
<b>Effaith ar risg / Impact on Risk</b>			
Mae adolygiad o SCWWDP yn cael ei gynnal i sicrhau bod y grant yn cael ei ail-alinio, gan ystyried anghenion Awdurdodau Lleol, rhanbarthau a gyrwyr cenedlaethol fel Strategaeth y Gweithlu a'i huchelgais 10 mlynedd.  Wedi colli'r cyfle i ail-alinio argymhellion y strategaeth i'r brif ffynhonnell grant ar gyfer datblygu'r gweithlu.			
<b>Newidiadau i Reolaethau / Sicrwydd Changes to Controls/ Assurance</b>			
Mae ymrwymiad clir gan y rhanddeiliaid a deialog cynnar eisoes wedi gosod cefndir yr adolygiad. Mae proses glir wedi'i mapio allan i gyflawni canlyniadau'r adolygiad			

Mae'r sector wedi croesawu'r cynnig i oedi cyn cynnal yr adolygiad ac mae hyn hefyd wedi rhoi'r cyfle i ystyried effaith lawn Covid a newidiadau gwleidyddol posibl ar lefel genedlaethol.

#### 4.

##### **Ymgysylltu**

- 4.1 Mae manylion am y dull ymgysylltu yn yr adroddiad ar y porth
- 4.2 Yn ogystal â'r dull ymgysylltu ffurfiol, darparwyd diweddariadau rheolaidd drwy'r cyfarfodydd misol a gynhaliwyd gyda Rheolwyr Gweithlu Rhanbarthol a chyfarfodydd rheolaidd gyda grŵp polisi gweithlu ADSS Cymru.

#### 5. **Effaith**

- 5.1 Adroddir ar effaith SCWWDP yn flynyddol i'r Pwyllgor Gwella a'r Pwyllgor Archwilio a Risg.
- 5.2 Bwriad egwyddorion arfaethedig y grant yw gwella defnydd ac effaith y grant drwy ymateb i faterion a nodwyd yn yr adolygiad annibynnol. Yn benodol, bydd yr egwyddorion a awgrymir yn arwain at:
  - newidiadau uniongyrchol ac arfaethedig i wella dulliau craffu, atebolrwydd a mesur perfformiad
  - targedu'r adnoddau'n fwy penodol i gefnogi'r gwaith o ddatblygu'r gweithlu a themâu allweddol strategaeth y gweithlu
- 5.3 Dylai'r newidiadau arfaethedig, ochr yn ochr â'n gwaith i fesur canlyniadau ar gyfer y cynllun strategol, ein helpu ni i ddangos yn gliriach beth yw effaith y grant wrth i ni symud ymlaen.



**SCWWDP review**

The following outline tables identifies the following:

- Those principles being proposed as included in the grant letter for SCWWDP for April 2022
- Those actions being proposed that underpin Social Care Wales approach to grant development and improved scrutiny
- Those principles that are not being included

The principles outlined in section A were refined through discussion with Improvement Committee, initially having been developed as part of the discovery phase, roundtables events and Social Care Wales Board development day.

**SECTION A: Principles being proposed as included in the grant letter for SCWWDP for April 2022**

<b>Principle Discussed at Improvement Committee</b>	<b>Focus of the discussion</b>	<b>Revised Principle</b>	<b>How resolved</b>
Match funding model will be retained at its current levels of 30%	Accepted	No change	Grant letter
Social Care Wales is committed to offering an annual workforce development grant on a regional basis, but the detail of the levels of funding and priorities is subject to the annual Welsh Government budget settlement with Social Care Wales	Accepted	No change	Grant letter
There will be equality of access to the grant for all types of providers and spend should be broadly reflective of the profile of the sector in the local authority and region	Principle was accepted but discussion centred on how this would be evidenced – see next principle	No change	Grant letter/ monitoring reports

<p>The purpose of the Grant is to contribute to effective development of the workforce in line with the annual grant letter which will include links to the long-term ambitions of the workforce strategy</p>	<p>Accepted but need to clearly report on the contribution of the grant to the actions within the workforce strategy</p>	<p>No change</p>	<p>Grant letter and monitoring reports</p>
<p>The grant will be aligned to themes from the workforce strategy.</p> <p>Initially it is proposed that the following themes are linked to the grant:</p> <p><b>Under SCWWDP (match funded)</b></p> <ul style="list-style-type: none"> <li>Excellent Education and Learning</li> <li>Leadership and succession</li> <li>Digital ready workforce</li> <li>Workforce supply and shape</li> </ul> <p>And an additional area focussed on: Social Work Qualifying and post qualifying training</p> <p><b>Under the Regional Facilitation Grant (not matched funded)</b></p> <p>Attraction recruitment and retention</p>	<p>Accepted</p>	<p>No change</p>	<p>Grant letter, application design and monitoring reports</p>
<p>Social Care Wales is committed to ensuring unnecessary duplication of training and other workforce initiatives are minimised and where possible SCWWDP</p>	<p>Accepted but there was an acceptance that more could be done at a regional level to improve consistency</p>	<p>No change</p>	<p>Grant letter and development of an online register of initiatives</p>

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funded initiatives are contained within a register to ensure opportunities for scaling up on an all-Wales basis are maximised			
Social Care Wales expects consistent approach to governance of the grant including the contribution of key partners as listed in the grant letter	Accepted	No change	Grant letter
New principle identified by Improvement Committee	Improvement Committee were keen to strengthen links with the Regional Partnership Board (RPB) in terms of their oversight of the SCWWDP applications and its alignment to the workforce needs of the region	Clear evidence will be provided in applications and monitoring reports of the SCWWDP application having been discussed at a relevant RPB meeting and that it contributes to the overall workforce plans of the RPB	Grant letter and associated processes
New principle identified by Improvement Committee	Improvement Committee were keen to establish links between the Population Needs Assessment (PNA) and the SCWWDP application	Clear evidence will be provided in applications and monitoring reports of the SCWWDP application of the clear links between the PNA and the SCWWDP application	
Social Care Wales is committed to introducing a quality assurance process with an annual meeting with the Regional Workforce Board to explore performance against the grant and benchmark with other regions	Accepted	No change	Grant letter and associated process

Priority of the grant is for the paid workforce, but flexibility is allowed to support carers and volunteers to enable them to fulfil their unpaid role in line with the ambition of the workforce strategy	Discussion on “what is the ambition of the workforce strategy” in relation to carers and volunteers. Discreet actions are included in the strategy as regards carers and as part of the ongoing Ministerial Advisory Group for Carers	No change	Grant letter
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### SECTION B: Actions agreed that support grant development and improved scrutiny

Action discussed at Improvement Committee	Basis of the discussion	Revised Action	How resolved
The Grant will show added value over-and-above the number of people trained and Social Care Wales is committed to strengthening approaches to defining ways of reporting outputs, outcomes and impact over time	This is reflective of a call to not only focus on outputs and strengthen the approach to outcomes and impacts.  Following discussion at Improvement Committee this also needs to consider what “good looks like”	No change	Improved approach to monitoring reports  Discussion with other partners as to how they approach impact assessment of workforce grants e.g., NHS, SSSC, NISCC and Skills for Care
New principle identified by Improvement Committee	Improvement Committee were keen to ensure we improved the understanding of how equity of access was to be achieved.	To assist in monitoring equity of access, regions will be requested to submit as part of their application, a profile of their provider base based on numbers of service	Grant letter/ monitoring reports

Appendix 1

		providers and size of workforce across statutory, voluntary and private sectors	
National priorities will be decided with engagement with regional and national partners through an annual planning and ongoing dialogue with key stakeholders	Discussion centred on whether it should be more prescriptive at a national level e.g., just a focus on adult services	No change	Existing networks and meetings to continue to assist in the development of priorities but regions must be able to self-determine priorities as well to meet more local need
Social Care Wales is committed to providing a central online portal to allow easier exchange of information including application and reporting processes	Accepted	No change	Specific project to develop an online portal
New action identified by Improvement Committee	Improvement Committee were committed to understanding the impact that the shift to digital approaches to learning and education had on the workforce	NA	Through dedicated research piece undertaken by Social Care Wales
New action identified by Improvement Committee	Improvement Committee were keen to ensure that calls were made to Welsh Government to increase the value of the grant in line with sector needs	NA	Continue the dialogue with Welsh Government as part of medium- and long-term funding discussions
New action identified by Improvement Committee	How do we measure other partners contribution to the workforce development approach	Annual monitoring report to include a summary of contributions from other partners to the workforce development agenda	Built into monitoring report template

