

At: Aelodau'r Pwyllgor Craffu
Perfformiad

Dyddiad: Dydd Gwener, 24 Ionawr
2020

Rhif Union: 01824 712554

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Annwyl Gyngorydd

Fe'ch gwahoddir i fynychu cyfarfod y **PWYLLGOR CRAFFU PERFFORMIAD, DYDD IAU, 30 IONAWR 2020 am 10.00 am yn YSTAFELL GYFARFOD 4, COUNTY HALL, RUTHIN.**

**CYNHELIR SESIWN BRIFFIO AR GYFER YR HOLL AELODAU ETHOLEDIG A
CHYFETHOLEDIG AM 9.15 A.M. YN UNION O FLAEN Y CYFARFOD**

Yn gywir iawn

G Williams
Pennaeth Gwasanaethau Cyfreithiol, AD a Democrataidd

AGENDA

RHAN 1 - GWAHODDIR Y WASG A'R CYHOEDD I FOD YN BRESENNOL YN Y RHAN HON O'R CYFARFOD

1 YMDDIHEURIADAU

2 DATGANIADAU O FUDDIANT

Yr Aelodau i ddatgan unrhyw gysylltiad personol neu gysylltiad sy'n rhagfarnu mewn unrhyw fater a nodwyd i'w ystyried yn y cyfarfod hwn.

3 MATERION BRYD FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Hysbysiad o eitemau y dylid, ym marn y Cadeirydd, eu hystyried yn y cyfarfod fel materion brys yn unol ag Adran 100B(4) Deddf Llywodraeth Leol 1972.

4 COFNODION Y CYFARFOD DIWETHAF (Tudalennau 5 - 18)

Derbyn cofnodion y Pwyllgor Craffu Perfformiad a gynhaliwyd ar 28 Tachwedd 2019 (copi ynghlwm).

5 ADOLYGIAD O WASANAETHAU CYFLE GWAITH A DYDD (Tudalennau 19 - 88)

Ystyried adroddiad diweddarau (copi ynghlwm) ar gasgliadau a chanlyniadau'r adolygiad i wasanaethau Cyfle Gwaith a Dydd mewnol Cyngor Sir Ddinbych ar gyfer oedolion gydag Anableddau Cymhleth.

10:05 – 10:45

6 CANLYNIADAU ARHOLIADAU ALLANOL A DDILYSWYD (Tudalennau 89 - 116)

Ystyried adroddiad gan y Prif Reolwr Addysg (copi ynghlwm) ar berfformiad asesiadau athrawon a chanlyniadau arholiadau allanol yng Nghyfnod allweddol 4 ac ôl-16 yn ysgolion Sir Ddinbych. Mae'r adroddiad hefyd yn darparu canlyniadau yn erbyn gwybodaeth a pherfformiad cenedlaethol.