<p>New action identified by Improvement Committee</p>	<p>Are we being bold enough with the approach taken in the review and the principles e.g., should we develop a national training service</p>	<p>NA</p>	<p>Felt there were key examples of where national solutions are in place or being developed but this would be considered on an ongoing basis in one with the needs of the sector</p>
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**Principles that are not being included**

<p><b>Principle</b></p>	<p><b>Rationale for not being included</b></p>
<p>Additional funding allocated to SCWWDP in year will only be allocated to those Local Authorities who have indicated additional Local Authority funding in their plans over and above the 30% match contribution</p>	<p>Difficult to establish either a value or a % that is not nominal and therefore may not have the desired impact</p>
<p>If new activities are identified in scope of the Grant, there has to be clarity on which activities are disinvested in to enable this</p>	<p>We understand that we cannot keep putting burden on the grant without additional investment.</p> <p>However, a process for disinvestment may mean different things to different people e.g., if we take out the national priority for registration one region will spend x and another y – we do not set values to this so re-distributing this becomes complicated. Narrowing the priorities and being more explicit about what the grant can and can't fund may resolve the concern of the grant being the only source of funding for workforce development purposes.</p>

<p>The purpose and unique added value of the Grant is to develop consistency in professional practice and service models across Wales</p> <p>The grant should support wider organisational development rather than having a narrower focus on training</p>	<p>The grant is not intended to support wider organisational development. The workforce development priorities in the regions and local authorities will be described in the grant letter and local or regional workforce development priorities should be determined by service change and transformation led by the organisation and or region. This would include read across to the transformation plans of the RPB's and the SCWWDP grant can contribute to the social care aspects of the workforce development priorities emerging from these plans but not the wider organisational development priorities that emerge.</p>
<p>The Grant should not be focused on training that is required/mandatory</p> <p>There is a need to be clear about who is responsible for which type of core training</p>	<p>This is not practical or proportionate for a number of reasons:</p> <ul style="list-style-type: none"> <li>• It is difficult to be precise about what constitutes core or mandatory training as this would differ from role to role and service to service</li> <li>• As we extend the register more and more people will require training to support qualification attainment – would this by definition be classed as mandatory training</li> <li>• We set limits to spend on health and safety training at present</li> <li>• It would increase the financial burden to ensure that this commitment was still met</li> <li>• It would increase levels of scrutiny to ensure that monitoring reports could capture this level of detail</li> <li>• It would increase audit requirements to ensure compliance</li> </ul>
<p>Pre population of the outcomes column at application stage</p>	<p>Not felt necessary as this would add to the administrative burden of the application process and exacerbate the issue currently of being able to describe outcomes at the end of the year</p>
<p>Grant letter to be simplified</p>	<p>Not necessary as the grant letter is reviewed every year as part of the annual process of approval by Social Care Wales board.</p>

	Equally this is a key audit tool to ensure compliance with the remit of the grant so has to carry a certain level of detail
Are other partners in or out of scope e.g., health, education, police, etc	Felt to be contradict the spirit and ambition of the workforce strategy in relation to health and a disadvantage to multi agency / multi-disciplinary approaches to learning and development
Is safeguarding training in or out of scope	Again, felt this to be a difficult area to take out at present given the importance of this agenda – however it may be a useful monitoring exercise to understand how much of the SCWWDP spend is used to support regional safeguarding board learning and development activity when there are other statutory partners who could be contributing





<b>CYFARFOD / MEETING</b>	<b>Cyfarfod Bwrdd</b>				
	<b>PREIFAT / PRIVATE</b>		<b>CYHOEDDUS / PUBLIC</b>		
			√		
<b>DYDDIAD / DATE</b>	<b>21.10.21</b>				
<b>EITEM AGENDA AGENDA ITEM</b>	<b>12</b>				
<b>TEITL / TITLE SCW/21/30</b>	<b>Cynllun Busnes 2020-21: Diweddariad chwarter 2</b>				
<b>AWDUR / AUTHOR</b>	Sue Evans, Prif Weithredwr				
<b>CYFRANIADAU GAN/ CONTRIBUTIONS FROM:</b>					
<b>PAPURAU CEFNOGOL / SUPPORTING PAPERS</b>	Atodiad 1 - Cynnydd y Cynllun Busnes: Diweddariad 6 mis - sylwebaeth perfformiad Atodiad 2 - Adroddiad Cyllideb am y cyfnod hyd at 30 Medi 2021 Atodiad 3 - Dangosfwrdd 6 mis Adnoddau Dynol				
<b>GWEITHGAREDD CYNLLUN BUSNES / BUSINESS PLAN ACTIVITY</b>	Holl weithgareddau'r Cynllun Busnes.				
<b>GWEITHRED / ACTION REQUIRED</b>	<b>CYMERADWYAETH / APPROVAL</b>	<b>DARPARU LLYW / PROVIDE A STEER</b>	<b>DARPARU SICRWYDD / PROVIDE ASSURANCE</b>	<b>TRAFODAETH / DISCUSSION</b>	<b>CRAFFU / SCRUTINISE</b>
	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
<b>ARGYMHELLIAD / RECOMMENDATION</b>	Gofynnir i aelodau <b>graffu a chymeradwyo'r</b> cynnydd yn erbyn y Cynllun Busnes 2021-22 yn y cyfnod chwe mis.				
<b>PRIF BWYNTIAU; MATERION ALLWEDDOL I DYNNU SYLW ATYNT; CWESTIYNAU I'W YSTYRIED</b>  <b>MAIN POINTS; KEY ISSUES TO DRAW TO ATTENTION;</b>	<p>Mae'r adroddiad perfformiad hwn yn darparu diweddariad yn erbyn:</p> <ul style="list-style-type: none"> <li>• gynnydd yn erbyn yr holl amcanion yn atodiad 1 gan gynnwys adrodd ar eithriadau o weithgareddau melyn a hoch.</li> <li>• ein sefyllfa ariannol ar ôl 6 mis yn Atodiad 2</li> <li>• dangosfwrdd perfformiad lefel uchel o'n hadroddiad Adnoddau Dynol 6 mis yn Atodiad 3</li> </ul>				

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

## Cynllun Busnes 2020-21: Diweddariad chwarter 2

### 1. Pwrpas yr adroddiad a'r argymhelliadau

- 1.1 Mae'r adroddiad hwn yn rhoi'r cynnydd 6 mis yn erbyn ein cynllun busnes yn 2021-22.
- 1.2 Ceir diweddariad ar gynnydd yn erbyn yr holl amcanion yn atodiad 1 gan gynnwys adrodd eithriad a'r weithgareddau melyn a choch. Gofynnir i'r Aelodau ystyried a chymeradwyo'r cynnydd yn erbyn y Cynllun Busnes 2021-22 yn ystod cyfnod chwe mis.

### 2. Cyd-destun

- 2.1 Mae'r Cynllun Busnes 2021-22 yn nodi ein hamcanion, ein gweithgareddau a'n cyllideb ar gyfer y flwyddyn. Dyma'r offeryn y mae ein Bwrdd a Llywodraeth Cymru yn ei ddefnyddio i fonitro ein perfformiad wrth gyflawni'r targedau a osodwyd.

### 3. Perfformiad yn erbyn y cynllun busnes ar ôl 6 mis

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

	Gweithgareddau	Ar y trywydd iawn	Angen cymorth ychwanegol	Pryderon mawr
<b>Gweithgareddau</b>	54	44	10	-
% ar ol 6 mis		<b>82%</b>	<b>18%</b>	<b>0%</b>

- 3.2 Y Dangosyddion a ddefnyddir yn yr adroddiad hwn yw asesu pa mor dda rydym yn perfformio fel sefydliad i gyflawni'r gweithgareddau yng Nghynllun Busnes 2021-22. Mae'r Dangosyddion yn darparu data meintiol ar ein gweithgareddau a'n hallbynnau, yn helpu i asesu a yw cerrig milltir allweddol yn cael eu bodloni, cydymffurfiaeth â deddfwriaeth/rheoliadau ac a oes angen cymryd camau adferol mewn rhai meysydd. Fodd bynnag, bydd gwaith pellach a mireinio mesurau a dangosyddion yn parhau yn unol â'n gwaith mewn perthynas â mesur ein heffaith a'n diwygiad o'n Cynllun Strategol a'n fframwaith adrodd perfformiad newydd.
- 3.3 Adolygir y Gofrestr Risg Strategol gan y Tîm Rheoli Gweithredol (EMT) yn fisol.

### 4. Rôl y Bwrdd

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

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

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

## Business Plan 2021-22 - Quarter 2 update

### 1. What is in this report?

This report provides an overview of progress against our Business Plan 2021/22.

It is set out to include:

1. The relevant priority themes
2. An overview of the indicators used to support the priority theme
3. The performance commentary then provides an overview of the performance on the overall theme
4. Further detail on amber/red activities is then provided.
5. Strategic risks: where there are strategic risks associated to the objective these are included. The strategic risk register is considered and endorsed at each Audit and Risk Committee. The following is the scoring of these risks in accordance with our risk management policy:

Risk scoring:

L: Low;            M: Medium;            H: High;            E: Extreme

		Impact				
		1	2	3	4	5
Likelihood	1	1	2	3	4	5
	2	2	4	6	8	10
	3	3	6	9	12	15
	4	4	8	12	16	20
	5	5	10	15	20	25

6. Our budget position as at the end of September 2021
7. A high-level performance dashboard of our 6-month HR report

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

\* from complete form being received to registration being granted/renewed

<b>Performance Commentary</b>
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Majority of activities progressing well.

The number of new applications continue to increase, with an average of 800 received per month in this quarter, along with 400 renewals. Our processing times are below target, with applications and renewals taking around 8 days from date received to complete, this has been due to staffing issues. Recruitment new staff to join the registration team has been undertaken, it is anticipated that the backlog will be cleared by the end of October.

Numbers of open investigations have been fairly stable since end of Quarter 1. Domiciliary Care Workers cases are 46% of the total number of cases. Although significantly higher than last year at this point activity is not high as initially anticipated and it is now predicted that the hearings element of the Workforce Regulation will be underspent.

We currently have 173 new students nominated for a bursary with a few HEIs expecting to nominate a few more students shortly. Most of these new students have applied and been approved for a bursary. Nearly all renewing students have applied for a bursary too. However, it is projected that only in the region of 180 of the 227 bursaries available will be awarded. We are working with Welsh Government in relation to improving recruitment onto the Social Work programmes. We have worked with Welsh Government in respect of a change of legislation in order that Masters students have access to Student Finance loan and a draft will be ready for Ministerial approval shortly. In addition, we have

## Appendix 1

commissioned a study to help ourselves and Welsh Government examine a range of options for enhancing the offer for social work students.

Work is now underway to finalise and launch the Wellbeing at work standards (formerly known as the Staff Governance Framework). The Standards describe a framework for the relationship between an employer and an employee, whatever their job and wherever they work, be it in the public, private or voluntary sector. It applies equally to the whole social care workforce, regardless of role or hierarchy.

Business plan activity	Narrative	QTR 2	QTR 3
Maintain an accurate Register of social care workers	The number of new applications continue to increase, with an average of 800 received per month in this quarter, along with 400 renewals. As expected, our processing times are below target, with applicants and renewals taking around 8 days from date received to complete. There are 586 open applications.		
Extend professional registration to adult care home workers (ACHWs) and new managers	1,175 adult care home workers on the Register. Supplier appointed and project progressing well – we expect the first materials early in the next quarter. Confirmation of renewal extension and CPD credit agreed and communicated to the sector. Presentations on the status of the project, along with our engagement plan, delivered to Regulation and Standards and Social Care Workforce Regulation Stakeholder group.		
Provide financial support for social work students (bursaries)	Have processed 132 Bursary Application forms and 263 Bursary Renewal Forms. Have paid 90 Masters and 39 undergraduate student bursaries so far in academic year 2021/22 totaling some £232,000. Have paid 3 PusC payments totaling £16,400. Further two PLOF Claims for late placements in North Wales paid totaling £30,600. It is now predicted that only in the region of 180 bursaries awarded of the 227 available.		

Strategic risks	Inherent score	Residual score
If there is government, policy agenda and/or commitment changes in relation to early years then there could be wider implications for the sector and to our programme of work	Yellow (12)	Yellow (12)

<b>Priority theme 2 - Social Care and Early Years Managers, Leaders and Owners</b>
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<b>Performance Indicators / Milestones / Outputs</b>	<b>QTR 1</b>	<b>QTR 2</b>	<b>QTR 3</b>	<b>QTR 4</b>	<b>Comparator / Target</b>
Qualification's framework updated with new early years and childcare qualifications	n/a	23 <sup>rd</sup> September			September
Early Years Manager induction framework launched	n/a	n/a			March 2022
Events for learning providers and employers	6 sessions 200 attendees	6 sessions 237 attendees			Previous quarter
Number of employers registered on the jobs portal	Available from next quarter	4019 (a combined figure between registered employers and job seekers)			Previous quarter
Numbers of new job seekers registered on the jobs portal	Available from next quarter				Previous quarter

<b>Performance Commentary</b>
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Then majority of activities in this area are progressing as planned with only two amber target which is described below.

Launch of the Social Care Manager Induction Framework took place on 23 September with over 100 attendees. Videos have been produced by those in the sector explaining how it was developed, benefits and how the All Wales Induction Framework is being used.

There has been considerable activity within the WeCare campaign. Employer dashboard is now live on the WeCare Wales Jobs Portal - this is to enable easier use by employers and gain better data on use. Whilst we are able to establish a split between job seekers and registered employers since the 21<sup>st</sup> September and the relaunch of the portal (420 and 135 respectively) we have not been able to break it down prior to this hence the combine figure of 4019.

We also supported the Welsh Government campaign with WeCare Wales assets and a TV campaign for 3 weeks for which additional financial resources from Welsh Government were made available. The WeCare Wales Week is planned with a careers event, new films to promote and a Early Years and Child Care Instagram competiion.

The Care Stars initiative attracted 120 nominations from all across Wales. The promotional work on social media to highlight the achievements of the top nominees resulted in 163 likes, 96 shares and a reach of 46,965. The 2022 Accolades were launched on 16 September, the awards were launched online, using social media. There was a countdown to the launch using the case studies of the Accolades winners from 2020. And, after the launch, there was a focus on the seven entry categories for 2022.



Business plan activity	Narrative	QTR 2	QTR 3
Develop a workforce plan to support the implementation of the new Liberty Protection Safeguards	UK Government have not signed off the draft Codes, so consultation period has not begun. Implementation for April 22 seems increasingly untenable, but we are hopeful of an announcement on an extension from UK Government shortly.		
Supporting the sector to work bilingually	<p>Mwy Na Geiriau evaluation has now been published by Welsh Government, we have been asked to join a Task and Finish Group, to develop a five-year work plan for <i>More than just words</i>.</p> <p>Although we continue to promote resources, work has not yet started on a planned refresh of two guidance documents due to capacity issues. Amber rating is because we do not intend to publish this during 2021/22. There have been a number of workshops held in relation to the Welsh Language and Dementia Care. These have been very well attended.</p> <p>Conversations are in place to consider how we can progress Work Welsh initiatives for the sector, and the resources required to support Welsh language learning in the sector.</p> <p>We will be scoping what further work is required in light of the Mwy na Geiriau evaluation over the next few months in preparation for the new financial year.</p>		

<b>Priority theme 3: Social Care and Early Years Systems Leaders</b>
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Performance Indicators / Milestones / Outputs	QTR 1	QTR 2	QTR 3	QTR 4	Comparator / Target
Workforce Strategy Implementation plans costed and approved	N/A	N/A			March 2022
Visitors to data portal	651	625			Previous quarter
Our Research support and engagement framework launched	Delayed until Q2	Delayed until Q3			June 2021
Evidence for Improvement Draft Strategy approved	N/A	N/A			March 2022

<b>Performance Commentary</b>
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The workforce strategy 21/22 delivery plan has been published on our website. Work continues to consider progression of the development longer term plans to support implementation of the workforce strategy. However, there are concerns on how winter pressures may affect the sector which could impact this work. Work in partnership with HEIW is ongoing to support embedding of key leadership principles, we are also looking to commission a further leadership module to support the transition for individuals between Team Manager Development Programme and Middle Manager Development Programme for which we have identified budget to support.