10:45 – 11:15

~~~~~**EGWYL**~~~~~

**7 FERSIWN DDRAFFT POLISI ENWI A RHIFO STRYDOEDD** (Tudalennau 117 - 144)

Ystyried adroddiad adolygu (copi ynghlwm) gan y Gweinyddwr Perfformiad a Systemau Rhaglen ar bolisi enwi a rhifo strydoedd Sir Ddinbych.

11:30 – 12:00

**8 SAFONAU GWASANAETH LLYFRGELL 2018-19 A STRATEGAETH DDRAFFT Y GWASANAETH LLYFRGELL** (Tudalennau 145 - 158)

Ystyrid canlyniadau gwerthusiad blynyddol LIC o Wasanaeth Llyfrgell y Cyngor ac archwilio'r Strategaeth ddrafft newydd ar gyfer y Gwasanaeth.

12:00 – 12:30

**9 RHAGLEN WAITH CRAFFU** (Tudalennau 159 - 180)

Ystyried adroddiad gan y Cydlynnydd Craffu (copi ynghlwm) yn gofyn am adolygiad o raglen gwaith i'r dyfodol y pwyllgor a rhoi'r diweddaraf i'r aelodau ar faterion perthnasol.

12:30 – 12:45

**10 ADBORTH GAN GYNRYCHIOLWYR PWYLLGORAU**

Derbyn unrhyw ddiweddariadau gan gynrychiolwyr y Pwyllgor ar Fyrddau a Grwpiau amrywiol y Cyngor.

12:45

## **AELODAETH**

### **Y Cynghorwyr**

Y Cynghorydd Huw Jones (Cadeirydd)

Ellie Chard

Ann Davies

Martyn Holland

Geraint Lloyd-Williams

Y Cynghorydd Hugh Carson Irving (Is-Gadeirydd)

Bob Murray

Arwel Roberts

Peter Scott

David Williams

### **Aelodau Cyfetholedig dros Addysg sy'n Pleidleisio (Rhifau Eitemau Agenda 6 yn unig)**

Kathleen Jones

Neil Roberts

### **COPIAU I'R:**

Holl Gynghorwyr er gwybodaeth

Y Wasg a'r Llyfrgelloedd

Cynghorau Tref a Chymuned

Mae tudalen hwn yn fwriadol wag

## **PWYLLGOR CRAFFU PERFFORMIAD**

Cofnodion cyfarfod o'r Pwyllgor Craffu Perfformiad a gynhaliwyd yn Ystafell Bwyllgora 1a, Neuadd y Sir, Rhuthun, Dydd Iau, 28 Tachwedd 2019 am 10.00 am.

### **YN BRESENNOL**

Y Cynghorwyr Ellie Chard, Ann Davies, Martyn Holland, Huw Jones (Cadeirydd), Geraint Lloyd Williams, Bob Murray, Arwel Roberts, Peter Scott a David Williams

Roedd Kathleen Jones a Neil Roberts, yr aelodau cyfetholedig yn bresennol ar gyfer Eitem 5 ar yr Agenda – Perfformiad Ysgol a Chanlyniadau Arholiadau dros dro.

Bu i Aelodau Cabinet – y Cynghorwyr Huw Hilditch-Roberts (Aelod Arweiniol Addysg, Gwasanaethau Plant ac Ymgysylltu â'r Cyhoedd) a Brian Jones (Aelod Arweiniol Gwastraff, Cludiant a'r Amgylchedd) fynychu yn dilyn gwahoddiad y pwyllgor ar gyfer eitemau a oedd yn berthnasol i'w portffolios.

Arsylwyr – y Cynghorwyr Tony Thomas, Graham Timms, Huw Williams ac Emrys Wynne

### **HEFYD YN BRESENNOL**

Prif Weithredwr (JG); Cyfarwyddwr Corfforaethol Economi a Pharth Cyhoeddus (GB); Prif Reolwr Addysg (JM); Swyddog Cynllunio Strategol a Pherfformiad (HB-P); Rheolwr Priffyrdd, Asedau a Risg (TT); Arweinydd Tîm Cynllunio Strategol a Pherfformiad (IM); Rheolwr Gwasanaethau Democrataidd (SP); Cydlynnydd Craffu (RE) a Swyddogion Pwyllgor (KEJ a KE).

### **PWYNT SYLW**

Cafodd y Cynghorydd Huw Jones (Cadeirydd) groeso cynnes a diolchodd i bawb am y dymuniadau caredig a'r ymwelwyr a gafodd yn ystod ei absenoldeb.

### **1 YMDDIHEURIADAU**

Cynghorydd Hugh Irving (Is-Gadeirydd) ynghyd ag aelod cyfetholedig David Lloyd.

Cynghorydd Julian Thompson-Hill (Asedau Cyllid, Perfformiad a Strategaeth) ynghyd â Karen Evans (Pennaeth Addysg a Gwasanaethau Plant)

Nododd yr Aelodau y bydd cyfnod David Lloyd, aelod cyfetholedig fel Rhiant-Lywodraethwr yn dod i ben ar ddiwedd mis Rhagfyr, a bydd yn stopio bod yn aelod ar y Pwyllgor. Cytunwyd i anfon llythyr at Mr Lloyd yn datgan gwerthfawrogiad y Pwyllgor am ei wasanaeth a'i gyfraniad yn y cyfarfodydd craffu.

### **2 DATGANIADAU O FUDDIANT**

Ni ddatganwyd unrhyw gysylltiad.

### **3 MATERION BRYN FEL Y'U CYTUNWYD GAN Y CADEIRYDD**

Ni chodwyd unrhyw fater brys.

### **4 COFNODION Y CYFARFOD DIWETHAF**

Cyflwynwyd cofnodion y Pwyllgor Archwilio Perfformiad a gynhaliwyd ar 26 Medi 2019.

#### **Materion yn Codi -**

Tudalen 8 - Eitem Rhif 5 Hafan Deg, y Rhyl – cytunodd y Cydlynnydd Craffu i ganfod a oedd taflen newydd yn hyrwyddo'r gwasanaeth wedi'i ddsbarthu ac i wirio ar gynnydd gyda datblygiadau i'r aelodau ymweld â Gofal Iechyd Cefndy.

***PENDERFYNWYD** y dylid derbyn a chymeradwyo cofnodion y cyfarfod a gynhaliwyd ar 26 Medi 2019 fel cofnod cywir.*

### **5 PERFFORMIAD YSGOLION A CHANLYNIADAU ARHOLIADAU L2 DROS DRO**

[Nid oedd Pennaeth Addysg a Gwasanaethau Plant a swyddogion GwE wedi gallu bod yn bresennol ar gyfer yr eitem hon oherwydd bod ganddynt gyfarfod gyda Llywodraeth Cymru a chyflwynwyd ymddiheuriadau ar eu rhan.]

Cyflwynodd yr Aelod Arweiniol Addysg, Gwasanaethau Plant ac Ymgysylltu â'r Cyhoedd adroddiad y Prif Reolwr Addysg (a ddsbarthwyd ymlaen llaw) ar berfformiad ysgolion Sir Ddinbych a chanlyniadau arholiadau lefel 2. Roedd yr adroddiad yn cynnwys perfformiad heb eu gwirio o ysgolion Sir Ddinbych a chanlyniadau arholiadau allanol drafft yng Nghyfnod Allweddol 4, ynghyd â'r ddarpariaeth o ganlyniadau drafft yn erbyn gwybodaeth a pherfformiad cenedlaethol.

Yn ystod ei gyflwyniad ac mewn ymateb i bryderon y Pwyllgor ynghylch diffyg data tebyg i graffu canlyniadau perfformiad, eglurodd yr Aelod Arweiniol bod yr wybodaeth yn yr adroddiad a gasglwyd yn cydymffurfio gyda chanllaw cenedlaethol ac yn adlewyrchu newidiadau diweddar o ran cofnodi data perfformiad. Cyfeiriodd at y cyfathrebiad ar y cyd gan Lywodraeth Cymru, Cymdeithas Llywodraeth Leol Cymru ac Estyn a oedd yn cynghori'n daer bod data cyfanredol a gwybodaeth yn cael ei ddefnyddio wrth adrodd ar berfformiad ysgol. Wrth ddilyn y canllaw hwn, nid oedd awdurdodau lleol yn rhannu data perfformiad ac felly roedd data'r adroddiad yn gyfyngedig i'r wybodaeth sydd ar gael eisoes, a ddim yn cynnwys cymariaethau gydag awdurdodau addysg lleol eraill. Yn ogystal, gan ystyried y mesurau CA4 interim newydd fel rhan o'r rhaglen diwygio addysg yng Nghymru, a gwahaniaethau ar draws nifer o ddangosyddion (o ganlyniad i'r cofnod cyntaf yn cyfrif yn hytrach na data canlyniad gorau), nid yw wedi bod yn bosibl cymharu ffigurau 2019 gyda pherfformiad blaenorol. Wrth ystyried y data perfformiad yn y dyfodol, argymhellwyd i ystyried canlyniadau perfformiad dros dro gan y Pwyllgor ym mis Medi 2020, a gwneud cymhariaeth â'r canlyniadau gwiriadwy y flwyddyn flaenorol ym mis Chwefror 2021.

Wrth gofnodi negeseuon pennawd, cyfeiriodd yr Aelod Arweiniol i ostyngiadau bach ond y cysondeb cyffredinol. Roedd Ysgol Uwchradd Y Rhyl ac Ysgol Y Bendigaid Edward Jones, sydd wedi'u lleoli yn ardaloedd ward mwyaf difreintiedig yng Nghymru, wedi datblygu o'i gymharu â'r flwyddyn flaenorol a chyfeiriwyd at gyfarfod Grŵp Monitro Safonau Ysgolion (SSMG) yn yr ysgol Crist y Gair newydd a'r canlyniadau cadarnhaol a godwyd o hynny.

Yn ystod ei gyflwyniad i'r Pwyllgor, bu i'r Prif Reolwr Addysg -

- gyfeirio at y trafodaethau blaenorol gyda'r Pwyllgor ar adrodd ar wybodaeth data perfformiad a'r angen i graffu gyda chymaint o wybodaeth â phosibl i sicrhau proses agored a thryloyw.
- gadarnhau bod yr adroddiad yn cydymffurfio â'r canllawiau cenedlaethol ac oherwydd y mesuryddion perfformiad ysgol newydd nid oedd modd cymharu'r data gyda'r blynyddoedd blaenorol.
- cyfeiriodd at y cwricwlwm newydd gyda'r prif ddangosydd o 5 TGAU ac roedd ysgolion yn canolbwyntio ar sicrhau gwelliannau yn y maes hynny ynghyd â darparu addysg eang a chytbwys i ddisgyblion.
- egluro'r rheswm dros y mesur 9 wedi'i gapio bod y disgyblion gydag addysg TGAU eang a chytbwys yn cael ei gapio i 9 pwnc gan gynnwys y pynciau craidd, Saesneg a Mathemateg, gyda chyfleoedd gwell am sgoriau uwch.
- cynigiwyd y dylai data perfformiad yn y dyfodol gynnwys taflen wybodaeth a chanlyniadau arholiadau drafft ym mis Medi/ Hydref, gyda chyflwyniad ar y canlyniadau gwiriadwy ym mis Chwefror ynghyd â data gwahardd a phresenoldeb i ddarparu darlun cyffredinol o'r perfformiad.
- dywedodd gan nad oedd data cymaradwy ffurfiol gydag awdurdodau lleol eraill, roedd rhai wedi gweld gostyngiad cyffredinol ond bod Sir Ddinbych wedi gweld gwelliant bychan – lle byddai awdurdodau lleol yn cyhoeddi eu canlyniadau perfformiad gwiriadwy byddai modd mesur cymhariaeth perfformiad Sir Ddinbych.
- adrodd ar y defnydd o Brydau Ysgol am ddim (FSM) o ran perfformiad gyda chanlyniadau Sir Ddinbych yn is na chyfartaledd Cymru, a disgrifiodd sut yr oedd ysgolion wedi perfformio o fewn eu Grwpiau teulu FSM (bydd ffigurau meincnod o FSM yn cael eu darparu ym mis Chwefror)-
  - Roedd gan Ysgol Uwchradd Y Rhyl ac Ysgol Y Bendigaid Edward Jones dros 30% o FSM, roedd Ysgol Uwchradd y Rhyl wedi perfformio'n dda o fewn eu grŵp a byddai'n annheg i gymharu'r ysgolion hynny gydag eraill yn Sir Ddinbych, gan ystyried y lefelau o amddifadedd.
  - mewn perthynas â'r ysgolion sy'n perfformio'n dda, Ysgol Brynhyfryd, Ysgol y Santes Ffraid ac Ysgol Glan Clwyd yn yr un Grŵp FSM, ac Ysgol Glan Clwyd yn perfformio orau ac Ysgol Brynhyfryd yn dangos gostyngiad bychan yn y canlyniadau.  
Roedd wedi cael ei gam-ganfod bod Ysgol y Santes Ffraid yn ysgol dethol ond mewn gwirionedd nid oes, ac roedd yr ysgol wedi perfformio'n dda gyda nifer uchel o ddisgyblion gydag anghenion addysgol arbennig.
  - Mae Ysgol Uwchradd Prestatyn wedi dangos y gwelliant gorau.
- nodwyd ym mhroffil archwiliadau ysgolion Estyn Sir Ddinbych 2018, gyda 6 o'r 10 ysgol a archwiliwyd yn cael dyfarniadau rhagorol, a dim yr un ysgol wedi'u dyfarnu yn anfoddfaol – dim ond Ysgol Plas Cefndy oedd yr unig Uned Cyfeirio Disgyblion i gael archwiliad rhagorol yng Nghymru, sydd yn gyflawniad gwych.

- Roedd Ysgol Uwchradd Dinbych dan fesurau arbennig ond yn gwneud cynnydd da ac roedd rhai gwelliannau mewn canlyniadau yr haf diwethaf, a gwelliannau yn yr ansawdd o addysgu gyda chymorth dwys gan ysgolion a GwE - mae'r ysgol yn debygol o ddod allan o'r mesurau arbennig yn 2020.
- Roedd GwE wedi cyflawni adolygiad yn Ysgol Dinas Bran yr haf diwethaf ac eto'n ddiweddar, a roedd yr ysgol yn gwneud cynnydd da, ac yn hanesyddol wedi bod yn ysgol sydd yn perfformio'n dda.

Gan dderbyn yr eglurhad a roddwyd o ran y diffyg data cymharol, o ran cymharu gydag awdurdodau lleol eraill ac yn erbyn data y blynyddoedd blaenorol, roedd y Pwyllgor yn parhau i godi pryderon bod angen atebolrwydd a rhyw fath o ddata ystadegol i alluogi craffu gwirioneddol o berfformiad ac i sicrhau yr addysg orau bosibl i ddisgyblion. Trafododd yr Aelodau gwahanol agweddau o'r adroddiad gyda'r Aelod Arweiniol a Phrif Reolwr Addysg a ymatebodd i'r cwestiynau a sylwadau a godwyd fel a ganlyn -

- eglurwyd yr effaith o gyfrif mynediad cyntaf, gan nodi wrth wneud arholiadau mwy nag unwaith y gallai'r sgôr canlyniad orau gael ei gofnodi yn y blynyddoedd blaenorol, ond ar gyfer eleni yn unig dim ond y sgôr cofnod cyntaf fyddai'n cael ei gofnodi.
- cadarnhawyd bod amllder a rheoleidd-dra cyfarfodydd rhwng yr awdurdod lleol a GwE heb newid, a bod cynghorwyr arbenigol ar gael i'r ysgolion yn ddibynnol ar yr angen a hyder yn y gwasanaeth a ddarperir.
- amlygwyd y rôl o GwE fel gwasanaeth rhanbarthol gwella ysgolion a gomisiynwyd gan Sir Ddinbych a phump awdurdodau lleol eraill i ddatblygu a chodi safonau a darparu cymorth i welliannau ysgol, ac i rôl Estyn i asesu ysgolion a darparu dyfarniadau yn y pum maes allweddol.
- roedd yn dal yn bosibl i gymharu perfformiad yn erbyn cyfartaledd Cymru, a chymharu data flwyddyn nesaf gyda'r un y flwyddyn flaenorol i ddyfarnu perfformiad.
- eglurodd bod PISA (Rhaglen Ryngwladol Asesu Myfyrwyr) yn astudiaeth byd eang yn gwerthuso systemau addysgiadol a oedd yn brawf ar wahân a oedd yn cael ei gynnal mewn sampl o ysgolion, lle nad oedd angen unrhyw adolygiad ond roedd yr ysgolion wedi canolbwyntio ar sgiliau sydd eu hangen ar gyfer PISA, a gobeithir y bydd gwelliant yn y canlyniadau hynny.
- cynghorwyd bod holl ddisgyblion angen sefyll arholiad TGAU Iaith Saesneg a bod opsiwn i wneud TGAU Saesneg Llenyddiaeth – yn flaenorol dim ond un o'r ddau oedd yn cael eu cyfrif, ond nawr roedd mesur ar wahân ar gyfer pob un; roedd gofyn i bob disgybl sefyll arholiad TGAU Mathemateg a bod rhifedd yn bapur ar wahân.
- eglurwyd pwrpas y gwahanol fyrddau a sefydlwyd i graffu perfformiad ysgol ac i gadw cofnod o gynnydd gan gynnwys Byrddau Gwelliant Cyflymedig a Bwrdd Safonau Ansawdd Lleol, ac adrodd ar gynllun peilot mewn dwy ysgol yn Sir Ddinbych gyda'r bwriad o ddatblygu model cenedlaethol newydd.
- galluogi ysgolion ddatblygu a chyflwyno'r cwricwlwm newydd, ni fyddai archwiliadau Estyn yn cael eu cyflawni am ddeuddeg mis, fodd bynnag byddai unrhyw ysgol mewn anhawster yn cael eu cefnogi yn ystod y cyfnod hwn.
- cadarnhawyd bod gan GwE ddata perfformiad ar gyfer awdurdodau lleol yng ngogledd Cymru, ond nad oedd yr wybodaeth yn cael ei rannu rhwng yr



awdurdodau lleol er mwyn cydymffurfio â chyfarwyddyd Llywodraeth Cymru - roedd yn bosibl y byddai'r gyfarwyddeb yn mynd ar ôl datblygu a sefydlu'r cwricwlwm newydd.

- ni fyddai'n realistig i gymharu data eleni i'r blynyddoedd blaenorol gan ystyried y prif wahaniaethau wrth gofnodi data
- gan ystyried y categoredd diweddar o'r wardiau y Rhyl fel yr ardaloedd mwyaf difreintiedig yng Nghymru, cadarnhawyd y gellir defnyddio data Prydau Ysgol Am Ddim fel cymorth ar gyfer cymharu ag ardaloedd o amddifadedd tebyg - roedd Ysgol Uwchradd Y Rhyl wedi perfformio'n dda yn erbyn ysgolion o fewn y grŵp teulu FSM gyda nodweddion tebyg; bu i Ysgol Y Bendigaidd Edward Jones berfformio'n is nag Ysgol Uwchradd Y Rhyl ond wedi cymharu'n foddhaol gydag eraill mewn grŵp teulu. Gan ystyried Ysgol Crist y Gair newydd, roedd hyder y bydd gwelliant pellach.
- o ran lles disgyblion a bwlio, cadarnhawyd bod Estyn wedi ymgynghori â rhieni a disgyblion fel rhan o'u proses archwiliad a roedd amryw brosesau mewn lle i fynd i'r afael â'r meysydd hynny - nodwyd bod CAMHS (GWASANAETHAU IECHYD MEDDWL PLANT A PHOBL IFANC) wedi bod gerbron y Pwyllgor Craffu Partneriaethau a roedd yn broblem ar wahân i'r eitem dan ystyriaeth.
- soniwyd am y berthynas waith cryf rhwng Ysgol Gwernant ac Ysgol Dinas Bran, gydag Ysgol Dinas Bran yn awyddus i ddatblygu'r ffrwd Gymraeg, fodd bynnag roedd rhwystredigaeth ynghylch â derbyniad addysg cyfrwng Cymraeg yn gyffredinol yn yr ardal, sydd o ganlyniad i ddewis rhieni.
- cyfeiriwyd at ddisgyblion a oedd yn cael eu haddysgu yn hytrach nag mewn ysgolion (EOTAS) a hawliau'r rhieni – er bod y sefyllfa yn cael ei fonitro gan yr awdurdod lleol, dim ond ychydig o reolaeth oedd ganddynt o ran hyn. Roedd y disgyblion hynny wedi'u cynnwys yn y data perfformiad ond roedd y mwyafrif yn annhebygol o gael L2+ a oedd yn dangos bod y disgyblion hynny yn llwyddo ond ar lefel is na disgyblion ysgol - gellir ychwanegu data ychwanegol o ran hyn yn yr adroddiad nesaf.
- derbyniwyd y byddai'r effaith lawn o fuddsoddiad yn Ysgol Uwchradd Y Rhyl ac Ysgol Crist y Gair newydd yn debygol o'i weld yng nghanlyniadau, fel y mae'r disgyblion yn datblygu drwy'r ysgol at lefel TGAU mewn tua 5/6 mlynedd.

Ar ddiwedd y drafodaeth –

### **PENDERFYNWYD-**

- (a) Cydnabod yr wybodaeth a ddarparwyd ynghylch perfformiad a monitro ysgolion Sir Ddinbych;*
- (b) Cael adroddiad ar y canlyniadau arholiadau allanol gwiriadwy ym mis Ionawr 2020 i gynnwys data absenoliaeth a gwaharddiad, a*
- (c) I gael data cymharol fel y mae ar gael yn y blynyddoedd yn y dyfodol o ran canlyniadau perfformiad dros dro a gwiriadwy bob blwyddyn ym mis Medi a Chwefror yn ôl eu trefn.*

## **6 OSGOI DEFNYDDIO A LLEIHOU LEFELAU PLASTIG YN SWYDDFEYDD CYNGOR SIR DDINBYCH**

Cyflwynodd yr Aelod Arweiniol Gwastraff, Cludiant a'r Amgylchedd yr adroddiad a gynhyrchwyd gan y Grŵp Tasg a Gorffen Defnydd o Blastig yn dilyn yr Hysbysiad o Gynnig (Gorffennaf 2018) i'r cyngor, lle penderfynwyd bod y Cyngor yn cefnogi mewn egwyddor i leihau'r defnydd o blastig, ond yn gofyn a ellir ei gyfeirio i'r Pwyllgor Craffu i'w hystyried yn fanwl ac i adrodd yn ôl i'r Cyngor.'

Soniodd y cynghorydd Emrys Wynne, Cadeirydd Grŵp Tasg a Gorffen Defnydd o Blastig am waith y Grŵp, a'r ystyriaethau o ran sut i fodloni orau'r amcanion a nodir gan y Cyngor. Cytunwyd i ganolbwyntio ar yr hyn sydd yn gyflawnadwy ac yn y cam cyntaf i gael gwared ar blastig un tro lle bo'n bosib yn swyddfeydd cyngor Sir Ddinbych. Parhaodd y Cynghorydd Wynne i gyflwyno canfyddiadau'r adroddiad ac argymhellion/ cynllun gweithredu'r Grŵp, ac eglurodd sut y gallai'r cyngor osgoi a lleihau ei ddefnydd o blastig yn ei swyddfeydd mewn modd ymarferol a chynaliadwy, a gofynnodd i'r Pwyllgor am eu cefnogaeth i'r adroddiad hwn ac wrth ei gyflwyno i'r Cyngor Sir ym mis Ionawr 2020.

Tynnwyd sylw'r Aelodau at y cynllun gweithredu arfaethedig a oedd yn cynnwys yr effaith o weithredu'r camau hynny ac unrhyw arbedion a wneir o ganlyniad - fodd bynnag, y gyriant oedd lleihau'r defnydd o blastig un tro yn hytrach na gwneud arbedion. Parhaodd y Cynghorydd Wynne i egluro pob un o'r camau gweithredu fel a ganlyn-

- stopio darparu cwpanau dŵr plastig ar gyfarpar oeri dŵr o fewn adeiladau'r cyngor/
- annog ailddefnyddio poteli dŵr i'w hail-lenwi mewn cyfarpar oeri dŵr.
- cael gwared ar gyfarpar oeri dŵr yn gyfan gwbl
- stopio darparu cwpanau mewn pwyntiau lluniaeth o fewn adeiladau'r cyngor
- ymgrych staff i 'ddod â'ch cwpan eich hun' i'r gwaith/swyddfa/ cyfarfodydd.
- cael gwared ar orsafoedd lluniaeth yn gyfan gwbl o swyddfeydd y cyngor
- lleihau darpariaeth o gynhwysydd llefrith plastig 'jiggers' mewn pwyntiau lluniaeth/ tröydd plastig (ddim yn berthnasol) – tröydd pren
- hyrwyddo newid mewn ymddygiad i staff y cyngor i naill ai osgoi neu leihau defnyddio plastig
- stopio prynu waled papur swyddfa plastig ledled pob gwasanaeth
- cael gwared ar beiriannau gwerthu yn gyfan gwbl
- trefnu ymgynghoriad gyda'r Fforwm Ysgol i herio 'osgoi a lleihau plastig' yn ein swyddfeydd y cyngor

Gofynnwyd i'r Pwyllgor gefnogi parhad y Grŵp i edrych ac archwilio ymhellach yr opsiynau i osgoi a lleihau plastig mewn ardaloedd eraill o'r Cyngor (gyda'r ffocws nesaf ar arlwyo ysgol), ac i annog staff i edrych ar sut i osgoi neu leihau plastig o fewn y Cyngor. Roedd gweddill yr adroddiad yn amlygu ffyrdd i leihau defnyddio plastig. Yn olaf, diolchodd y Cynghorydd Wynne y Swyddog Cynllunio Strategol a Pherfformiad am gynhyrchu'r adroddiad a chroesawodd aelod o'r cyhoedd a oedd yn bresennol a oedd gan ddiddordeb yn yr amgylchedd, a oedd wedi mynychu sgwrs ddiweddar yr oedd wedi ei roi mewn cyfarfod Cyfeillion y Ddaear.

Croesawodd y pwyllgor yr adroddiad a diolch i'r Grŵp am eu gwaith caled i ddyfeisio ffyrdd o leihau a chael gwared ar ddefnyddio plastig, a chefnogi'n llawn eu parhad i adnabod mesurau i gefnogi arferion mwy amgylcheddol.

Codwyd y pwyntiau canlynol yn ystod y drafodaeth a ddilynodd -

- Roedd y Pwyllgor yn awyddus i hyrwyddo'r gwaith da a gyflawnwyd ac wrth annog arferion ecogyfeillgar, a nodwyd os bydd yr argymhellion yn cael eu cymeradwyo gan y Cyngor yna bydd datganiad i'r wasg yn amserol; hefyd dywedodd y Pwyllgor Craffu bod angen gwaith mwy cyffredinol i godi proffil y pwyllgor craffu ac adnabod negeseuon a themâu allweddol o gyfarfodydd i amlygu drwy swyddfa'r wasg a chyfryngau cymdeithasol.
- cydnabu bod lleihad yn y defnydd o blastig ar draws yr awdurdod yn dasg fawr, a felly cynigiwyd dull cynyddrannol gan y Grŵp er mwyn canolbwyntio ar ardaloedd penodol, i ddechrau lle byddai'n rhagweld y bydd canlyniadau uchafswm ac amserol yn gallu cael eu cyflawni, gan dderbyn hefyd y bydd rhai meysydd yn anodd, angen eu hystyried ac yn fwy anodd ei ddelio; hyd yma y maes nesaf arfaethedig i'w ystyried gan y Grŵp yw arlwy ysgol.
- gall lleihau/ cael gwared ar blastig mewn canolfannau hamdden (a fydd yn cael ei reoli gan Hamdden Sir Ddinbych Cyf o fis Ebrill 2020 ymlaen) fod yn faes i'r Grŵp ei ystyried ar gam hwyrach, ond os bydd unrhyw gyfnod lle mae gofyn i gwmni newydd gydymffurfio â pholisïau'r cyngor, a felly bydd unrhyw benderfyniad neu gyfarwyddyd yn y dyfodol yn berthnasol i'r cwmni newydd - yn y cyfamser gobeithir y bydd y canolfannau hamdden yn gweithredu hyn wrth aros am unrhyw bolisi ffurfiol.
- roedd yr aelodau yn cefnogi'r argymhellion arfaethedig fel y nodir o fewn yr adroddiad, ac yn defnyddio'r adran gyfathrebu i annog staff ac ymwelwyr i ddod â'u cwpanau a byrbrydau eu hunain i'r swyddfa, a nodwyd bod Kathy Jones, aelod cyfetholedig wedi awgrymu nodyn atgoffa 'dewch â'ch cwpan eich hun' ar dudalen flaen y cyfarfodydd i annog yr arferiad hwn - nodwyd y bwriad oedd i ddarparu cwpanau Tsieina i ymwelwyr.
- ystyriwyd y defnydd o'r adran gyfathrebu fel ffordd allweddol o hyrwyddo a hysbysebu arferion ecogyfeillgar ac i beidio â chefnogi'r defnydd o blastig o fewn y cyngor ac yn y gymuned ehangach – gan amlygu'r diwylliant a dyheadau Sir Ddinbych.
- gwnaethpwyd gyfeiriad at anawsterau'r Grŵp Tasg a Gorffen i nodi'r meysydd mwyaf priodol i ganolbwyntio, yn arbennig gan ystyried nad oes modd gwybod faint o ddefnydd o blastig sydd gan adrannau eraill, sef y ffocws ar ddatrysiadau sydyn ac effaith fwyaf, a'r dewis o'r maes arlwy ysgol fel yr un nesaf i'w ystyried.
- nodwyd bod diwylliant y sefydliad yn ystyriaeth allweddol er mwyn ymgysylltu a ffocysu staff, awgrymwyd efallai y bydd teilyngdod i geisio safbwyntiau/ syniadau staff yn ystod arfarniadau o ran lleihau plastig o fewn eu hadrannau, neu i ddarparu adran o fewn adroddiadau yn nodi pa gamau gweithredu y mae adrannau unigol yn eu cyflawni i leihau plastig.
- nodwyd bod dyddiad anghywir o fis Chwefror 2019 wedi'i gofnodi ar dudalen 29 a dylid ei newid i fis Chwefror 2020 yn yr adroddiad i'r Cyngor.
- yn dilyn gwahoddiad y Cadeirydd, bu i'r aelod o'r cyhoedd a oedd yn bresennol gyfeirio at nifer o bobl sydd yn dod i swyddfeydd y cyngor gyda chwpanau coffi plastig un tro gan siopau allanol, a theimlodd bod angen peidio â chefnogi hyn.

Cytunodd yr Aelodau y gallai'r agwedd hwn ei gynnwys o fewn yr ymgyrch hyrwyddo staff arfaethedig i 'ddod â'ch cwpan eich hun' i'r gwaith/ swyddfa/ cyfarfodydd ac i annog peidio â dod â chwpan plastig un tro i'r adeilad.

- cadarnhawyd y bydd ymgysylltiad â staff drwy nifer o sianeli a ddim drwy'r undebau llafur yn unig.
- cafwyd trafodaeth, er nid oedd yn perthyn yn uniongyrchol i'r adroddiad dan ystyriaeth, o ran y ffordd orau i annog preswylwyr a'r cyhoedd i fabwysiadu arferion ecogyfeillgar ac awgrymwyd y gellir cynnwys gwybodaeth gyda biliau treth y cyngor i aelwydydd yn y sir - cysylltiadau â ffrydiau gwaith eraill y cyngor mewn perthynas â'r amgylchedd, gan gynnwys lleihau allyriadau carbon ac amlygwyd newid mewn hinsawdd a'r angen i ganolbwyntio ar ymgysylltiad cyhoeddus gan gydnabod hefyd ymwneud cyfyngedig y Cyngor. Cytunwyd i gynghori'r tîm cyfathrebu o ganlyniad y ddadl craffu a'r argymhelliad i'r Cyngor.

### **PENDERFYNWYD bod y Pwyllgor yn argymhell-**

- (a) *bod yr Argymhellion/ Cynllun Gweithredu arfaethedig (Atodiad 1 i'r adroddiad) yn cael ei gyflwyno i'r Cyngor Sir i'w hystyried i sicrhau -*
- *bydd Cynllun Gweithredu i leihau'r defnydd o blastig o fewn swyddfeydd Cyngor Sir Ddinbych yn cael ei weithredu o fewn y Cyngor.*
  - *bydd cyflawni'r amcanion o fewn y Cynllun Gweithredu yn dangos bod y Cyngor yn arwain yn Sir Ddinbych i leihau'r defnydd o blastig.*
  - *bydd lleihau'r defnydd o blastig gan Gyngor Sir Ddinbych yn cyfrannu tuag at Flaenoriaethau Amgylcheddol a gynhwysir o fewn y Cynllun Corfforaethol.*
- (b) *Bod y Grŵp Tasg a Gorchwyl Defnydd o Blastig yn parhau â'u gwaith am 12 mis arall gyda'r bwriad o gynnig camau gweithredu arfaethedig yn y maes: Arlwy Ysgol (sydd y tu allan i gwmpas y cynnig hwn) a chaffael ehangach ynghylch plastig.*
- (c) *'Osgoi a lleihau plastig o fewn y cyngor' yn ffrwd gwaith sydd yn gysylltiedig â'r ymateb i argyfwng Ecolegol a Newid Hinsawdd.*

Ar y pwynt hwn (11.50am) cymerodd y cyfarfod egwyl am luniaeth.

## **7 COD YMARFER PRIFFYRDD**

Cyflwynodd Aelod Arweiniol Gwastraff, Cludiant a'r Amgylchedd a'r Rheolwr Risg, Priffyrdd ac Asedau y cod ymarfer Priffyrdd newydd ar gyfer safbwynt yr aelodau cyn ei gyflwyno i'r Cabinet i'w fabwysiadu'n ffurfiol.

Cafodd yr Aelodau wybod bod dyletswydd statudol ar yr Awdurdod Priffyrdd i gynnal a chadw'r rhwydwaith priffyrdd mabwysiedig, ond, i raddau, mae'r Awdurdod yn rhydd i benderfynu at ba safon y mae'n ei gynnal a'i gadw. Rhoddwyd ychydig o wybodaeth gefndir o ran cyfrifoldebau deddfwriaethol a roddir ar awdurdodau priffyrdd a'r posibilrwydd am ymglyfreitha gan hawlwyd o ganlyniad i fethiant deallus y Cyngor i gyflawni'r dyletswyddau hynny. Cynnal y rhwydwaith priffyrdd yn ddiogel ac amddiffyn hawliau o'r fath, mae'r Cyngor wedi alinio ei arferion gyda Chod

Ymarfer Priffyrdd trwy'r diwydiant eang a oedd mewn lle yn 2005. Yn 2016 cynhyrchwyd Cod Ymarfer newydd gan y pwyllgor Cyswllt Ffyrdd y DU ar sail dull math o asesiad risg ac, i gydnabod y cyllidebau sy'n gostwng yn caniatáu i ganolbwyntio ar feysydd sydd a'r angen fwyaf. I alluogi dull mwy cyson ledled Cymru, mae dogfen Cod Ymarfer ar y cyd wedi'i gynhyrchu gan yr awdurdodau priffyrdd Cymru yn nodi'r isafswm safonau i bob awdurdod i weithio tuag atynt, ac argymhellwyd yn dilyn craffu, bod y Pwyllgor yn defnyddio'r Cod Ymarfer newydd i'w gyflwyno i'r Cabinet ac i'w fabwysiadu'n ffurfiol.

Yn ystod y drafodaeth, roedd yr aelodau yn gefnogol ar y cyfan o'r Cod Ymarfer newydd a oedd yn nodi'n glir yr isafswm gofynion sydd ei angen a'r ymrwymiad yr awdurdod i gynnal yn ddiogel y rhwydwaith priffyrdd yn y sir, a chymerwyd y cyfle i drafod agweddau amrywiol o'r Cod Ymarfer newydd a'r gyfundrefn archwilio a chynnal gyda'r Rheolwr Priffyrdd, Asedau a Risg.

Mewn ymateb i gwestiynau, dywedodd y Rheolwr Risg, Priffyrdd ac Asedau -

- bydd cyllid yn cael ei dargedu yn y meysydd sydd â'r angen mwyaf i helpu i ddarparu gwasanaeth effeithiol o fewn cyllidebau sydd ar gael i reoli risg mewn ffordd sy'n effeithiol o ran cost.
- yn ystod archwiliadau statudol, cafodd diffygion eu cofnodi gan yr archwilwyr ar dabledi electronig o ran llawlyfr cofnodi diffygion archwiliadau priffyrdd
- o ran diffygion a nodwyd drwy'r system CRM yr oedd y gwasanaeth yn ymlid, dylai'r adroddiadau ddiffinio'n glir y diffygion a fyddai'n cael eu hasesu yn erbyn y mesurau meini prawf dimensiynol i ganfod pa gamau gweithredu, os oes unrhyw un, sydd ei angen - byddai'n ddefnyddiol pe bai adroddiadau yn cynnwys ffotograffau o'r diffyg a allai ei gynnwys dan y system C360 CRM newydd.
- mae diffiniad o dwll yn y ffordd wedi'i ddiffinio'n amlwg yn y Cod Ymarfer yn y telerau am ei ddimensiynau, a bydd y diffyg yn cael ei gategoreiddio'n unol â'r lefelau hynny.
- nid oedd y Cod Ymarfer yn berthnasol i waith ail-wynebu a oedd yn ffrwd gwaith ar wahân.
- mewn ymateb i bryderon ynghylch arfer o waith atgyweirio dros dro fel rhagflaenydd i atgyweirio parhaol, byddai'r Cod Ymarfer newydd yn gosod yr isafswm safonau er mwyn ffocysu cyllid ar sail yr angen a byddai'r tyllau yn y ffordd yn cael eu llenwi mewn modd i gyflawni dyletswydd statudol y Cyngor; roedd strategaethau eraill y Priffyrdd i fynd i'r afael â materion a godwyd o ran cynlluniau ail-wynebu a gwaith cyweirio a oedd y tu allan i gylch gwaith y ddogfen Cod Ymarfer newydd.
- o ran pryderon dros waith penodol a gyflawnwyd gan gwmnïau cyfleustodau a datblygwyr yn arwain at effaith niweidiol ar y priffyrdd, cadarnhawyd bod y Cyngor yn cyflawni archwiliadau a champau gweithredu yn cael eu cyflawni ond ei fod yn fater ar wahân y tu allan i gylch gwaith yr eitem adroddiad cyfredol.
- er y cydnabu pwysigrwydd o gyrbiau isel, nid oedd yn ofyniad statudol a felly heb ei gynnwys o fewn y Cod Ymarfer.
- mae isafswm amllder o gael gwared ar chwyn a chlirio rigol wedi eu cynnwys fel cynnal a chadw cynlluniedig yn y Cod Ymarfer, a bod amseru cyflawni'r gweithgareddau hynny yn hanfodol i sicrhau effeithiolrwydd gorau – gan ystyried y byddai'r Cyngor yn cael eu cyfyngu gan y ddogfen, roedd yn bwysig cynnwys

ychedig o hyblygrwydd a'r isafswm safonau ar gyfer gweithgareddau yn cael eu rhagori os yw'n cael eu cyflawni.

- nid oedd sôn penodol o glirio ffosydd ond roedd cyfeiriad at glirio rhwystrau o lwybr dŵr fel rhan o gynnal a chadw cynlluniedig cylchol, a bod hyblygrwydd o ran cyflawni gweithgareddau eraill.
- cadarnhawyd bod y Cod Ymarfer yn perthyn i'r archwiliad statudol o'r priffyrdd gyda chynllun o archwiliadau i amrywio mathau ac amlder, ac o ran gofynion cymhwysedd, roedd llawlyfr wedi'i gynhyrchu ar gyfer pob arolygydd a bydd hyfforddiant cymhwysedd yn ei ddilyn.
- a thra byddai'n rhy feichus adrodd yn ôl ar y categori diffygion drwy'r system C360, roedd camau yn cael eu cymryd i sicrhau y darparwyd ymateb i bob problem a godir drwy'r system; gan godi ymwybyddiaeth o'r categorïau diffyg y gellir eu cyflawni drwy gyhoeddiad ar wefan y Cyngor.

Oherwydd cyfyngiadau amser a'r nifer o faterion priffyrdd a godwyd nad oedd yn perthyn yn uniongyrchol i'r eitem Cod Ymarfer newydd, gofynnwyd i'r aelodau i drafod y materion hyn yn uniongyrchol â'r Rheolwr Priffyrdd, Risg ac Asedau y tu allan i'r cyfarfod.

Ar ddiwedd y drafodaeth:-

#### ***PENDERFYNWYD bod y Pwyllgor yn -***

- (a) argymhell y Cod Ymarfer (Atodiad B o'r adroddiad) newydd i'r Cabinet i'w fabwysiadu'n ffurfiol er mwyn gallu cymhwyso'r safonau cynnal a chadw yn Sir Ddinbych, ac fel y gall y Cyngor ddefnyddio'r Cod Ymarfer mewn amddiffyniad i honiadau yn erbyn yr awdurdod.*
- (b) yn cadarnhau ei fod wedi darllen, deall a chymryd yr Asesiad o'r Effaith ar Lesiant i ystyriaeth (Atodiad A o'r adroddiad) fel rhan o'i benderfyniad.*

Ar y pwynt hwn (12.15 p.m.) Cafodd y pwyllgor ei oedi ar gyfer egwyl cinio ac aildechreuodd y cyfarfod am 1.10pm.

## **8 ADRODDIAD PERFFORMIAD Y CYNLLUN CORFFORAETHOL CHWARTER 2, 2019 I 2020**

Cyflwynodd yr Arweinydd Tîm Perfformiad a Chynllunio Strategol yr adroddiad gan egluro'r defnydd o'r fformat templed hygyrchedd newydd ac esgeulustod dilynol y fflagiau statws ROYG. Roedd yr adroddiad yn adolygu cynnydd y Cyngor ar ddiwedd chwarter 2 2019/20 i ddarparu'r Cynllun Corfforaethol.

Tai.

Gwerthuswyd y Pwyllgor am y digonedd o weithgaredd ar y flaenoriaeth Tai (tudalen 96) gan gynnwys:

- tai newydd yn cael eu darparu drwy adnewyddu ac addasu hen dŷ gydag amlfeddiannaeth yn 40 Brighton Road;
- cais cynllunio ar gyfer datblygu 22 tŷ Passivhaus (rhad iawn ar ynni) yn Ninbych a

- 69 eiddo gwag yn cael eu dychwelyd i gael eu defnyddio.

Roedd yr adolygiad cyfran wedi nodi gofyniad gwaith pellach ymysg anghenion pobl ifanc. Roedd y Bwrdd Tai a Phobl Ifanc wedi creu cynllun gweithredu ar ganlyniadau asesu newidiol a bydd yn adrodd yn ôl yn chwarter 3.

Clymu Cymunedau.

Gan gyfeirio ar y tabl mesur chwarterol yn cymharu 5 pwynt data (tudalen 103), eglurwyd bod y nodyn statws 'Ddim yn berthnasol' fel arfer oherwydd y diffyg data (mesur newydd) neu ddata a fyddai'n amhriodol i ddsrannu targed iddo.

Cymunedau Cryf.

Adroddwyd ffigurau y flwyddyn hyd yma, bod cynnydd o 17.9% mewn dioddefwyr camdriniaeth domestig a ailadroddir. Er bod gostyngiad dros Ogledd Cymru ar y cyfan, roedd cynnydd mwy yn Sir Ddinbych a Chonwy. Nodwyd bod y ffigurau a adroddwyd yn eithaf hwyr oherwydd proses y Llysoedd.

Ymddengys bod y gefnogaeth i ofalwyr wedi gostwng yn sylweddol o'i gymharu â'r un adeg y llynedd. Yn dilyn sgysiau gyda Phennaeth Gwasanaeth, deallir mai'r rheswm am y gostyngiad hwn oedd problem gyda chasglu data, a mae'r Gwasanaeth yn edrych i geisio ei ddatrys yn awr."

Yr Amgylchedd

Roedd y mwyafrif o'r data ynghylch â'r flaenoriaeth hon wedi'i gofnodi'n flynyddol, roedd y mwyafrif o brosiectau o fewn y targed gan gynnwys:

- lleihau allyriadau carbon;
- lansio coridor natur (Prosiect ENRaW) ar draws Sir Ddinbych, Sir Y Fflint a Chonwy a
- lleihau defnydd y Cyngor o blastig.

Pobl Ifanc.

Bydd y mesur cyrhaeddiad newydd sydd yn canolbwyntio'n lleol ar ganran disgyblion sydd yn cyflawni trothwy lefel 2+ yn cael ei adrodd yn chwarter 3 ar ôl dilysu'r data.

Gan ymateb i gwestiynau'r Pwyllgor, dywedodd yr Arweinydd Tîm Perfformiad a Chynllunio Strategol:

- roedd yr Arolwg Preswylwyr yn ceisio ymatebion gan trawstoriad eang o breswylwyr Sir Ddinbych, gan ei hyrwyddo ar-lein, mewn llyfrgelloedd, siopau un alwad a derbynfeydd y cyngor;
- mae'r ffigurau yn adlewyrchu tai wedi'u cwblhau ac yn dueddol o fod yn ddyledus o flwyddyn.  
Rhagwelwyd y byddai symud ymlaen ar raddfa'r cynnydd yn cynyddu'n gyflym:
- mynegodd yr aelodau eu rhwystredigaeth gyda chyflymder cyflwyno hwn mewn ardaloedd gwledig, ond bydd swydd newydd, yn cael ei gynnal gan Wreccsam a'i ddynodi i Sir Ddinbych, a gobeithir y gwelir gwelliannau yn y sir, a

- bydd prosiect newydd yn hyfforddi staff y gwasanaeth sy'n ymwneud ag ymwelwyr i adnabod cam-drin domestig yn y gymuned.

**PENDERFYNWYD i gytuno ar gynnwys yr Adroddiad Perfformiad Cynllun Corfforaethol Drafft Chwarter 2, 2019 tan 2020.**

## **9 ADOLYGIAD O'R GOFRESTR RISG GORFFORAETHOL, MEDI 2019**

Cyflwynodd yr Arweinydd Tîm Perfformiad a Chynllunio Strategol yr adroddiad ar Gofrestr Risg Corfforaethol i'r Pwyllgor (a ddogfenwyd ymlaen llaw) ar ran y Swyddog Perfformiad a Chynllunio Strategol.

Ynghlwm â'r adroddiad roedd atodiad 2 yn rhestru'r newidiadau craidd. Roedd mwy o newidiadau na'r arfer oherwydd y newidiadau i strwythurau gwasanaeth a phortffolios aelod arweiniol.

Yn ogystal, roedd dau risg newydd:

- I. 00043 – Risg nad oes gan y Cyngor y cyllid na'r adnoddau i fodloni ei oblygiadau statudol dan Anghenion Dysgu Ychwanegol (ALN) a Deddf Tribiwnlys Addysg (Cymru) 2018 a
- II. 00044 – risg o Glefyd Coed Ynn (ADB) yn Sir Ddinbych a fyddai'n arwain at amhariad difrifol, effeithiau ar gyllidebau, risg i seilwaith a chynnydd posibl o farwolaethau ac anafiadau.

Dywedodd yr Arweinydd Tîm Perfformiad a Chynllunio Strategol wrth y Pwyllgor y bydd y Canllaw Rheoli Risg yn cynnwys canllaw ar Awch am Risg, gan amlygu'r prif newidiadau i'r Aelodau sydd o fewn y ddogfen, beth mae hyn yn ei olygu i ddadansoddi risg, a'r datganiadau awch a gytunwyd gan uwch reolwyr a'r Cabinet. Mynegodd yr Aelodau Craffu gymeradwyaeth o'r dull a datganiadau Awch am Risg. O hyn ymlaen, o'r adroddiad fis Chwefror, bydd Atodiad II yn cynnwys colofn newydd yn manylu'r Risgiau Corfforaethol yn erbyn Datganiad Awch am Risg y Cyngor – lefel o risg sydd wedi'i baratoi i oddef neu dderbyn fel Cyngor i ymlid yn yr hirdymor, amcanion strategol.

Gan ymateb i gwestiynau'r Aelodau, dywedodd yr Arweinydd Tîm Perfformiad a Chynllunio Strategol:

- ceisiwyd canllaw gan Ymgynghorydd Risg Strategol yr Awdurdod - Zurich Insurance Ltd;
- o ran diogelwch digidol, mae TGCh yn sicrhau diogelwch orau fel Awdurdod achrededig;
- byddai'r System Lleoliad Ddaearyddol yr Awdurdod yn nodi os byddai coed Ynn a all eu heffeithio ar eiddo Cyngor Sir Ddinbych a
- Roedd Llywodraeth Cymru yn honni y byddai goblygiadau ALN yn niwtral o ran cost a ni fydd cyllid ychwanegol yn cael ei ddarparu.

Gofynnodd y Cyngorydd Martyn Holland os byddai modd ystyried i incwm posib gael ei gynhyrchu drwy gael gwared ar unrhyw goed ynn cwmpedig y mae'r Cyngor yn eu perchen a'u gwerthu fel coed tân.



**PENDERFYNWYD:** - *Ar ôl ystyried y newidiadau i'r Gofrestr Risg Corfforaethol, ac yn ddarostyngedig i ddarpariaeth y wybodaeth uchod, i dderbyn fersiwn diwygiedig o'r gofrestr.*

## 10 RHAGLEN WAITH CRAFFU

Cyflwynodd y Cydlynnydd Craffu adroddiad (a gylchredwyd ymlaen llaw) yn gofyn i'r Aelodau adolygu rhaglen waith y Pwyllgor ac yn rhoi'r wybodaeth ddiweddaraf ar faterion perthnasol. Atgoffwyd yr Aelodau y dylai'r ffurflen cynnig ar gyfer y rhaglen gwaith i'r dyfodol craffu (atodiad 2) ei llenwi ar gyfer y Grŵp Cadeiryddion ac Is-gadeiryddion Craffu i'w hadolygu a'u dyrannu.

Cynhelir y cyfarfod nesaf o'r Pwyllgor Craffu Perfformiad ar 30 Ionawr 2020. Cytunwyd ar y diwygiadau canlynol:

- symud y Rheolwr Perthynas Cwsmer ar gyfer y cyfarfod ar 19 Mawrth 2020 a
- Gohirio'r Cynllun Teithio Cynaliadwy Drafft tan 16 Gorffennaf 2020.

Dywedodd y Cydlynnydd Craffu wrth y Pwyllgor bod yr Arweinydd Tîm Rheoli Cyfathrebu a Rheoli Ymgyrchoedd yn y cyfarfod blaenorol o Gadeiryddion ac Is-gadeiryddion Craffu wedi gofyn os gellir ar ddiwedd pob cyfarfod o'r pwyllgor craffu, amlygu'r prif bwyntiau/negeseuon o ddiddordeb ar gyfer y tîm Cyfathrebu a Marchnata i amlygu hyn ar gyfryngau cymdeithasol. Cytunwyd i dreialu'r syniad ar gyfer ychydig o gyfarfodydd.

Cynigiodd y Pwyllgor i adolygu'r pwynt osgoi a lleihau plastig yn swyddfeydd Cyngor Sir Ddinbych, a mai hyn yw'r brif neges o'r cyfarfod hwnnw.

Yn dilyn ailstrwythuro gwasanaeth diweddar a sefydlu Hamdden Sir Ddinbych Cyf, gofynnwyd i'r pwyllgor adolygu eu cwota o gynrychiolwyr Herio gwasanaeth. Enwebwyd y Cynghorydd Arwel Roberts i gynrychioli'r Pwyllgor ar yr Her Gwasanaeth - Gwasanaethau Cefn Gwlad, Gwarchod Y Cyhoedd a Chynllunio. Roedd pob cynrychioliad arall yn aros yr un fath.

Cynghorwyd y Pwyllgor bod y Grŵp Cadeiryddion ac Is-gadeiryddion Craffu wedi penodi'r Cynghorydd Huw Williams fel y Cadeirydd Craffu i wasanaethau ar y Bwrdd Llywodraethu Strategol Hamdden Sir Ddinbych Cyf.

**PENDERFYNWYD:** - *yn amodol ar yr uchod, y dylid cymeradwyo'r Rhaglen Gwaith i'r Dyfodol.*

## 11 ADBORTH GAN GYNRYCHIOLWYR PWYLLGOR

Roedd y Cynghorydd Arwel Roberts wedi mynychu'r Grŵp Monitro Safonau Ysgolion (SSMG) ar gyfer yr Ysgol Crist y Gair newydd yn y Rhyl. Er yr her o faint cynyddol yr ysgol, rhoddodd adborth cadarnhaol ar y Pennaeth newydd a'r ysgol, gan grŵp o ddisgyblion.

Bu i'r Cynghorydd Ellie Chard fynychu cyfarfod DDMG ar gyfer Ysgol y Santes Ffraid a roedd yn ddiddorol iawn. Roedd wedi synnu ar y nifer o blant gydag Anghenion Addysg Arbennig (30%) a rhai sy'n cael cinio ysgol am ddim (7%).

**PENDERFYNWYD y dylid nodi'r adborth.**

**Daeth y cyfarfod i ben am 14:35.**

|                                  |                                                                       |
|----------------------------------|-----------------------------------------------------------------------|
| <b>Adroddiad i'r</b>             | <b>Pwyllgor Craffu Perfformiad</b>                                    |
| <b>Dyddiad y Cyfarfod</b>        | <b>30 Ionawr 2020</b>                                                 |
| <b>Aelod / Swyddog Arweiniol</b> | <b>Y Cynghorydd Bobby Feeley/Phil Gilroy</b>                          |