SCIE are supporting us with Phase 2 of the Using Evidence Project. Despite ongoing challenges for providers, engagement is going well. A supplier for digital elements of evidence offer successfully recruited and introductory meeting held – they start work with us at the beginning of October.

The first collection of workforce data under the new process has now closed. Data is currently being checked for validity and quality prior to analysis. A number of issues arose in this collection and we have already met to discuss some of the lessons learned in this first year and how we intend to improve the process for all those involved. We plan to process and analyse the first year data and release a draft findings report for internal review by the end of Q3. Data will also be presented on the data portal through the use of dashboards developed by KPMG earlier this year.

We are continuing to work with colleagues in Welsh Government on how we support programmes for improving outcomes for children and young people, we have provided a summary of our work in this area for Welsh Government and improvement committee and are also exploring what further support could be put in place for the future. A presentation will be provided to improvement committee in December.

Business plan activity	Narrative	QTR 2	QTR 3
Work with Welsh Government CIW and Improvement Cymru to scope	All current obligations met to date including work around visitor guidance, national medication administration, recruitment and education of nurses in social care,		

<p>work needed to support care homes (including residential learning disability services) in the immediate and longer term future</p>	<p>restrictive practice guidance and a member of the Learning Disability Ministerial Advisory Group (DMAG).</p> <p>Quarter 3 is predicted amber as it is unlikely that there will be a formal plan for care homes in place, but we will continue to work we key partners in addressing the key areas of work.</p> <p>Ongoing meetings in place with CIW, Welsh Government and Improvement Cymru which helps consider approaches to improvement for the sector more widely. A presentation was provided to improvement committee in September and will inform the strategic plan commitments.</p>		
<p>Implementation of the Social Care Research and Development Strategy 2018-23</p>	<p>Our Research Support and Engagement Framework is now in an advanced stage and we are adding up-to-date data governance guidance.</p> <p>The commissioning of the evaluation has been paused until the Research Strategy Implementation Plan has been refreshed. The development of the innovation offer is now underway, with discussions with major stakeholders underway.</p> <p>The delay in publishing the Research and Development Strategy/ Evidence of Improvement strategy is due to ensuring alignment with our Strategic Plan which will now be published in early 2022. We are reviewing the current strategy and action plan in line with the draft strategic plan to determine next steps.</p>		
<p>Develop the social care data portal and projections platform</p>	<p>The discovery phase is now complete and we are in discussions with our partners at Grant Thornton developing the final discovery report before publication in early October.</p> <p>A number of options have been proposed for moving forward and we will be discussing these in October before deciding our best course of action. We hope to commence phase 2 of the project prior to the end of November 2021.</p>		
<p>Improve how social care data is collected and used - work together with colleagues from across health and care sectors to build a comprehensive</p>	<p>Our Data and Intelligence Manager joined on 1 September and work is re-starting on the strategy.</p> <p>We aim to publish the roadmap and a summary of the quick win reports in October. We will also commence the planning for the co-design of the implementation roadmap in the second half of October.</p> <p>We are also in discussions with Digital Health and Care Wales about the National Data resource (NDR) funding</p>		

<p>and inclusive social care data strategy (Implement actions identified in the Statement of Strategic Intent)</p>	<p>posts in Information Governance and Data Standards, as well as funding for a digitized solution for Information Governance.</p>		
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<b>Priority 4 - Our own workforce</b>
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<b>Performance Indicators / Milestones / Outputs</b>	<b>QTR 1</b>	<b>QTR 2</b>	<b>QTR 3</b>	<b>QTR 4</b>	<b>Comparator / Target</b>
Staff sickness levels	2.83%	2.51%			3% (excluding long term absence)
Timely laying of Statutory Annual Accounts	N/A	August 2021			August 2021
Internal audits receive substantial or moderate assurance	N/A	N/A			90%
External accreditation awarded or maintained:  <ul style="list-style-type: none"> <li>• ISO 27001</li> <li>• Disability Confidence</li> </ul>	Maintained Level 1 awarded	Maintained Level 1 awarded			Maintained
Budget forecast	No Budget overspend predicted / cash balance below 2% predicted	No Budget overspend predicted / cash balance below 2% predicted			No Budget overspend and 2% cash target at end of year to be achieved

<b>Performance Commentary</b>
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The majority of activities are progressing to plan with three activities at an amber status which are highlighted below.

Accounts approved by Board on the 15 July 2021 and laid on the 22 July with no concerns or recommendations raised in the ISA260.

Phase 1 of opening our office space to support our staff's wellbeing (and certain critical business activities such as regulatory panel hearings, apprenticeship certification and business continuity) was completed. A report on the findings from this pilot was shared with the leadership group at the end of September. Agreement that there should be a phase 2 pilot which builds on the opportunity for staff to access the offices (in line with the above) which will run from October, once the necessary risk assessments have been completed and actioned.

## Appendix 2

Business plan activity	Narrative	QTR 2	QTR 3
Revise and implement the 3 year ICT strategy to support the achievement of the business plan	Servers installed, need to configure. Cardiff firewalls configured for High Availability (HA). St Asaph firewall to be configured in HA early October. Purchased and backup cloud solution - Servers being backed up to cloud - replication of main servers to cloud configured early October. Activity marked amber due to not meeting original September target date but these activities identified will be completed in October.		
Maintain compliance with statutory organisational requirements and organisational standards	Focus in the last quarter has been the development of our Strategic Equalities plan consultation which closed on 13 September. Internal working group reviewing the analysis prior to further work and considerations with Leadership. Need to review of Equality Impact Assessments are embedded into our way of managing and delivering projects across the organisation and then reported on through to Audit and Risk Committee. Work is progressing to embed revised information governance approaches across the organisation - including Information Asset Register actions, ISO27001 requirements and work to update and refresh our Records Management policy and a particular focus on records retention in line with the revised Code. Future status for Quarter 3 depends on compliance with actions identified from Equalities work, Information Governance requirements and Welsh Language standards.		
Publish our annual work (business plan 2021/22), 5 year plan (a new strategic plan 2022 – 2027) and our strategic equalities plan	The Deputy Minister approved the Business Plan 21/22 in June. Board signed off the Strategic Plan framework (vision, purpose and outline outcomes) in July Board meeting. Corporate Managers session held in September on developing and refining further our impact measures. Improvement Committee discussed Improvement outcomes in September. Following review of discussions and work to further refine Board will discuss Plan in October. Next quarter depends on outcomes of refinement and work identified in the next few weeks. The Consultation on the Strategic Equality Plan closed on 13th September. The Strategic Equalities Plan will be presented to the Board in October seeking agreement for publication in April 2022. the period between October and January 2022 will be used to development metrics and KPI's prior to publication in March 2022		
Maximize our digital offer across all of our business	This area has been identified as amber due to a number of factors - assessing and coordinating the requirements of digital projects from across the organisation and how this feeds in to our wider digital strategy; assessing where		

## Appendix 2

	<p>we have reached on taking forward the road map of actions; skills analysis and the recruitment timetable for the Digital team members; feasibility study on how we can offer a phone service to our customers to meet short term customer needs and the longer term requirements (from both an external customer and internal customer perspective); progress on implementing the changes needed to support the usability requirements of Social Care Wales on-line and accessibility requirements of our on-line systems (including Principles &amp; Values; Apps)</p>		
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Strategic risks	Inherent score	Residual score
<p>If we don't have increased budget allocations to meet what is expected from the current and future Government term of office work programme, then we will not be able to deliver our remit in future including statutory responsibilities and areas of Government priorities</p>	<p>Amber (15)</p>	<p>Amber (15)</p>
<p>If we can't recruit the right people, with the right skills into our organisation we won't be able to achieve our priorities.</p>	<p>Yellow (12)</p>	<p>Yellow (12)</p>
<p>If we don't put sufficient internal controls in place to mitigate cyber fraud, hacking and scamming we are vulnerable to successful attacks which would disrupt business operations</p>	<p>Red (20)</p>	<p>Amber (15)</p>
<p>If we are unable to recruit Board members through Public Appointments with the right skills, experience, and diversity then we will have a gap at Board level to support the social care and early years sector and scrutinise fully the work of the organisation.</p>	<p>Yellow (9)</p>	<p>Yellow (9)</p>

## Budget Report for the period to 30 September 2021

This is the second budget monitoring quarterly report for the financial year 2021-22. The report covers income and spend for the first six months to 30 September 2021. The report is based on a total annual budget of £25,057,000. This is financed from £23,251,000 Grant in Aid (including £410k internal carry forward), £1,405,000 registration fee income, £60,000 Apprenticeship certification income and £66,000 in relation to our Workforce Strategy Mental Health Work. In addition, mid-year additional funding from Welsh Government was secured for the WeCare campaign and for recovery funding to support Social Care Workforce Wellbeing totalling £275,000.