| <b>Awdur yr Adroddiad</b>        | <b>Alan Roberts</b>                                                   |
| <b>Teitl</b>                     | <b>Adolygiad o Wasanaethau Cyfleoedd Gwaith a Gweithgareddau Dydd</b> |

## 1. Am beth mae'r adroddiad yn sôn?

Mae'r adroddiad hwn yn darparu'r wybodaeth ddiweddaraf i'r Aelodau am gasgliadau a chanlyniadau'r adolygiad o wasanaethau mewnol Cyfleoedd Gwaith a Gweithgareddau Dydd Cyngor Sir Ddinbych ar gyfer oedolion gydag anableddau cymhleth.

## 2. Beth yw'r rheswm dros wneud yr adroddiad hwn?

I ddarparu gwybodaeth am gynnydd yr adolygiad o Wasanaethau Cyfleoedd Gwaith a Gweithgareddau Dydd y Gwasanaethau Cymorth Cymunedol ar gyfer oedolion gydag anableddau cymhleth. I roi cyfle i'r Pwyllgor roi sylwadau ar y canlyniadau a'r argymhellion a nodir yn yr adroddiad ynghlwm a'r crynodeb gweithredol (Atodiad 2).

I dderbyn cymeradwyaeth y Pwyllgor i brofi'r farchnad mewn perthynas â gwasanaethau Meifod Wood Products a Garden Control.

## 3. Beth yw'r Argymhellion?

- 3.1. Bod y Pwyllgor yn cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad 1) fel rhan o'i ystyriaethau.
- 3.2. Bod y Pwyllgor yn gwneud sylwadau ar y bwriad i adleoli pedwar gwasanaeth (Popty Catering Services, Y Bont, Jobfinding a The Golden Group) ac uno'r Bont a The Golden Group i un gwasanaeth wedi'i gyd-leoli.

- 3.3. Bod y Pwyllgor yn ystyried ac yn gwneud sylw ar y cynnig i edrych ar y posibilrwydd o sefydlu cwmnïau cymdeithasol mewn perthynas â dau weithgaredd sydd ar hyn o bryd yn cael eu cynnal gan y gwasanaeth.

## **4. Manylion yr Adroddiad**

- 4.1 Ym mis Hydref 2018 comisiynodd Tîm Arwain y Gwasanaethau Cymorth Cymunedol adolygiad o weithgareddau dydd ar gyfer oedolion gydag anableddau cymhleth. Roedd yr adolygiad yn canolbwyntio'n bennaf ar weithgareddau "mewnol" a pha mor dda y mae'r gwasanaethau yn diwallu anghenion pobl yn unol â'r ddeddfwriaeth bresennol, a dulliau rhanbarthol a lleol. Mae CSDd yn darparu'r gwasanaethau hyn i oddeutu 215 o bobl gydag anghenion cymhleth (y rhan fwyaf ohonynt yn oedolion gydag anableddau dysgu). Roedd yr adolygiad yn ystyried newidiadau yn y disgwyliad a'r galw, a'r heriau a wynebir gan wasanaethau. Roedd yr adolygiad hefyd yn cynnwys dadansoddiad manwl a chymhariaeth â darpariaethau allanol o fewn y sir.
- 4.2 Roedd yr adolygiad yn ystyried lle rydym ni arni a lle sydd arnom ni eisiau bod, ac yn ystyried pob lleoliad yn unigol er mwyn gwneud argymhellion penodol yn seiliedig ar anghenion yr unigolion sy'n mynd i'r lleoliadau hynny, y math o wasanaeth a gynigir a'r adnoddau sydd eu hangen i hyrwyddo cynaliadwyedd ar gyfer y dyfodol.
- 4.3 Roedd yr adolygiad hefyd yn ystyried barn yr holl fudd-ddeiliaid: y rheiny sy'n mynd i bob lleoliad, eu rhieni a'u gofalwyr, y staff sy'n gweithio ymhob gwasanaeth ac aelodau o'r Tîm Anableddau Cymhleth sy'n atgyfeirio pobl at y gwasanaeth. Ar y cyfan, derbyniwyd barn 150 o unigolion a oedd yn rhoi trosolwg o'r hyn yr oedd pobl yn ei ystyried yn dda am y gwasanaeth a'r hyn yn eu barn hwy sydd angen ei wella.
- 4.4 Y pethau da a amlygwyd am y gwasanaethau oedd: staff y lleoliadau, y tasgau a'r gweithgareddau a wneir, yr arian am fynychu, y bobl eraill sy'n mynd yno hefyd a'r cyfle i ddysgu sgiliau newydd a gwella sgiliau.
- 4.5 Y pethau y mae modd eu gwella yn ôl yr adborth a dderbyniwyd oedd: y gofod, mwy o gyfleoedd i gymryd rhan mewn gwaith 'go iawn' am dâl, mwy o amrywiaeth o weithgareddau, a/neu gyfle i fynd yn amlach a derbyn mwy o bres am fynd.

- 4.6 Mae'n amlwg o'r sylwadau a dderbyniwyd fel rhan o'r adolygiad bod yr hyn a ddarperir yn cael ei werthfawrogi'n fawr iawn er bod lle i wella, a bod y rhan fwyaf o'r bobl sy'n mynychu, neu y mae eu teulu yn mynychu, yn dymuno gweld y math yma o wasanaeth yn parhau – ond, gobeithio, mewn ffordd well (digon o le da, gwell amrywiaeth o gyfleoedd, gan gynnwys cyflogaeth am dâl ac ati).
- 4.7 Byddai angen darparu hyn oll gydag adnoddau cyfyngedig a thrwy gydnabod y bydd anghenion y rheiny a fydd yn manteisio ar y cyfleoedd yn y dyfodol yn debygol o fod yn fwy cymhleth. Felly, gan ystyried yr holl adborth, ynghyd â'r angen i sicrhau, hyd y bo modd, y bydd gwasanaethau yn gynaliadwy i'r dyfodol, mae'r argymhellion yn sgil yr adolygiad wedi'u nodi yn y Crynodeb Gweithredol (Atodiad 2).

## **5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?**

Mae canlyniadau'r adolygiad, os caent eu gweithredu, yn cyfrannu at y blaenoriaeth gorfforaethol yn ymwneud â Chymunedau Cryf drwy sicrhau bod gofalwyr yn derbyn seibiant o'u cyfrifoldebau gofalu gan roi cyfle i'r rheiny sy'n derbyn y gofal fynd i weithgareddau yn ystod y dydd. Byddem hefyd yn helpu oedolion gydag anableddau dysgu sydd eisiau ac angen hyfforddiant yn seiliedig ar waith a phrofiad i dderbyn gwasanaeth di-dor yn eu cymuned.

## **6. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?**

Mae costau ynghlwm wrth adleoli Popty Catering Services a'r Bont ac mae cynlluniau manwl ar gyfer y rhain yn cael eu llunio, gyda'r gobaith y bydd y cynigion yn cael eu cyflwyno i'r Grŵp Buddsoddi Strategol yn y dyfodol agos. Ar ôl adleoli Popty a'r Bont, bydd eu lleoliad presennol, sef hen ffactri Lifeguard, Canol y Dre, Rhuthun, ar gael i'w waredu gyda'r posibilrwydd o ddarparu derbyniadau cyfalaf a all wneud iawn am gost yr adleoli.

## **7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?**

Disgwylir i'r prosiect hwn gael effaith gadarnhaol ar les y dinasyddion sy'n manteisio ar y cyfleoedd gwaith a'r gweithgareddau dydd, a'r gweithlu sydd yn eu darparu. Caiff

gwasanaethau eu monitro'n agos, a bydd y gwaith monitro hwnnw yn parhau. Fodd bynnag, nid yw'n bosibl mesur y budd hyd at 2050. Mae'r prosiect yn ystyried yr asesiad o anghenion poblogaeth a gynhaliwyd yn unol â gofynion Deddf Gwasanaethau Cymdeithasol a Llesiant 2014. Mae'r prosiect hefyd yn ystyried Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 ac Uwchben a Thu Hwnt: Adolygiad Cenedlaethol o Ofal Cartref yng Nghymru (gan Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru).

Cynhaliwyd yr asesiad o'r effaith gan aelodau o Grŵp Tasg a Gorffen Cyfleoedd Gwaith, sy'n cynnwys swyddogion Gwasanaethau Cymorth Cymunedol a'r Adain Gyllid. Cafodd yr asesiad drafft ei adolygu gan y Grŵp Cyfeillion Beirniadol. Gellir gweld copi o'r Asesiad o'r Effaith ar Les yn Atodiad 1.

## **8. Pa ymgynghoriadau sydd wedi eu cynnal gyda Chraffu ac eraill?**

Cafwyd dros 150 o ymatebion i'r adolygiad gan aelodau o staff, dinasyddion sy'n defnyddio'r gwasanaeth a'u gofalwyr. Defnyddiwyd holiaduron i gasglu adborth a bu i swyddog o'r Cyngor, nad oedd yn ymwneud â'r gwasanaethau hyn, gynnal cyfweiliadau wyneb yn wyneb gyda chyfranogwyr y gwasanaeth. Ymgynghorwyd hefyd â Grŵp Tasg a Gorffen Aelodau ynghylch canlyniadau ac argymhellion yr adolygiad. Rydym ni wedi cynnal cyfarfodydd gyda'r timau staff a all gael eu heffeithio gan yr adolygiad i drafod yr effaith bosibl, ac mae dinasyddion a gofalwyr wedi derbyn gwybodaeth am ganlyniadau'r adolygiad ynghyd â manylion cyswllt a'r cynnig i drafod unrhyw bryder. Rydym hefyd wedi hysbysu'r Undebau Llafur.

Mae'r ymatebion ar y cyfan wedi bod yn gadarnhaol ond roedd pryderon gan rieni/gofalwyr ynghylch cysondeb y gefnogaeth barhaus a'r siom o glywed na fydd y ddau wasanaeth sy'n rhannu gofod yng Nghanol y Dre, Rhuthun, yn cael eu cyd-leoli yn y dyfodol. Bydd gwybodaeth yn cael ei rhannu drwy gydol y prosesau gwahanol gyda'r holl fudd-ddeiliaid a effeithir arnynt.

## **9. Datganiad y Prif Swyddog Cyllid**

Amherthnasol ar hyn o bryd.

## **10. Pa risgiau sydd yna ac a oes unrhyw beth y gallwn ei wneud i'w lleihau nhw?**

Cyllid. Mae risg na fydd modd sicrhau'r cyllid sydd yn angenrheidiol i adleoli'r gwasanaethau yn llwyddiannus. Fodd bynnag, mae'r risg wedi'i lleihau gan y ffaith bod yr Awdurdod yn dymuno gwaredu'r hen ffactri Lifeguard yng Nghanol y Dre ar ôl i'r gwasanaethau symud allan. Gall elw o'r gwerthiant wneud iawn am y costau hyn.

Mae risg na fydd digon o ddiddordeb gan sefydliadau priodol mewn rhedeg y ddau wasanaeth a nodwyd ar gyfer ffurfio cwmnïau cymdeithasol. Y gobaith yw lleihau'r risg hon drwy ymgysylltu â'r farchnad ar gam cynnar i sicrhau ein bod yn deall lefel y diddordeb yn ogystal â'r materion a all fod yn rhwystr i gynigyddion posibl.

## **11. Pŵer i wneud y Penderfyniad**

Mae pwerau'r Pwyllgor Craffu mewn perthynas â'r mater hwn wedi'u pennu yn Adran 21 Deddf Llywodraeth Leol 2000 ac Adran 7.4.2(b) a (d) o Gyfansoddiad y Cyngor.

Mae tudalen hwn yn fwriadol wag





# Review of Denbighshire County Council Work Opportunity and Day activity services for people with complex disabilities.

## Well-being Impact Assessment Report

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

|                      |                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assessment Number:   | 691                                                                                                                                                                                                                                                                                                                                                                                           |
| Brief description:   | A review of DCC Work Opportunities and day activity services has been completed. The review considered changes in expectation and demand, and the challenges faced by services. The review also included a detailed analysis and comparison to external provision within the county. Proposals have been made around the restructuring and externalising of some of the current arrangements. |
| Date Completed:      | Version: 0                                                                                                                                                                                                                                                                                                                                                                                    |
| Completed by:        |                                                                                                                                                                                                                                                                                                                                                                                               |
| Responsible Service: | Community Support Services                                                                                                                                                                                                                                                                                                                                                                    |

|                                                  |                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Localities affected by the proposal:             | Whole County,                                                                                                                                                                                                                                                                                                                                                                   |
| Who will be affected by the proposal?            | Citizens who use the services and their families/advocates. Staff and management employed by Denbighshire County Council who work in the Work Opportunity and Day activity services. DCC staff and partner agencies (i.e. Health) who make referrals to the service. Provider agencies who supply staff to the service. Customers who purchase goods/services from the service. |
| Was this impact assessment completed as a group? | Yes                                                                                                                                                                                                                                                                                                                                                                             |

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach



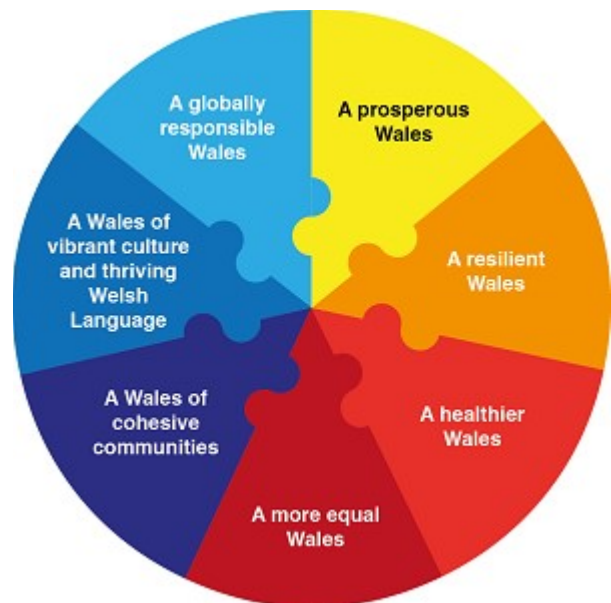
## Implications of the score

Citizens, their families/advocates and staff have been consulted with and their views will be taken into consideration throughout the whole process. If the recommendations from the report are accepted and actioned, this will inevitably mean a period of short term disruption for some (i.e. in relocating the service to more appropriate premises). However, all stakeholders (those affected by the changes) will remain engaged with the process and their views will be taken into account at each stage. It is hoped that the restructure of the current work opportunity and day activity services will lead to a more diverse range of services and therefore more choice for the people they support. It is also anticipated that it will generate savings and create job opportunities across the county.

## Summary of impact

### Well-being Goals

|                                                               |          |
|---------------------------------------------------------------|----------|
| A prosperous Denbighshire                                     | Positive |
| A resilient Denbighshire                                      | Neutral  |
| A healthier Denbighshire                                      | Positive |
| A more equal Denbighshire                                     | Positive |
| A Denbighshire of cohesive communities                        | Positive |
| A Denbighshire of vibrant culture and thriving Welsh language | Neutral  |
| A globally responsible Denbighshire                           | Positive |



## Main conclusions

This project is expected to deliver a positive impact on the well-being of the Citizens receiving these work opportunity and day activity services, and the workforce delivering them. Services are, and will continue to be closely monitored, however it would not be possible to quantify the benefits to 2050. The project takes into account the population needs assessment undertaken as a requirement of the Social Services & Well-Being Act 2014. The project also takes into account the regulation and Inspection of Social Care (Wales) Act 2016 and the national review of domiciliary care in Wales (by the Care and Social Services Inspectorate for Wales) Above and beyond 2020.

Tudalen 27

### **Evidence to support the Well-being Impact Assessment**

- We have consulted published research or guides that inform us about the likely impact of the proposal
  - We have involved an expert / consulted a group who represent those who may affected by the proposal
  - We have engaged with people who will be affected by the proposal
-

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Justification for impact</b> | For the services that are tendered, the criteria for a contract to be awarded is by evaluation of a combination of the most economically advantageous criteria - related to social care value/impact and cost of delivery and the quality of the services provided. In addition, as these are existing services, the views of citizens, their families/advocates will be used to influence the contract award. Staff within the services provided in-house will be consulted at each stage of the implementation of any change.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Further actions required</b> | Our proposals will aim to ensure financially sustainable provision of these services. We would aim to improve workforce terms and conditions, reduce staff turnover and increase the range of choice for citizens who currently use, or in the future will use these services. Providers will need to demonstrate how they will offer additional social value, collaborating with others to provide more jobs and support people who are NEET or claiming welfare benefits to obtain work in this sector. The relocation of two of the services has the potential to increase travelling distance for some attendees as one service is relocating from Ruthin to Denbigh. However, as mentioned the service is on accessible public transport routes and is also already served by the Council's own Work Opportunities transport service and so any negative impact should be minimal. This service already makes deliveries to both Ruthin and Denbigh and so the impact of this activity will be neutral. The second service is relocating within Ruthin and so any negative impact would be negligible. Although there is the potential for job losses, the intention behind the review is to ensure that services are, at least sustainable for the future, but there is potential for those identified as possibly being externalised, to grow and develop. If this were to happen then more support and other staff would be required. It is unlikely that other services would be sustainable with fewer staff than they have currently. |

### **Positive impacts identified:**

|                                                             |                                                                                                     |
|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>A low carbon society</b>                                 | Relocation to more energy efficient buildings for two of the services should have a positive impact |
| <b>Quality communications, infrastructure and transport</b> | The identified premises for relocation are within easy reach of existing public transport.          |

|                                         |                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Economic development</b>             | Should services be externalised, then, as part of the tendering process, the successful provider would be expected to demonstrate what added social value they would bring as a result. This could be in terms of extra jobs, services provided or enhancements to the built environment to benefit the wider public. |
| <b>Quality skills for the long term</b> | The intention behind the proposals is to increase the opportunities for those who access the service. This would include greater access to skills training and work experience.                                                                                                                                       |
| <b>Quality jobs for the long term</b>   | There is scope for there to be career opportunities in the longer term if the services are expanded.                                                                                                                                                                                                                  |
| <b>Childcare</b>                        | Employers are required to provide staff support with childcare.                                                                                                                                                                                                                                                       |

### Negative impacts identified:

|                                                             |                                                                                                                                                                                                                          |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A low carbon society</b>                                 | Potential for increased travelling distance for both attendees of the services and deliveries from the services                                                                                                          |
| <b>Quality communications, infrastructure and transport</b> | For those unable to access public transport, other options would need to be explored. It is just possible that reduced access to transport may result in some people being unable to access the service of their choice. |
| <b>Economic development</b>                                 | It is already anticipated that the costs of some goods and services currently provided by the service will need to increase to aid sustainability of those services.                                                     |
| <b>Quality skills for the long term</b>                     | Unknown                                                                                                                                                                                                                  |
| <b>Quality jobs for the long term</b>                       | Although there is no intention that these proposals would result in job losses, it is possible that, if some were externalised and outside the Council's control, job losses may result.                                 |
| <b>Childcare</b>                                            | Unknown                                                                                                                                                                                                                  |

### A resilient Denbighshire

|                                 |                                                                                                                                                                                                                                                                                         |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                                                                                                                                                                                                                                                 |
| <b>Justification for impact</b> | Although most of this section is not applicable to this idea at the current time, there are indications that there will be some small impact in this area - the reduction in travel may offset any increase in energy consumption due to increased capacity in the production of goods. |
| <b>Further actions required</b> |                                                                                                                                                                                                                                                                                         |

### Positive impacts identified:

|                                                               |                                                                                                                                                                                                                                        |
|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Biodiversity and the natural environment</b>               | N/A                                                                                                                                                                                                                                    |
| <b>Biodiversity in the built environment</b>                  | N/A                                                                                                                                                                                                                                    |
| <b>Reducing waste, reusing and recycling</b>                  | N/A                                                                                                                                                                                                                                    |
| <b>Reduced energy/fuel consumption</b>                        | The relocation and co-location of services to more energy efficient accommodation should result in reduced consumption. The co-location of two services will almost certainly result in a reduction of travelling for those attending. |
| <b>People's awareness of the environment and biodiversity</b> | N/A                                                                                                                                                                                                                                    |
| <b>Flood risk management</b>                                  | N/A                                                                                                                                                                                                                                    |

#### **Negative impacts identified:**

|                                                               |                                                                                                                              |
|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| <b>Biodiversity and the natural environment</b>               | N/A                                                                                                                          |
| <b>Biodiversity in the built environment</b>                  | N/A                                                                                                                          |
| <b>Reducing waste, reusing and recycling</b>                  | N/A                                                                                                                          |
| <b>Reduced energy/fuel consumption</b>                        | Should services be externalised and grow, the increased amount of goods produced would result in increased fuel consumption. |
| <b>People's awareness of the environment and biodiversity</b> | N/A                                                                                                                          |
| <b>Flood risk management</b>                                  | N/A                                                                                                                          |

#### **A healthier Denbighshire**

|                                 |                                                                                                                                                                                                                                 |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                                                                                                                                                                        |
| <b>Justification for impact</b> | The main focus of offering Work Opportunity and day activity services to people with complex needs is to promote and enhance (where possible) the well-being and independence of citizens by delivering "what matters" to them. |

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Further actions required</b> | The main focus of these services is to promote and enhance (where possible) the well-being and independence of citizens, including physical and social aspects of well-being. Health care needs will be part of the assessment for each individual to ascertain the most appropriate service for them. Staff who support citizens in each of the services are experienced and qualified and well managed and led. They have a detailed understanding of the issues which attendees might struggle with and are skilled in the use of interventions to assist them in coping. |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Positive impacts identified:**

|                                                                                           |                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A social and physical environment that encourage and support health and well-being</b> | The services that are relocating will have safe, secure and accessible accommodation from which to deliver their services. Those which have been identified for externalising will have the opportunity to fund much needed improvements to the current built environment. |
| <b>Access to good quality, healthy food</b>                                               | Food is not provided within the services but healthy lifestyles are encouraged.                                                                                                                                                                                            |
| <b>People's emotional and mental well-being</b>                                           | Services will be more secure and sustainable for the future with less uncertainty for both staff and attendees.                                                                                                                                                            |
| <b>Access to healthcare</b>                                                               | Citizens will be supported to attend healthcare appointments                                                                                                                                                                                                               |
| <b>Participation in leisure opportunities</b>                                             | citizens will be encouraged to participate in leisure opportunities. Some services focus on activities and leisure pursuits.                                                                                                                                               |

**Negative impacts identified:**

|                                                                                           |                                                                                                                                                                                              |
|-------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A social and physical environment that encourage and support health and well-being</b> | Unknown                                                                                                                                                                                      |
| <b>Access to good quality, healthy food</b>                                               | Service providers can only encourage a healthy lifestyle and have no influence of what people may do outside of that environment, or what they may bring to the service for their lunch etc. |
| <b>People's emotional and mental well-being</b>                                           | The proposals involve change and some of those who access these services may struggle with the changes, however small.                                                                       |
| <b>Access to healthcare</b>                                                               | Unknown                                                                                                                                                                                      |
| <b>Participation in leisure opportunities</b>                                             | Unknown                                                                                                                                                                                      |

A more equal Denbighshire



|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Justification for impact</b> | The main focus of these services is to promote and enhance (where possible) the well-being and independence of citizens by enabling them to access meaningful daytime activities, learn new skill and develop existing ones and, in some cases, access paid employment.                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Further actions required</b> | Providers will need to demonstrate their policies and practices in relation to the equal opportunities Act 2010 and the Welsh Language standards of Denbighshire. This will include how staff are trained and to ensure ongoing compliance. Providers will need to demonstrate their ability to assess when to provide information, or refer / citizens for additional information, advice, advocacy or guidance. Negative impacts resulting from the possibility of people having different support staff will be managed sensitively as there will be plenty of notice of such an occurrence to enable as smooth and distress free a transition as possible. |

**Positive impacts identified:**

|                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b> | <p>Services will focus on improvement of well-being for people with a disability across all protected characteristics. Services will be better able to provide training and work experience and will link closely with other parts of the Council (e.g. Working Denbighshire) to increase opportunities for paid employment.</p> <p>Services will be delivered in the language of choice.</p> |
| <b>People who suffer discrimination or disadvantage</b>                                                                                                                                                                                                               | <p>Services will focus on the improvement of well-being for people with a disability who may ordinarily suffer discrimination or disadvantage, by the provision of meaningful activities and opportunities to develop skills and knowledge in a range of areas. The provision of these services will also enable Carers to have a break from their caring role.</p>                           |
| <b>Areas with poor economic, health or educational outcomes</b>                                                                                                                                                                                                       | <p>The services will contain participants from these areas but they are not intended specifically to do so.</p>                                                                                                                                                                                                                                                                               |
| <b>People in poverty</b>                                                                                                                                                                                                                                              | <p>Citizens will be supported to ensure that they are in receipt of all benefits that they qualify for. Services will provide education and training in order that there will be greater opportunities for participants to compete for paid work.</p>                                                                                                                                         |

**Negative impacts identified:**

|                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b></p> | <p>If any in-house services are externalised staff may be deployed into other roles or be subject to a TUPE transfer to an alternative provider. Established HR processes will be followed and detailed discussions held with individual staff members to ascertain how the proposals will impact on them personally. It is possible that, should staff not transfer to any new provider, the loss of familiar support may have a negative impact on citizens who access the services.</p> |
| <p><b>People who suffer discrimination or disadvantage</b></p>                                                                                                                                                                                                               | <p>Unfortunately people with certain complex disabilities are sometimes discriminated against by society. Despite the fact that services will enable citizens to demonstrate that they can contribute usefully to society, this, in itself, may not be enough to reverse these attitudes in some.</p>                                                                                                                                                                                      |
| <p><b>Areas with poor economic, health or educational outcomes</b></p>                                                                                                                                                                                                       | <p>There is no envisaged negative impact from the outcomes of this review.</p>                                                                                                                                                                                                                                                                                                                                                                                                             |
| <p><b>People in poverty</b></p>                                                                                                                                                                                                                                              | <p>There is no envisaged negative impact from the outcomes of this review.</p>                                                                                                                                                                                                                                                                                                                                                                                                             |