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

### Financial Summary to 30 September 2021

	Annual Budget	Actual YTD	Budget YTD	Variance	Outturn Prediction
	£'000	£'000	£'000	£'000	£'000
<b>Income</b>	25,057	5,230	5,197	33	25,059
<b>Expenditure</b>					
Grants Programme	11,699	456	399	(57)	11,321
Workforce Regulation	4,649	1,887	2,090	203	4,304
Improvement and Development inc Res and Data	4,093	1,575	1,737	162	4,347
Early Years and Childcare	345	97	168	71	345
Strategy and Business Support	4,271	1,779	1,890	111	4,407
<b>Totals</b>	<b>25,057</b>	<b>5,794</b>	<b>6,284</b>	<b>490</b>	<b>24,724</b>

### Income Analysis

Income	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Income
	£'000	£'000	£'000	£'000	£'000
Grant In Aid	23,251	4,550	4,550	-	23,251
We Care-Additional funding	160	-	-	-	160
Wellbeing-Additional funding	115	-	-	-	115
Apprenticeship Certificate Income	60	18	22	(4)	56
Registration Fee Income	1,405	640	592	48	1,405
Mental Health Workforce	66	16	33	(17)	66
Other Income	0	6	-	6	6
<b>Total Income</b>	<b>25,057</b>	<b>5,230</b>	<b>5,197</b>	<b>33</b>	<b>25,059</b>



£33k of Income has been received more than budgeted in the first six months of the financial year. This predominately relates to Registration Income being higher than profiled. At this point this variance is considered a matter of timing and the outturn figure has not been adjusted but this budget will be closely monitored over the next few months.

### Expenditure Analysis

As at the end of September we are reporting a £333K expenditure underspend with all budgets other than the Grants Management budgets underspent. Analysis in respect of the main headings is provided below: -

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
<b>Grants Programme</b>					
SCWWDP	7,149	-	-	-	7,149
People Using Services and Carers	70	16	30	14	70
Regional Facilitation	782	-	-	-	782
Student Funding	2,235	315	228	(87)	1,973
PLOF	1,326	125	141	16	1,210
SfCD	14	-	-	-	14
Research	123	-	-	-	123
<b>Sub-total</b>	<b>11,699</b>	<b>456</b>	<b>399</b>	<b>(57)</b>	<b>11,321</b>

- The £57k overspend in the Grants Programme budget is a matter of timing as we were able to pay more first term bursaries in September than anticipated. However, the Student Funding budget outturn figure has been reduced by £262k to reflect the lower enrolment numbers in respect of new students requiring bursaries with only in the region of 180 new bursaries projected to be awarded of the 227 that we budgeted for. Low enrolment figures has also resulted in the Practice Learning Opportunity Funding (PLOF) Budget outturn projection being reduced. In totality it is projected that the Grants Programme budget will be underspent in total by £378k.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
<b>Workforce Regulation</b>					
Administration	85	30	38	8	84
Hearings	1,128	363	483	120	802
Projects	369	53	83	30	319
Salaries	3,067	1,441	1,486	45	3,100
<b>Sub-total</b>	<b>4,649</b>	<b>1,887</b>	<b>2,090</b>	<b>203</b>	<b>4,304</b>

- The Workforce Regulation has a £203k underspend to date with the majority of the underspend relating to the Hearings Budget. This reflects that activity to date has been lower than budgeted. The budget is £120k underspent to date and based on hearings

planned for the next quarter and an estimate in relation to the final quarter it is projected that this budget will be underspent by £326k at the end of the financial year.

- The underspend to date in the Salaries budget to date reflects recruitments delays but it is projected that this budget will be overspent by 33k at the end of the financial year. This reflects that the outturn figure has been amended to reflect a potential pay award. The budget was set based on no pay award.
- Therefore, in totality it projected that the Workforce Regulation budget will be underspent by £345k at the end of the financial year.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
<b>Improvement and Development</b>					
Administration	45	10	17	7	41
Intelligence and Data Admin	6	0	-	-	6
Projects	1,593	528	582	54	2,004
Salaries	2,449	1,036	1,139	102	2,296
<b>Sub-total</b>	<b>4,093</b>	<b>1,575</b>	<b>1,737</b>	<b>162</b>	<b>4,347</b>

- The Improvement and Development budget is underspent by £162k primarily due to an underspend of £102k in the Salaries budget due to delays in recruitment. It is predicted that the Salaries budget will be £153k underspent at the end of the financial year. This reflects that there will be significant savings in the budget due to delays in recruitment but is reduced by the provision for a potential pay award.
- However, it is projected that the Improvement and Development budget in totality will be £254k overspent at the end of the financial year. This reflects an additional investment of £411k in the Projects element of the budget and reflects our continued response to current issues within the sector and to improve long term resilience in the sector

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
<b>Early Years and Childcare</b>					
Projects	124	3	70	67	124
Salaries	221	95	98	4	221
<b>Sub-total</b>	<b>345</b>	<b>97</b>	<b>168</b>	<b>71</b>	<b>345</b>

- The Early Years and Childcare has a significant underspend of £67k but this is a matter of timing and represents the WeCare element of the budget This was originally planned to be spent in September but will take place later in the financial year. Therefore, it is still projected that this budget will be fully spent at the end of the financial year.

Expenditure	Annual Budget	Actual YTD	Budget YTD	Variance	Predicted Outturn
	£'000	£'000	£'000	£'000	£'000
<b>Strategy and Business Support</b>					
Premises	602	282	301	19	603
Governance	98	43	43	(0)	96
Communications	113	35	39	3	113
Carreg and IT	617	276	309	33	647
Finance & Grant Admin	10	2	3	1	8
Human Resources	118	74	58	(16)	160
Projects	308	8	9	1	543
Salaries	2,407	1,058	1,128	69	2,238
<b>Sub-total</b>	<b>4,271</b>	<b>1,779</b>	<b>1,890</b>	<b>111</b>	<b>4,407</b>

- Strategy and Business support shows an underspend of £111k with the largest underspend being in the Salaries element of the budget which reflects vacancy and delays in recruitment in particular in respect of the Communications department. It is predicted that the Salaries element will be underspent by £169k at the end of the financial year.
- However, in totality it is projected that the Strategy and Business Support budget will be £136k overspent at the end of the financial year and reflects additional investment in projects which will strengthen our organisational infrastructure

At the end of the financial year, we are predicting a net underspend of £335k. Despite this projected underspend we are still predicting that our cash position will be within our 2% limit at the end of the financial year

## Financial Summary to 30 September 2021

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<b>Total Income</b>	<b>25,057</b>	<b>5,230</b>	<b>5,197</b>	<b>33</b>	<b>25,059</b>

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<b>Total Expenditure</b>	<b>25,057</b>	<b>5,794</b>	<b>6,284</b>	<b>490</b>	<b>24,724</b>

## HR Quarter 2 Dashboard

Key points from Quarter 2	Future focus in Quarter 3
<ul style="list-style-type: none"> <li>• Temporary policy changes have ended with effect from 1 September.</li> <li>• Three managers have completed the first cohort of the Thrive – Line Manager Essentials programme.</li> <li>• We inducted 15 new people into the organisation during this quarter.</li> </ul>	<ul style="list-style-type: none"> <li>• Undertaking a listening exercise through a series of workshops with staff to inform development of a hybrid working policy (future ways of working)</li> <li>• Present initial findings from our scoping conversations relating to the Learning and Development Strategy to EMT.</li> <li>• Undertake annual people survey across the organisation.</li> </ul>
<b>Staff turnover</b>	<b>Staff absence</b>
<p>Our year-to-date turnover rate is 7.8%</p> <p>Our target turnover rate is to remain under 15%.</p> <p>We had 7 leavers in Q2 and 11 this year to date.</p>	<p>We are currently within our &lt;3% target</p> <p>Our current absence rate is 3.92%</p> <p>Sickness absence figures include 7 long term absences.</p> <p>Total excluding long term absence is 0.79%.</p>
<b>Recruitment:</b>	
<p>We have advertised 40 vacancies this year to date (this includes 10 re-advertisements).</p> <p>Of those offers of appointment confirmed to date, 20 were to external candidates and 6 internal.</p>	



<b>Cyfarfod / Meeting</b>	<b>Cyfarfod Bwrdd</b>				
<b>Lefel dosbarthiad / Openness Level</b>	<b>Preifat / Private</b>		<b>Cyhoeddus / Public</b>		
	<input type="checkbox"/>		<input checked="" type="checkbox"/>		
<b>Dyddiad / Date</b>	<b>21.10.21</b>				
<b>Eitem Agenda Agenda Item</b>	<b>13</b>				
<b>Teitl / Title</b> <b>SCW/21/31</b>	<b>Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd</b>				
<b>Awdur / Author</b>	Llinos Bradbury, Uwch Swyddog Llywodraethu				
<b>Cyfraniadau Gan/ Contributions From</b>	Mick Giannasi, Cadeirydd				
<b>Papurau Cefnogol / Supporting Papers</b>	Atodiad 1 - Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd				
<b>Gweithgaredd Cynllun Busnes / Business Plan Activity</b>	Thema Blaenoriaeth 4: Galluogi Gofal Cymdeithasol Cymru i Gyflawni				
<b>Gweithred / Action Required</b>	<b>Cymeradwyaeth / Approval</b>	<b>Darparu Llyw / Provide A Steer</b>	<b>Darparu Sicrwydd / Provide Assurance</b>	<b>Trafodaeth / Discussion</b>	<b>Craffu / Scrutinise</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Argymhelliad / Recommendation</b>	Gwahoddir aelodau'r Bwrdd i <b>drafod a chymeradwyo'r</b> Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd.				
<b>Prif Bwyntiau; Materion Allweddol i Dynnu Sylw Atynt: Cwestiynau I'w Ystyried</b>  <b>Main Points: Key Issues to Draw To Attention;</b>	<p>Nid yw'r Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd wedi'u hadolygu'n ffurfiol ers sefydlu Bwrdd Gofal Cymdeithasol Cymru. Felly mae'n amserol nawr adolygu'r Rheolau Sefydlog i adlewyrchu sut mae'r Bwrdd wedi bod yn gweithio mewn ffordd rithwir yn ystod y 18 mis diwethaf.</p> <p>Gellir gweld newidiadau i'r Rheolau Sefydlog fel newidiadau wedi'u tracio ac mae newidiadau arfaethedig yn ymwneud â:</p> <ul style="list-style-type: none"><li>- Cydnabod y gellir cynnal cyfarfodydd y Bwrdd naill ai fel cyfarfodydd rhithwir neu mewn person</li></ul>				

<b>Questions To Consider</b>	- Newid adran 5 - Materion o natur frys i Gam Gweithredu Cadeirydd				
<ul style="list-style-type: none"> <li>• <b>Goblygiadau Risg y cynigion /</b></li> <li>• <b>Risk Implications of Proposals</b></li> </ul>	<b>Teitl y Risg / Risk Title</b>	<b>Cyfeirnod cofrestr Risg/ Risk Register Reference</b>	<b>Sgoriau risg gweddilliol Residual Risk Scores</b>		
			<b>Cyfredol Current</b>	<b>Dyfodol Future</b>	
	Ni nodwyd unrhyw risgiau gweithredol				
<b>Asesiadau Effaith / Impact Assessments Considered</b>	<b>Cyfle cyfartal / Equality of Opportunity</b>	<b>Diogelu data / Data Protection</b>	<b>Iaith Gymraeg / Welsh Language</b>	<b>Arall / Other (e.g climate change / future generations)</b>	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	N/A				

## **Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd**

### **1. Cyd-destun**

- 1.1 Mae'r adroddiad hwn yn rhoi cyfle i aelodau ystyried a chymeradwyo y Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd Gofal Cymdeithasol Cymru.
- 1.2 Mae'r Rheolau Sefydlog yn nodi sut y bydd cyfarfodydd y bwrdd yn cael eu cynnal a'r disgwyliad ar aelodau'r bwrdd yn ystod y cyfarfodydd. Y Sefyll Mae gorchmynion hefyd yn nodi ymddygiadau disgwyliedig aelodau'r bwrdd yn ystod cyfarfodydd i sicrhau bod cyfarfodydd bwrdd yn cael eu rhedeg yn effeithiol.
- 1.3 Nid yw'r Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd wedi'u hadolygu'n ffurfiol ers sefydlu Bwrdd Gofal Cymdeithasol Cymru. Felly mae'n amserol nawr adolygu'r Rheolau Sefydlog i adlewyrchu sut mae'r Bwrdd wedi bod yn gweithio mewn ffordd rithwir yn ystod y 18 mis diwethaf.
- 1.4 Gellir gweld newidiadau i'r Rheolau Sefydlog fel newidiadau wedi'u tracio ac mae newidiadau arfaethedig yn ymwneud â:
  - Cydnabod y gellir cynnal cyfarfodydd y Bwrdd naill ai fel cyfarfodydd rhithwir neu mewn person
  - Newid adran 5 - Materion o natur frys i Gam Gweithredu Cadeirydd

### **2. Goblygiadau adnoddau**

- 2.1 Mae polisiau llywodraethu fel yr un hwn yn cael eu hadolygu gan Ysgrifennydd y Bwrdd a'u cynnwys yng nghynllun gwaith y tîm Llywodraethu Corfforaethol am y flwyddyn.

### **3. Risg a sicrwydd**

- 3.1 Dim risgiau ar y gofrestr risg weithredol mewn perthynas â'r Rheolau Sefydlog ar gyfer cyfarfodydd y Bwrdd.

### **4. Ymgysylltu**

- 4.1 Mae'r Rheolau Sefydlog wedi cael eu hadolygu gan Ysgrifennydd a Chadeirydd y Bwrdd ochr yn ochr â'r Tîm Rheoli Gweithredol.

### **5. Effaith**

- 5.1 Mae'r Rheolau Sefydlog yn sicrhau bod cyfarfodydd y Bwrdd yn cael eu cynnal yn effeithiol ac yn effeithlon ac yn unol ag arferion llywodraethu da.





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

## **Standing Orders for Social Care Wales Board meetings**

### **Introduction**

Social Care Wales uses its powers under paragraph 10, Part 4, Schedule 2 of the Regulation and Inspection of Social Care (Wales) Act 2016 to set its own procedure for the running of board, committees and sub-committees.

### **1. The Board and its members**

- 1.1 The Regulations as noted in Part 2, Schedule 2 of the Regulation and Inspection of Social Care (Wales) Act 2016 will apply in relation to the appointment, pay, term of office, resignation and dismissal of board members.

### **Appointment of Chair**

- 1.2 The Chair will be a lay<sup>1</sup> person and appointed by Welsh Ministers.

### **Appointment of Deputy Chair**

- 1.3 Board members can appoint a member who is a lay person to be the Deputy Chair for a period of time as specified at the date of appointment but not exceeding their term of office. The Deputy Chair can resign at any time by giving notice in writing to the Chair.

### **Appointment of Members**

- 1.4 The Board will consist of a Chair and no more than 14 other members.
- 1.5 All Board Members will be appointed by Welsh Ministers for a period of up to four years which will be specified on appointment.

### **Termination of office**

- 1.6 A Member may resign at any time by giving notice in writing to Welsh Ministers.