A Denbighshire of cohesive communities

|                                        |                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Overall Impact</b></p>           | <p>Positive</p>                                                                                                                                                                                                                                                                                                                                  |
| <p><b>Justification for impact</b></p> | <p>The main focus of the services is to promote and enhance (where possible) the well-being and independence of citizens. Services are located within Communities in South Denbighshire and customers for those that produce goods/services are also drawn from those localities.</p>                                                            |
| <p><b>Further actions required</b></p> | <p>Providers will need to demonstrate their experience and knowledge of safeguarding people at risk. The main focus of the services is to promote and enhance (where possible) the well-being and independence of citizens; including maintaining/developing the social relationship and community participation of the people they support.</p> |

**Positive impacts identified:**

|                                                |                                                                                                                                                                                                 |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Safe communities and individuals</b></p> | <p>Safeguarding will be a key requirement for all providers of these services. Staff will all have received training in this area. Advice is also available from the DCC Safeguarding team.</p> |
|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Community participation and resilience</b> | Citizens will be supported to have their say during the whole review process, and have already been consulted with. Services should be and will continue to be provided in a person centred way and PCP reviews held regularly. The services will enable adults with a learning disability to have a greater community presence as they will be located within local communities. All of the In House services (which are the main subject of this review) are based in the South of the County and those who attend, in the main, live in communities across this area. The nature of the services mean that there are opportunities for volunteering, for both the participants and others within the community, and skills training which may enable paid employment to be secured.commissioning and procurement activities for services that are tendered, will have explicit expectations that successful providers will deliver additional social value and, where appropriate, other community benefits. |
| <b>The attractiveness of the area</b>         | Services will be provided in accommodation appropriate to their use e.g. on an industrial estate if light industry is provided, a 'high street' shop, if a retail activity etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Connected communities</b>                  | Citizens will be supported to access all forms of communication and travel where appropriate.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Rural resilience</b>                       | All of the In House services (which are the main subject of this review) are based in the South of the County and those who attend, in the main, live in communities across this area. As services currently exist, there should be little or no change to existing infrastructure. The proposed development of Social Enterprises will bring employment opportunities to the immediate area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

**Negative impacts identified:**

|                                               |                                                                                                                               |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| <b>Safe communities and individuals</b>       | The people supported are particularly vulnerable to abuse despite the best vigilance of providers and other who support them. |
| <b>Community participation and resilience</b> | No negative impacts perceived.                                                                                                |
| <b>The attractiveness of the area</b>         | No negative impacts perceived.                                                                                                |
| <b>Connected communities</b>                  | No negative impacts perceived.                                                                                                |
| <b>Rural resilience</b>                       | No negative impacts perceived.                                                                                                |

A Denbighshire of vibrant culture and thriving Welsh language

|                       |         |
|-----------------------|---------|
| <b>Overall Impact</b> | Neutral |
|-----------------------|---------|

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Justification for impact</b> | Providers will need to demonstrate their policies and practices in relation to the Welsh language standards of DCC. In addition, how they meet the cultural and linguistic needs of the people receiving these services, the specific requirements of the Welsh language and culture. There already are a number of Welsh speaking staff within the service locally and so if there are difficulties recruiting additional Welsh speaking staff, the services will not be disadvantaged further. |
| <b>Further actions required</b> | Providers will need to demonstrate their policies and procedures in relation to the Welsh language standards of DCC; including providing initial and annual information about their staff skills in Welsh language. Providers will also need to demonstrate how they intend to meet the cultural and linguistic needs of DCC. Assistance and advice can be given to providers in terms of targeting recruitment.                                                                                 |

**Positive impacts identified:**

|                                     |                                                                                                                                                                                                                                                 |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>People using Welsh</b>           | Citizens will be supported in their language of choice.                                                                                                                                                                                         |
| <b>Promoting the Welsh language</b> | Promoting the Welsh language will be an essential part of all services. The recruitment of Welsh Speaking staff will be a requirement for tendered services, especially due to the large numbers of participants whose first language is Welsh. |
| <b>Culture and heritage</b>         | Unknown.                                                                                                                                                                                                                                        |

**Negative impacts identified:**

|                                     |                                                  |
|-------------------------------------|--------------------------------------------------|
| <b>People using Welsh</b>           | Difficulties in recruiting Welsh speaking staff. |
| <b>Promoting the Welsh language</b> | Difficulties in recruiting Welsh speaking staff  |
| <b>Culture and heritage</b>         | Unknown.                                         |

## A globally responsible Denbighshire

|                                 |                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                                                                                                                                                                                                                                                                              |
| <b>Justification for impact</b> | Services, whether provided directly by the Council, or indirectly by a contractor will be subject to the same sets of standards. The delivery of contracted out services will be regularly monitored to ensure that these standards are maintained and the intended outcomes of the contract and service specification are delivered. |
| <b>Further actions required</b> | The delivery of contracted out services will be regularly monitored to ensure that standards are maintained and the intended outcomes of the contract and service specification are delivered. This would mean that any default by the contractor will be picked up early and addressed in a timely manner.                           |

**Positive impacts identified:**

|                                                                  |                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local, national, international supply chains</b>              | It is expected that most materials will be sourced locally. Where this is not possible, supplies will come from managed and sustainable sources (e.g. timber).                                                                                                                                                     |
| <b>Human rights</b>                                              | For contracted out services, it is a contractual requirement that "The Provider shall comply with the provisions of the Human Rights Act 1998 as if it were a public body as defined in the human Rights Act 1998 as appropriate to the provision of the Service" Contracts will be subject to regular monitoring. |
| <b>Broader service provision in the local area or the region</b> | These services will complement, and be a part of the broader service provision in the area.                                                                                                                                                                                                                        |

**Negative impacts identified:**

|                                                                  |                                                                                      |
|------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>Local, national, international supply chains</b>              | A Social Enterprise may, if it chose, source materials from no sustainable sources.  |
| <b>Human rights</b>                                              | It is possible that a provider may inadvertently or deliberately ignore this clause. |
| <b>Broader service provision in the local area or the region</b> | No negative impacts perceived.                                                       |

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Mae tudalen hwn yn fwriadol wag

**1. Background.**

A review of DCC Work Opportunities and day activity services has been undertaken. The review focussed primarily on what is provided “in-house” and how well the services are meeting the needs of the people, in line with current legislation, and regional and local approaches. DCC provide these services to approximately 215 people with complex disabilities (mostly adults with learning disabilities). The review considered changes in expectation and demand, and the challenges faced by services. The review also includes a detailed analysis and comparison to external provision within the county.

**2. The Challenges.**

DCC operate six of these services and most were established many years ago with few changes since. DCC purchase similar services from six external providers within Denbighshire.

These services are not currently regulated by CIW.

The social enterprise service provided by Cooptions and Crest were tendered in 2007. The contracts held with them have now expired. The other externally provided services have not been tendered.

Cynnig provided relief staff in the Denbighshire services. This was also tendered in 2007. The contract with them has expired.

Cynnig also provide most of the 1:1 support at a higher rate. This service has not been tendered.

**3. The Recommendations/Opportunities.**

That we consider restructuring and externalising the DCC provided services in the following ways:

**Meifod** – To be operated as a social enterprise which will enable them to grow and develop as a business in its own right.

**Popty** – Working in conjunction with DCC Leisure Services, develop Popty into a work experience placement service. To explore the viability of retaining the sandwich provision service within Leisure Services.

**Job Finding** – Transfer to DCC “Working Denbighshire” service. This would be an ideal place for this service to sit, capitalising on the connections and experience of a dedicated employment support service. It will mean that they would have the opportunity to exploit the corporate employment resources and expertise.

**Y Bont & Golden Group** – Services to be joined and provided from County Hall.

**Garden Control** – To be operated as a social enterprise which will enable them to grow and develop as a business in its own right.

That we identify providers who can deliver these services externally to maximise quality and cost effectiveness of services.

That we review the use of relief staff currently provided and the 1:1 support provided by Cynnig and consider carrying out a competitive tender process for this support moving forwards.

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**Key:**



DCC - Denbighshire County Council  
CSS - Community Support Services  
WODAS - Work Opportunity and Day Activity services,  
In-house services - services run and managed by Denbighshire County Council  
SSWB Act - Social Services and Well-being Act

## 1. Background (why do we provide and arrange work opportunities and day activities?)

1.1 **The national picture:** Nationally, the Welsh Government sets out the legal duties and makes recommendations for Local Authorities. In relation to support for adults with learning disabilities, the relevant legal duties and recommendations include:

- The Social Services and Well-being (Wales) Act 2014: The Act aims to improve the well-being of people who need care and support, and carers who need support. The Act has changed the way people's needs are assessed and the way services are delivered – people have more of a say in the care and support they receive, and the law also promotes a range of help available within the community to reduce the need for formal, planned support.
- The Learning Disability Improving Lives Programme: The Welsh Government Improving Lives programme has developed recommendations in the areas of early years, housing, social care, health and well-being and education, employment and skills for people with learning disabilities.
- The Well-being of Future Generations (Wales) Act 2015: The Well-being of Future Generations (Wales) Act 2015 requires us to think about the long-term impact of our decisions, work better with people, communities and each other and to prevent persistent problems such as poverty, health inequalities and climate change.
- Equality and human rights: The Equality Act 2010 introduced a public sector equality duty which requires all public bodies including the council to tackle discrimination, advance equality of opportunity and promote good relations. The Human Rights Act 1998 sets out the basic rights we all have because we are human. They help protect people by giving public services, including health and social care services, a legal duty to treat people with fairness, equality, dignity, respect and autonomy
- The Additional Learning Needs and Education Tribunal (Wales) Act 2018: The Act will introduce a series of changes focused on the additional learning needs of children and young adults (up to the age of 25 years) across Wales.
- Healthier Wales: A long term plan for health and social care. This provides a blueprint to build and strengthen services for people with a learning disability and their families and carers, ensuring the seamless delivery of services focused around the needs of the individual and encouraging good practice to be shared consistently across Wales.

These all influence and shape the way in which we provide or arrange support and services for adults with learning disabilities both now and in the future.

1.2 **The regional picture:** The Social Services and Well-being (Wales) Act 2014 includes a legal duty for Regional Partnership Boards to prioritise the integration of services in relation to people with learning disabilities. Regionally, the North Wales Social Care & Well-being Improvement Collaborative have co-produced a North Wales Learning Disability Strategy, which sets out a vision for North Wales with a focus on how health and social care services can work better together. This includes looking at support to enable people to have something meaningful to do, to maintain and develop friendships and relationships, to be safe and healthy and to have the right support. The North Wales Transformation Project will help to drive forward this vision.

1.3 **The local picture:** Locally, Denbighshire CSS has responded to the national legislation and recommendations by developing an assets based approach to assessing and supporting people with learning disabilities. We are now much more focused on finding out about what matters to people, what people can do, rather than what they can't, and on support that will have an impact

and help them to achieve positive outcomes. It is important that WODAS reflect this approach, and that the services we provide support people to develop, to learn new skills and to progress, and to be valued integral citizens in their local communities.