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<sup>1</sup> Paragraph 2(6) of Schedule 2 to the Regulation and Inspection of Social Care (Wales) Act 2016 provides states 'in exercising their functions under this paragraph the Welsh Ministers must have regard to the desirability of appointing a varied membership which comprises a majority of persons who are not and have not been, social care workers or representatives of social care workers.'

1.7 If a Board Member fails to attend two consecutive board meetings or attendance falls below 60% (after the first 2 meetings) the Chair will write to the member asking:

- i. Whether the absence was due to a reasonable cause; and
- ii. Whether the Member will be attending the next scheduled Board meeting.

1.8 If a Member fails to attend two consecutive Board meetings or attendance falls below 60% (after the first 2 meetings), and does not reply to the Chair's correspondence in 1.7 above or does not provide a reasonable explanation for absence or confirmation of attendance at the next Board meeting, the Chair will inform Welsh Ministers who will terminate the member's term of office by giving written notice unless it is satisfied that:

- i. The absence was due to a reasonable cause; and
- ii. The person in questions will be able to attend future Board Meetings within a reasonable period.

## **2. Board meetings**

### **Schedule of meetings**

2.1 The Board will normally hold a minimum of four meetings a year, which may be either in-person or held virtually. A schedule of meetings will be published in advance following agreement with the Chair of the Board.

### **Meetings venue or virtual platform**

2.2 Venues or virtual platforms used for the board meetings will be fully accessible to all persons, their carers and facilitators.

### **Chair of meetings**

2.3 The Chair of the Board will Chair all meetings of the Board. If the Chair is unable to attend, the Deputy Chair will Chair. If the Chair nor the Deputy Chair is able to attend the meeting, the members present at the meeting will elect one of the members present to Chair the meeting. The person elected must be a lay member of the board.

### **Nature of meeting**

2.4 The Board may hold ordinary and extraordinary meetings. Public meetings shall be conducted bilingually (in Welsh and English) by the use of a simultaneous translation service.

2.5 Ordinary meetings will be timetabled in advance in accordance with Social Care Wales's annual planning cycle and in consultation with the Chair. All

other meetings are extraordinary meetings. Extraordinary meetings may be called:

- 2.5.1 by the Chair at any time
- 2.5.2 by the Chief Executive at any time
- 2.5.3 by members of the Board if, having presented a request for a meeting signed by at least two thirds of the members to the Chair.

### Notice of meetings

- 2.6 Meetings of the Board will not be invalidated if any member fails to receive the notice of meeting required in accordance with these standing orders.
- 2.7 Before each Board meeting, the [news calendar](#) section of the Members Portal ([SCWonline](#)) will note the date, time and venue [or virtual platform](#) of the meeting. The agenda and papers for the meeting will be uploaded onto the meeting papers section of the Portal at least 7 days before the day of the meeting. In exceptional circumstances and with agreement of the Chair papers for Board Meetings will be uploaded less than 7 days before a meeting to ensure that members are receiving the most up to date information.
- 2.8 As a general rule, no business items shall be discussed other than the agenda items noted on the agenda. The Chair of the meeting can at their discretion allow additional items or urgent items (which is not on the agenda) to be discussed at the meeting.
- 2.9 If Board Members would like to suggest agenda items for discussion at ordinary meetings they need to notify the Chair at least four weeks before the date of the meeting. The Chair and Chief Executive will decide whether the agenda item will be included on the agenda or not.

### Quorum

- 2.10 No Board meeting will be held unless the meeting is quorate. A quorum will be 50% of members, (rounded up if required) plus one. The Chair of the meeting is included in this number.

Number of members	Quorum required
10	6
11	7
12	7
13	8
14	8
15	9

- 2.11 A quorum of members must be present throughout each Board meeting. If after a count of numbers the meeting is not quorate the Chair will stop the meeting and any agenda items will be discussed at the next ordinary meeting unless an extraordinary meeting is required.

## **Declaration of interest**

- 2.12 If a Member has a relevant interest in any matter to be discussed and is present at a Board Meeting at which the matter is being discussed, the member will inform the Chair of the interest during the agenda item 'declaration of interest'. Following the declaration of interest the Member will not take part in the discussion, decision or vote on that agenda item if deemed appropriate by the Chair. The Chair may also ask the member to leave the room whilst the agenda item is being discussed. The member will not be counted as part of the quorum for the agenda item for which they have declared an interest. If the meeting is no longer quorate due to the member not being a part of the discussion then the agenda item may not be discussed or voted on at that meeting.

## **Procedure**

- 2.13 The business will be discussed in the order as noted on the agenda unless the Chair decides otherwise.
- 2.14 Member who want to speak will raise their hand and will normally (but not necessarily) be invited to speak by the Chair in the order which they do so.

## **Voting**

- 2.15 Any item at a meeting may require members to vote to come to a decision. The Board must be quorate before any voting can take place.
- 2.16 Each Member is entitled to one vote. If votes are equal, the Chair will have a second or casting vote. There is no restriction on how the Chair chooses to use the casting vote.
- 2.17 Unless a recorded vote is required, the Chair will take the vote by a show of hands. A Member can request for their vote for or against or abstention to be recorded in the minutes should they wish.
- 2.18 Where a recorded vote is required, the names of members for and against or abstaining will be recorded in the minutes.
- 2.19 A Member, who is absent at the time of the vote, may not vote by proxy.

## **Minutes and papers**

- 2.20 The names of all Members present at a meeting will be recorded in the minutes of the meeting and used as evidence of attendance at meetings following agreement of the draft minutes at the next Board meeting.
- 2.21 Board meetings will be open to the public, although there may be a need for some items to be discussed in private following agreement with the Chair. Papers for the meetings will be available on Social Care Wales's website up to 7 days prior to the meeting.

## **Confidentiality**

- 2.22 Papers prepared for the Board meetings will be public documents unless noted as confidential (Official: Sensitive) by the Chair or Chief Executive. The agenda, papers and minutes of private Board meetings will not be made available to the public.
- 2.23 Papers prepared for Committees, Sub-Committees, Working and Reference Groups are confidential to them and Social Care Wales unless the Board or the Chief Executive decides otherwise. Minutes from Committee meetings will be available to Board Members on the member's portal.
- 2.24 Members will use their discretion in discussing Board business with other parties. Discussions should only be undertaken in order to facilitate or promote effective evaluation or decision making processes. Where matters are discussed during the Board's private meetings, when Board papers are marked as confidential (Official: Sensitive) and when the Chair instructs the Board business or discussion will be treated as confidential, the nature and content of the business must not be divulged or discussed with anyone other than members or officers.

## **Recording of meetings**

- 2.25 No part of any Board Meeting will be filmed, recorded on tape or other medium of broadcast in any manner without the permission of the Chair of the meeting.

## **Attendance at Board meetings**

- 2.26 In addition to the Board Members, meetings of the board will normally be attended by:
- the Executive Management Team
  - Board Secretary
  - Other members of staff for agenda items which they are presenting and available to answer questions
  - Other members of staff to hear the debate where the Board's discussion will inform their work or as part of their professional development.

## **Welsh Government representatives**

- 2.27 Representatives of Welsh Government are able to attend Board meetings, or meetings of any Committees of the board, and may take part in discussions (but not decisions) at those meetings.

## **Other participants**

- 2.28 The Chair may invite a representative of another body or an individual to attend a meeting of the Board, either for a particular agenda item or for the whole meeting.

### **Withdrawal of non-Board members**

- 2.29 The Chair may request the withdrawal of members of staff and/or representatives and/or participants if they deem it appropriate at any time during a Board meeting. In such a case the Board Secretary, or the person acting on behalf of the Board Secretary, will stay to minute that part of the meeting.

### **Admission and exclusion of the press and public at meetings**

- 2.30 Unless meetings are to be held in public, only members of the Board and Social Care Wales staff as may be required will be permitted to attend.
- 2.31 The Board will hold meetings in public unless:
- 2.31.1 the matters to be considered are of a confidential nature (e.g. where a duty of confidence is owed to a third party) in which case all persons other than as set out in S.O. 2.31 will be required to leave the meeting whilst such matters are discussed; or
  - 2.31.2 the Chair of the meeting determines it inappropriate to hold the meeting, or any part of it, in public (and the Chair shall be required to give reasons for his/her determination if requested) and all persons other than as set out in S.O. 2.31 will be required to leave the meeting or part of the meeting as may be applicable.
- 2.32 If a member of the public interrupts the proceedings of any meeting, the Chair shall warn them that if they continue to interrupt the meeting they will be excluded from the meeting. If that person continues the interruption the Chair shall order their exclusion from the meeting.
- 2.33 Where, in the opinion of the Chair, the extent of any disturbance to a meeting (from the public or otherwise) renders the due and orderly conduct of business impossible, the Chair shall adjourn the meeting for such period as is considered appropriate.