**1.4 Purpose of the review:** This review focus primarily on what is being provided ‘in-house’ and how well the services are meeting the needs of the people being supported, in line with current legislation and regional and local approaches. It will also consider changes in expectations and demand, and the challenges faced by services. Where appropriate, it will also make recommendations for change. It will include an analysis of, reference to, and comparison with external provision.

## 2. Summary of current provision (what are we providing?)

**2.1 overview:** There are circa 450 adults with learning disabilities currently supported by Denbighshire CSS. Not all of these individuals will need (or want) formal services to support them during the day – less than half of the individuals supported by Denbighshire CSS receive a formal work opportunity or day service. The establishment of an assets based approach (and the implementation of the ‘resource wheel’, the ‘what matters’ conversations and ‘peer forums’) across Denbighshire has resulted in an increasing proportion of people with learning disabilities accessing community based activities that are not provided or funded by Denbighshire Community Support Services – see 4.1 below.

Within Denbighshire, there is a mix of both in-house and contracted out work opportunities and day activity services (WODAS), providing day time support and activities for approximately 215 people with complex disabilities (mostly adults with learning disabilities). Most of these services are long established and were set up circa 20 years ago with the aim of providing work based experiences for small to medium sized groups of individuals – to enable them to learn new skills, and to develop friendships.

**2.2 Contracted out services:** The contracted out services are mainly located in the north of the county. The largest independent provider is Cooptions. They support 73 people in a number of business and leisure based settings. These include

- The harbour hub café (Rhyl)
- The bike hub (Rhyl)
- Derwen Cornel farm (Rhuallt)
- Resources re-cycling (Rhyl)
- Mosaic personalised gifts (Prestatyn)

Cooptions also provide leisure activities from a base in Rhyl – these are mainly aimed at individuals who might struggle in a work based setting. In addition, they offer a supported employment service and more recently have established a registered domiciliary care agency.

Cooptions is a collection of social enterprises. The Social Services and Well-being Wales Act places a duty on Local Authorities to promote how social enterprises, co-operative organisations, co-operative arrangements and third sector organisations provide care, support and preventative services in their area. Running independent social enterprises that sell goods and services to the public not only provides work based experiences for people but also reduces the net cost of providing support. As a collection of social enterprises, Cooptions are able to apply for external funding. Over the years their enterprises have changed and adapted – to reflect changing consumer demands. They are also founded on social aims and have a clear mission around creating businesses and locating employment and training opportunities that include people with learning disabilities. As such, they are seen as a valuable addition to the local provider market.

Other independent providers include:

## Appendix 2

- Glyndwr Centre (Highbury) in Prestatyn supporting 38 people with community based activities
- Crest (Social Enterprise) in Conwy county who support 3 individuals in work based settings (social enterprise)
- Woodland Skills (Social Enterprise) in Bodfari providing wood based activities to 6-8 people (social enterprise)
- Cynnig in Denbigh who support individuals mainly in DCC work and day opportunity settings
- Clock-tower in Flintshire who support 2 individuals with community based activities
- Hi-Jinx Theatre (Prestatyn) who provide performance training to actors with learning disabilities from across North Wales

Having a number of external providers means that there is a good range of activities for people across the county and also means that the Local Authority is not completely reliant on just one provider. Each of these has different contractual arrangements however, some of which have not been reviewed since the introduction of the SSWB Act and the development of new approaches. The findings from this review will help to inform next steps with external provision.

It is important to note that some of these external providers are social enterprises, with a proportion of their income generated by running enterprises. This helps to keep the net cost of their services relatively low.

*2.3 In-house services:* Denbighshire CSS also provides 'in-house' services – these are services which are largely run and managed by DCC staff. In the mid and south of the county there are 3 in-house settings

- Meifod (supporting 31 people with woodwork based activities)
- Popty (supporting 12 people with catering activities)
- Y Bont / Taskforce (previously a printing and photocopying service, but now more focused on general skill development, supporting 24 people)
- 

Other DCC managed services include

- Garden Control (a gardening service in the north of the county, which provides work opportunities for 8 people).
- The county wide 'Job-finding' service (which supports 48 people across Denbighshire to find and sustain work experience).
- The Golden Group (providing gentle leisure based activities for up to 11 people)

Although all are managed by DCC, support staff in Garden Control and Golden Group are provided via an agency, Cynnig. In the other settings there is a mix of DCC and Cynnig staff.

Notes:

- Most individuals attend different settings on different days so there is overlap in the numbers detailed above - the total number of in-house 'service users' is actually around 100.
- The number of individuals accessing each of these services can vary from week to week.
- Referrals tend to come from Denbighshire Complex Disability Team (CDT). Those individuals who have a Support Budget have often been signposted to the in-house services via the CDT

*2.4 Costs:* The estimated cost of providing or procuring services varies from setting to setting. External provision is generally procured at an all-inclusive hourly or daily rate so costs (ie. The unit cost in terms of hourly rates per person) are easy to see. The all-inclusive unit cost of running and managing a service 'in-house' is more difficult to ascertain.

A detailed analysis of the annual net budget for each in-house setting has been carried out and compared with the total number of hours of support provided per annum so as to estimate the 'hourly rate' per person.

The table below shows the estimated hourly rate for each setting, along with a comparison to external services.

**It is important to note that this is commercially sensitive information and is not to be shared**

Unit costs: comparison

| Setting - 19/20 Rates           | Hourly Rate (Gross Expenditure) | Hourly Income Rate | Hourly Rate (net of income) |
|---------------------------------|---------------------------------|--------------------|-----------------------------|
| Co-options (social enterprises) |                                 |                    |                             |
| Co-options (@yourleisure)       |                                 |                    |                             |
| Highbury / glyndwr              |                                 |                    |                             |
| Crest                           |                                 |                    |                             |
| Clock tower                     |                                 |                    |                             |
| Hi-jinx                         |                                 |                    |                             |
| Woodland skills                 |                                 |                    |                             |
| Meifod *                        |                                 |                    |                             |
| Popty'r garn *                  |                                 |                    |                             |
| Job finding *                   |                                 |                    |                             |
| Y bont *                        |                                 |                    |                             |
| Garden control *                |                                 |                    |                             |
| Golden Group                    |                                 |                    |                             |

**Commercially Sensitive - Redacted**

Notes:

\* The unit costs listed for the DCC managed services are *estimated* unit costs, based on the level of spend within each service, and the estimated annual outputs (support sessions per citizen). The costs vary between each setting. There are a number of reasons for this. These include: -

- The level (ratio) of staffing
- The net income from the goods/services that are produced and sold
- The accommodation costs

The variation in unit costs between each of the DCC is explored in more detail in section 3, below.

As well as the costs above, there are additional charges for 1 to 1 support in our in-house settings, these hours are provided by Cynnig.

| Setting        | 1:1 hours per week | Cost per per week £ | Cost per per annum £ |
|----------------|--------------------|---------------------|----------------------|
| Meifod         |                    |                     |                      |
| Popty          |                    |                     |                      |
| Job Finding    |                    |                     |                      |
| Y Bont         |                    |                     |                      |
| Garden Control |                    |                     |                      |

**Commercially Sensitive - Redacted**

|              |  |  |  |
|--------------|--|--|--|
| Golden Group |  |  |  |
| <b>Total</b> |  |  |  |

Individuals attending Garden Control tend to make their own way there. They do not have any 1:1 support, and because the staff member is employed by Cynnig, there are no back office costs

It is important to note that there is currently no 'at cost' fee / charge for individuals attending each of the in-house services (whether via direct referral from the CDT, via placements funded by neighbouring Authorities or procured via a Support Budget) – fees are charged at a flat rate across all settings. This means that in some instances it is costing more to provide the service than is being recouped. It also means that there is not a robust transactional relationship between referrer and provider.

2.5 *Examples of provision in other areas:* Across Wales and the UK there are examples of other work opportunity and day activity services – some are provided in-house and some are external, including social enterprise. There are also micro-businesses and community led activities.

Examples include:

- Social Enterprises such as Antur waenfawr, Seren, and Cooptions, who all provide work based activities in business settings, with a proportion of their income coming from business incomes and a proportion from Council contracts (for the work activity services they provide)
- Spin offs (see \* below), such as Double Click (a Flintshire Community Interest Company) and Dale Farm (which is run as a partnership with Wirral Council and the Dale Farm Trust)
- In-house services that have been transferred to external provision, for example HFT, a registered Charity, entered into a partnership with Flintshire in 2017, to deliver and develop what had been their in-house Day and Work opportunities for adults with a learning disability).

\* There are examples of services that have previously been Council run being developed as Social Enterprises, which ultimately stand-alone from the Council as independent enterprises with stated social aims – these are often called 'spin offs'. In 2016/7 Denbighshire CSS and Social Firms Wales explored the feasibility of developing one or more social enterprises from the existing in-house services.

Denbighshire has previously looked at examples of good practice and will continue to learn from other areas. It is difficult to define what makes an example good – but the ones we've seen all tend to include the following features:

- A range of meaningful activities - usually linked to a business or training facility
- A focus on learning and on skill development
- A supportive environment – where staff know and understand the people who access support
- An ability to adapt to changing demands – on the service and/or on the business
- Strong leadership – someone who can drive forward change where necessary
- Suitable, accessible accommodation – that can meet people's needs in the right location
- Close links to the local community – so that people are not isolated
- A good relationship between the commissioners (the people 'buying' the service), the citizens (the people accessing the services), their families, and the Provider (the organisation providing the service) – communication is key

Crucially, the North Wales Learning Disabilities Transformation Programme includes a work-stream around community and culture change, which encompasses access to work and day activities. Denbighshire CSS intends to work with the Program team over the coming 18 months to identify areas for development and improvement, linked to the findings from this review.

### 3. Detailed analysis

## Appendix 2

Below is an overview and a brief analysis of each of the in-house settings. It is important to note that the number of people attending each setting can vary from day to day and month to month. Data has been captured and analysed at different points during 2018/19, so there will be some variations.

**3.1 MEIFOD:** Meifod is a garden furniture business located on the industrial park in Denbigh, which provides experience in manufacturing and assembly work, mainly to adults with learning disabilities, (although they also support people with acquired brain injury and / or autism). Meifod makes and sells garden furniture and wood products to the public and to businesses across the UK.

Data from 2018/19 for this service shows:

- Meifod supports 28 - 31 individuals (records vary)
- There is a mixed range of attendees in terms of age, ability and behavioural issues
- Some individuals need minimal support. Some have 2:1 support.
- There is an average of 69 hours pw of additional 1:1 support being provided in Meifod
- more than a third are aged 50+
- more than a third live with family
- On each day the number of people attending the service varies from 7 to 12
- Of the 28 individuals supported, the majority come from the mid (■■■■) and south (■■■■) of the county. There are also ■■■■ individuals who come from neighbouring counties.
- Meifod has a wide customer base for its' wood products from across the UK, and is often under pressure to fulfil orders
- Sales generated a gross income of circa £■■■■ in 2018/19
- Meifod made a net income from the goods that are produced and sold of circa £■■■■ in 2018/19. This amount does not include the cost of rent, which was circa £■■■■ in 2018/19. It doesn't include staffing.

*What does this tell us?*

- Meifod is supporting fewer people and there are fewer attendances than in previous years, but their needs are more complex
- Meifod has an aging user group
- Meifod is having to meet a wide range of needs in a relatively fast paced, industrial environment - more than half of the individuals who attend have an additional needs, including physical disabilities and challenging behaviours
- Meifod has to balance the needs of a busy business with a wide range of service user needs – there is a risk that this can sometimes compromise the user experience
- Meifod makes a relatively healthy net income (compared to the other in-house settings)

The net unit cost for this service is £■■■■ per person, per hour which is higher than the average hourly rate of the in-house providers, it should be noted that:

- The cost of the accommodation – the rent is high for Meifod, because it is an industrial unit
- The number of people being supported is limited because of the setting and the nature of the business

**3.2 POPTY'R GARN:** Popty is a catering business which provides food preparation and cooking experiences for people with learning disabilities. Food is prepared in a small commercial kitchen located in Canol y Dre, Ruthin, and then sold to the public and local businesses. Popty prepares and sells buffets for events, lunch time sandwiches and snacks, and celebration cakes, mince pies etc. Service users help to prepare and cook the food and are also involved in selling and distributing the produce.

Data from 2018/19 for this service shows:

- Popty supports 12 people in total.
- There are usually 3 - 4 individuals supported per session. The limited size of the kitchen accommodation and the nature of the work makes it difficult to support more people.
- Of the [REDACTED] individuals supported, [REDACTED] are aged under 25, [REDACTED] are aged 25 – 49 years old, and [REDACTED] are aged 50 years or more.
- Half of the individuals [REDACTED] have additional mental, physical or emotional needs (eg ASD, epilepsy, diabetes, OCD)
- Of the [REDACTED] individuals supported, [REDACTED] lives in the north of the county, [REDACTED] live mid county (Denbigh), [REDACTED] live in the south of the county, and [REDACTED] from Conwy
- Of the [REDACTED] Denbighshire based individuals, [REDACTED] live alone, [REDACTED] live with their family, [REDACTED] lives in community living and [REDACTED] is living in college
- Sales income from Popty has reduced year on year for the past 5 years – in 2018/19 income from sales was circa £ [REDACTED]. In 2013/14 it was £ [REDACTED]
- Popty only generated a small income of less than £ [REDACTED] from producing and selling the goods (this does not include the cost of accommodation and staffing)

### *What does this tell us?*

- The accommodation and the nature of the business restricts provision - only up to 4 individuals can attend Popty. This has an impact on the staff to service user ratios – which means that there is a relatively high staffing ratio, because of the accommodation and the 'business' rather than the needs of the people accessing the service.
- Having to prepare and sell fresh food to deadlines puts pressure on staff and service users, which risks compromising their learning experience
- Most individuals who attend Popty are aged 25 – 49
- Most individuals come from mid/south of county (not clear why one is travelling from Prestatyn)
- The biggest proportion of individuals (almost half) are living alone – does this indicate that they are more independent?
- As a 'business' Popty is struggling – sales have reduced by circa 50% in 5 years, and the net income is minimal (circa £ [REDACTED]pw).

The average net unit cost for this service £ [REDACTED] per person, per hour which is higher than the average unit cost of the in-house services. Reasons for this include:

- The very minimal business income
- The staff: service user ratio is low because the kitchen limits the number of individuals who can attend