### **Rules of debate**

- 2.34 Members should not make any offensive personal references or use offensive expressions or improper language to any other Member or any employee of Social Care Wales.
- 2.35 A Member must speak about the subject under discussion. The Chair may note any irrelevance, repetition, inappropriate language or other improper conduct by a member, where a member persists in that conduct, the Chair may ask that the Member stops speaking.

2.36 A decision by the Chair shall be final and shall not be open to debate.

### **General conduct by members**

2.37 All Members are expected to be focused on the discussions taking place within the Board meeting to ensure they actively contribute and take part in the discussions.

### **Disorderly conduct by members**

2.38 If at a meeting any member of the Board, in the opinion of the Chair consistently ignores their decision, behaves irregularly, improperly, or offensively or willfully obstructs the business of the Board, the Chair may exclude that member from taking any further part in the proceedings (or any part of the proceedings) and that member shall not count towards the quorum of that meeting during his or her period of exclusion or the Chair may stop the meeting for a time.

2.39 If members' behaviour during meetings in the opinion of the Chair makes the meeting difficult to conduct then the Chair can stop the meeting as required.

## **3. Appointment of Council, Committees and Sub-Committees**

3.1 The Board may appoint Committees of the Board which may appoint Sub-Committees. The provisions of the Regulations shall apply in respect of the appointment, tenure and resignation and removal of members of Committees and Sub-Committees.

3.2 Committees may be made up of completely or partly of members of the Board or people who are not members of the Board. Sub-Committees may consist completely or partly of members of the appointing Committee (whether or not they are Board members) or completely of people who are not members of the Board or their appointing Committee.

3.3 The size, pattern of representation and Terms of Reference of each Committee will be decided by the Board (or, in the case of Sub-Committees, by the appointing Committee). Each Committee may appoint such Sub-Committees as it deems necessary to fulfil its responsibilities subject to budgetary constraints.

3.4 Appointments to a Committee and Sub-Committee will be made on behalf of the Board by the Chair of the Social Care Wales Board, the Chief Executive and the Chair of the Committee or, in the case of Sub-Committees, the Chair of the appointing Committee and will be approved by the Chair.

3.5 Board members appointed to a Committee may serve no longer than four years on a Committee, subject to the decision of the Chair of the Board. Co-opted members will serve for a period of four years.

- 3.6 The Board can at any time appoint or dissolve a Committee or Sub-Committee or alter its membership.
- 3.7 The Chair of the Board is an ex-officio member of all Committees and Sub-Committees and is to be regarded as additional to any specified maximum membership.
- 3.8 Required attendance at Committees is the same as for the Board meetings as specified in 1.7 and 1.8.
- 4. Powers and responsibilities of the Board and its Committees, Sub-Committees, working and reference groups**

#### **Working and Reference Groups**

- 4.1 The Board and/or its Committees may establish informal working and reference Groups to carry out research and consultation as the Board and/or its Committees may decide, no delegated authority will be available unless authorised by the Board.

#### **Legislative requirements**

- 4.2 The Board and its Committees, Sub-Committees, Working and Reference Groups will conduct their proceedings in accordance with all applicable legislation (including without limitation the Regulation and Inspection of Social Care (Wales) Act) as may be amended or replaced from time to time.

#### **Board accountability**

- 4.3 The Board, in exercising its overall responsibilities will concentrate on:
- establishing and taking forward the strategic aims and objectives of Social Care Wales consistent with its overall purpose and within the policy and resources framework determined by the Minister;
  - ensuring that the Minister is kept informed fully of any changes that are likely to impact on the strategic direction of Social Care Wales or on the attainability of its targets, and of steps needed to deal with such changes;
  - ensuring compliance with any statutory or administrative requirements in respect of the use of public funds; that it operates within the limits of its statutory authority and any delegated authority agreed with the sponsor department, and in accordance with any other conditions relating to the use of public funds; and that, in reaching decisions, it takes into account guidance issued by the Welsh Government;
  - ensuring that it receives and reviews regularly, financial information concerning the management of Social Care Wales; that it is informed in a timely manner about any concerns as to the activities of Social Care Wales; and that, where applicable, it provides positive assurance to the Minister via the sponsor team that appropriate remedial action has been taken to address any such concerns;



- demonstrating high standards of corporate governance at all times, including by using the Audit and Risk Committee to help the Board to address key financial and other risks; and
- appointing, with the prior approval of the Minister, a Chief Executive.

4.4 All other matters may be delegated to Committees and staff through delegation. The Board recognises that, while delegating certain tasks to others, the Board itself remains ultimately responsible and accountable for all the decisions taken in its name, whether directly or through its delegation arrangements. The Board, therefore, retains the right to amend or overturn any decision or action of a Committee, Sub-Committee, Working or Reference Group. Any matters delegated to Committees will be set out in their Terms of Reference.

4.5 The Board Sub-Committees, Working and Reference Groups have no executive authority and are advisory only to the Board.

### **Matters requiring a decision of the Board/Varying Standing Orders**

4.6 The following matters require a decision by the Board and may not be delegated:

- Matters required by Statute;
- The making, alteration or revocation of Standing Orders.

4.7 Subject to the matters set out in the introduction to these Standing Orders, the Council may vary or revoke these Standing Orders at any time and may also suspend all or any of these Standing Orders at any time.

4.8 Matters requiring a decision of the Board can be found in 'Matters only the Board can approve' as part of the Scheme of Delegation.

### **~~5. Matters of an urgent nature~~**

~~5.1 The Chief Executive is authorised to take urgent action in respect of matters which would normally be determined by the Board or one of its Committees if required between meetings or before the next scheduled meeting.~~

~~5.2 Urgent action by the Chief Executive will normally be taken in consultation with the Chair of the Board or (in the case of Committee business) the appropriate Committee Chair, unless there are good reasons why such consultation cannot be undertaken. Such urgent action will be reported to the next meeting of the Board or Committee together with an explanation for the grounds of urgency.~~

### **5. Chairs action on urgent matters**

5.1 There may, occasionally, be circumstances where decisions which would normally be made by the Board need to be taken between scheduled meetings, and it is not practicable to call a meeting of the Board. In these

circumstances, the Chair and the Chief Executive, and two Board members supported by the Board Secretary as appropriate, may deal with the matter on behalf of the Board. The Board Secretary must ensure that any such action is formally recorded and reported to the next meeting of the Board for consideration and ratification.

5.2 Chair's action may not be taken where either the Chair or the Chief Executive has a personal or business interest in an urgent matter requiring decision. In this circumstance, the Deputy-Chair or a Director acting on behalf of the Chief Executive will take a decision on the urgent matter, as appropriate.

## **Internal Audit Matters**

5.3 The Internal Audit Service shall report directly to the Audit and Risk Committee or to the Chair of the Board between meetings, where matters of propriety need to be reported, and to do so through line management would be inappropriate in the opinion of the Head of Internal Audit.

## **6. Equal opportunities**

6.1 The transactions of the Board and its Committees, Sub-Committees, working and reference Groups, including written and oral reports, discussions, decisions, business plans and annual work plans, will have regard to Social Care Wales' Equality policies and all applicable legislation (including without limitation the Human Rights Act 1998, the Equality Act 2010 the Data Protection Act 1998 and the Welsh Language (Wales) Measure 2011 (as the same may be amended or replaced from time to time).

## **7. Board and Committee effectiveness**

7.1 At the end of each Board and Committee the Chair will ask members for feedback on the effectiveness of the meeting.

7.2 On an annual basis there will be a formal effectiveness review of the Board and its Committees by members of the relevant Board or Committee. Feedback from these reviews will be used to continuously improve how the Board and Committees work.