**3.3 Y BONT:** Previously known as Taskforce, Y Bont is now primarily a leisure based service for individuals who might struggle in a work based setting. Although individuals do some work (eg photocopying and packing boxes for Workplace Work-safe), there is less pressure to fulfil orders and meet urgent deadlines than there was when this was a printing and collating service. This has meant that Y Bont is now able to provide a wider range of activities and experiences each afternoon, including quizzes, board games, memory and sensory games, workshops, crafts, and visits from other organisations.

Data from 2018/19 for this service shows:

- Y Bont supports 23 - 24 people in total (records vary).
- There are usually 6 – 11 individuals supported per session, (including up to [REDACTED] individuals with 1:1 support per session), via 1 – 3 general support staff (excluding 1:1).
- Of the [REDACTED] individuals supported, [REDACTED] are aged 25 – 49 years old, and [REDACTED] are aged 50 years +
- [REDACTED] ([REDACTED]) of the individuals have additional mental, physical or emotional needs (eg physical or sensory impairment, or challenging behaviours)

- There are no changing facilities which limits access to the service for those individuals who need fulling changing facilities
- Of the ■■■ individuals supported, ■■■ live in the south of the county (Ruthin and the surrounding area)
- Of the ■■■ individuals supported, ■■■ live in community living, ■■■ live alone and ■■■ live with their family, (of the ■■■ living with their family, the majority are living with older parents)
- Individuals tend to spend the morning shredding or printing and then the afternoon on other activities
- A number of individuals have been helping to pack boxes for a private enterprise (Workplace Work-safe)

*What does this tell us?*

- Most people attending Y Bont have additional needs and would struggle in a pressurised work based environment – so diversifying has been a positive move in terms of the user experience
- Despite the needs of the individuals, there are lower staffing ratios (eg compared to Popty) – this is because there are no business demands, and the setting can accommodate more people per session than Popty
- Y Bont provides regular daily respite to a number of older parents (see feedback from carers in section 5.2)
- Ruthin is a good location, given the home addresses of the service users
- Although there is a small loss from the shredding and printing, feedback indicates that citizens enjoy the activity and it gives them a sense of usefulness / purpose to their day.
- The work with Workplace Work-safe has shown that some of the people in Y Bont have the potential to do some meaningful work. Could / should these individuals be supported to find work placements?

The average net unit cost for this service is £■■■ per person, per hour and is around the average unit cost of all of the in-house services. Reasons for this include:

- There is no business income, but
- There is a relatively low level of staffing

**3.4 GARDEN CONTROL:** This small team provide a gardening service to householders, charities and businesses across Denbighshire. The team is based in the Botanical Gardens in Rhyl, having previously been located in Bodfari. The move from Bodfari has not had a negative impact on their customer base and being based in Rhyl means that all bar one of the individuals can travel to work independently. The team charge £13 per hour for labour – this is for a service from the whole team not per worker. The service is popular and is usually fully booked in terms of customers – they have to allow for down time during inclement weather. Garden Control have to find alternative activities when the weather is too cold or wet to work outdoors. Although regarded as a Denbighshire service, the team is largely autonomous. There is one member of Cynnig staff who works with the individuals and who organises the work schedule, drives them to and from jobs, and helps them to complete their tasks.

Data from 2018/19 shows us:

- There are 8 individuals supported via Garden Control – all are male
- There are between ■■■ individuals supported in each session. There is no 1:1
- They are all supported by 1 staff member, who also coordinates the business
- ■■■ of the ■■■ individuals are aged 50 years+
- Most live in the north of the county
- ■■■ live in community living, ■■■ with family and ■■■ alone
- Garden Control has a good customer base
- Activities are weather dependent
- The hourly rate they charge to customers has not increased for a number of years



*What does this tell us?*

- The service is largely reliant on one individual staff member, who is employed by Cynnig. Cynnig does provide a replacement staff member for sickness and annual leave.
- This is very physical work, given that [REDACTED] of the team are over 50 years old, planning for old age will need to be considered in the future
- The work would not be suitable for many of the individuals now being referred to WODAS – this may mean that GC needs to consider diversifying in terms of the needs of the people being supported in the future
- Garden Control may be undercharging for its service – it appears to be below market rates
- Although largely autonomous, income making, and popular with citizens and customers, Garden Control needs to consider how best to future proof the service, in terms of its' aging service users and reliance on one staff member.

The average net unit cost for this service £[REDACTED] per person, per hour and is significantly lower than the average unit cost of all of the in-house services. Reasons for this include:

- Garden Control is able to sell its services, with relatively few overheads – there are some costs associated with an office base and running a van
- The individuals who access Garden Control need less support than individuals accessing other WODAS.

NB. The hourly rate charged to the garden service customers has not increased for a number of years

**3.5 JOB-FINDING (JF):** Based in Ruthin but covering the whole of Denbighshire, the Job-finding service helps people to secure work placements throughout the county. Job-finding staff carry out an initial assessment on all people who are new to the In-house services, to identify which area of the service would be most appropriate, and to consider the potential for a work placement. JF staff arrange 'tasters', with a view to assessing and identifying where and how each individual should be supported.

NB The title of this service is misleading as Job-finding staff provide a triage service to the other in-house services and tend to support people to secure unpaid work experience via placements, rather than gainful employment.

Within the Job-finding service there are increasing concerns about finding and sustaining work placements, primarily due to challenges in relation to health and safety, and the requirement to pay the national minimum wage to people classed as workers. These factors have had an impact on the number and range of organisations who are willing to provide work based experiences and opportunities to adults with learning disabilities.

Staffing levels within the JF team have reduced in recent years, from 2.5 FTE to 1.5 FTE (from 2018). In addition, until 2014/15 there was an additional team of 3 Job-finders employed by Cynnig and paid for via European funding. The JF team still feel the impact of this in that some of the individuals who were supported to find work experience by those additional staff still need occasional input and support from the team.

Although people in the Job-finding service tend to be the more 'able' there is still a mix of needs and abilities. Some individuals require 1 to1 support, and this is funded as part of their individual care package.

Denbighshire has established a strategic, integrated approach to tackling poverty through employment, via 'Working Denbighshire' (WD). This includes a single point of triage and an employment framework. Although there are some informal links operationally between WD and JF, it is not clear where or how Job-finding fits with the integrated strategic approach and the single point of triage. The JF team are managed and located separate to WD, although both based in Ruthin. It has recently been announced

that the OPUS project, which is one element of WD is to be wound down, and that no new referrals will be accepted from May 2019. The impact of this on JF will need to be considered.

Data from 2018/19 shows us:

- There are 45 - 48 individuals supported via JF (records vary)
- They are all supported by 1.5 FTE Job-finders
- The Job-finders ongoing caseloads have increased significantly, but this is not due to any increases in referrals, but due to staff leaving and the residual caseload from a previous EU funded project
- New referrals to JF have slowed down in the past 12 months and the number of people supported by JF has reduced
- There are JF work placements across the county, in external and DCC based organisations
- Some people have 1:1 in their work placement and some don't need any ongoing support

*What does this tell us?*

- Feedback from Social Workers indicates that the reduction in referrals is due to the application of the resource wheel and the support that can be provided via Working Denbighshire and/or other non-statutory job-finding services
- Concerns around the national minimum wage may be a deterrent to organisations considering hosting a work placement.
- Externally funded projects can have an impact on JF – when these projects come to an end it can put pressure on JF caseloads
- Despite being a conduit between work placements, other in-house work opportunity and day services and referrers, JF is isolated from WD, and from its main source of referrals, the Complex Disabilities Team

The average net unit cost for this service is £■■■■ per person, per hour and is much lower than the average unit cost of all of the in-house services. Reasons for this include:

- The cost of any additional long term 1:1 support that an individual requires is funded separately via the complex disabilities team budget – so this is not included in the average unit cost quoted above, and is difficult to ascertain.
- The level of staffing required is lower than other services. Individuals tend to be provided with an assessment and time limited support from the JF team, focused on assessing their needs, securing a placement and providing initial support, which fades out, so the ongoing staff input is less than in other in-house provision

**3.6 GOLDEN GROUP:** The golden group was originally set up in 2011, as a gap in provision had been identified for older people no longer able to continue in their work opportunity setting. Initially this service was coordinated by a DCC employed Day Services Coordinator. After that post was deleted, Cynnig took on the responsibility for coordinating the activities and providing the support staff.

Data from 2018/19 shows us:

- There are currently 14 individuals being supported.
- Golden Group activities run on a Tuesday afternoon, Wednesday (all day) and Friday (afternoon) of each week – there are usually ■■■■ individuals attending on a Tuesday (■■■■ of whom have 1:1), ■■■■ on a Wednesday (■■■■ with 1:1) and ■■■■ on a Friday.
- There are 2 Cynnig support staff (and additional 1:1 - if an individual needs additional 1:1 support, this is arranged separately).
- Despite being established as an older persons service, the age range of people who access GG (33 years to 81 years) has increased in recent years, with younger people being accepted to the service
- GG members are supported to engage in a range of activities.

NB A recent request has been submitted for one additional Cynnig staff member on a Wednesday.

*What does this tell us? What do we need to consider?*

- The GG staff to service user ratios vary significantly – we need to understand why, and whether there is scope to review who attends on each day
- Although initially set up to meet the needs of those approaching old age, there are now a number of younger people attending (in their 30's, 40's and 50's) – is this changing the nature of the group, given its original purpose?
- Those 'older' individuals who joined the group in 2011 have now aged further, and their health needs are increasing.
- There is no clear remit for the GG and this should be reviewed.
- Given that Y Bont is now more leisure based, and that GG has extended beyond adults aged 60 years or more, is there a need for a distinct group like GG, or could Y Bont and GG be more closely aligned? – their clientele and activities are not totally dissimilar.

Note

- This is primarily a day service - there is no income from producing or selling goods or services which can be offset against service running costs
- Staff costs are lower because they are agency staff rather than DCC staff
- There is a relatively high staff to citizen ratio – especially on a Tuesday and Friday

The average net unit cost for this service is £■■■■ per person, per hour and is the highest hourly rate of all of the in-house services.

## 4. Summary of demand, and trends in activity

### 4.1 Referral patterns:

- In response to the Social Services and Well-being Act, Denbighshire has developed an assets based approach to assessing the needs of citizens. This has meant that wherever feasible, adults with learning disabilities are encouraged and supported to access community based (mainstream) activities, rather than being provided with statutory services.
- Interviews with Social Workers have shown that by using the resource wheel there is much less of a reliance on statutory services – they are now more likely to signpost citizens to non-statutory community based activities and projects. This has had an impact across all providers in all service areas – internal and external
- Even where individuals are referred, they don't always end up having a service
- At the same time, demographic change has meant that young people with severe learning disabilities and complex health needs are now more likely to survive into adulthood.
- These factors have had a direct impact on the number of people being referred to WODAS, and on the needs of the individuals being referred – referral numbers have decreased, but the complexity of the needs of those people being referred have increased. For example, in 2018 there were 12 referrals to in-house services. Only 6 of the individuals who were referred went on to receive 'in-house' services – see table below.

### Referrals to WODAS during 2018

| Date       | Where - Days   | Days | Information |
|------------|----------------|------|-------------|
| 10/09/2018 | Woodlands -    | 2    |             |
| 16/09/2018 | Garden Control | 3    |             |
| 25/06/2018 | Y Bont         |      |             |
| 18/06/2018 | Meifod         | 2    |             |
| 08/05/2018 | Job Finding    | ?    |             |
|            | Woodlands      | 3    |             |
| 08/05/2018 | Meifod         |      |             |
| 04/05/2018 | Y Bont         | ?    |             |

|            |             |   |  |
|------------|-------------|---|--|
| 06/04/2018 | Meifod      | 2 |  |
| 09/04/2018 | Job Finding | 1 |  |
| 12/03/2018 | Meifod      | 1 |  |
| 22/01/2018 | Popty       | 1 |  |
| 21/01/2018 | Job Finding |   |  |

4.2 *Trends in activity*: the number of people supported by in-house services, and the number of sessions they attend has changed over time. The table below shows trends in activity from 2009.

Number of people accessing each service

| setting                | 2018 (June) | 2012                | 2009                  | Trend since 2009 |
|------------------------|-------------|---------------------|-----------------------|------------------|
| Meifod                 | 28          | 29                  | 29                    | +1               |
| Popty                  | 12          | 14                  | 7                     | -5               |
| Y bont (TF) & Outreach | 23          | 33                  | 31                    | -8               |
| Job-finding            | 45          | 44                  | 29                    | -16              |
| Garden control         | 8           | Part of Aberwheeler | Part of Aberwheeler   | +8               |
| Aberwheeler            | Closed **   | 35                  | 32                    | -24              |
| Golden group           | 14          | 11                  | n/a – not established | -14              |
| Total *                | 130         | 166                 | 128                   | +2               |

\* This includes duplicates as some attend a number of different settings

\*\* When Aberwheeler closed, alternative services were offered – in other DCC settings and in external settings

Number of attendances (sessions being provided x people attending each session)

| setting                | 2018      | 2012                | 2009                  | trend |
|------------------------|-----------|---------------------|-----------------------|-------|
| Meifod                 | 93        | 112                 | 118                   | -25   |
| Popty                  | 39        | 41                  | 35                    | +4    |
| Y bont (TF) & Outreach | 85        | 116                 | 123                   | -38   |
| Job-finding            | 130       | 179                 | 119                   | +11   |
| Garden control         | 32        | Part of Aberwheeler | Part of Aberwheeler   | n/a   |
| Aberwheeler            | Closed ** | 92                  | 111                   | n/a   |
| Golden group           | 25        | unknown             | n/a – not established | n/a   |
| Total *                | 404       | 540                 | 506                   | -102  |

*Support Budgets*: As part of the personalisation agenda, people who are eligible for services are offered a support budget (direct payment) with a view to them choosing and arranging their own support. There are 4 individuals accessing WODAS who are managing their own support budget, and additional people who have a Local Authority Managed support budget.

4.3 *What does this tell us?*

Demand is changing:

- Across Denbighshire, more people are using support budgets, & this can result in them not using in-house services
- Less people are being referred to statutory services than in the past and there are fewer attendances than there were in previous years, because of the assets based approach,
- Those who are being referred tend to have more complex needs and/or high levels of need

Activity is changing

- There has been a small overall increase in the number of people being supported since 2009 – this is mainly due to a significant increase in the number of people supported by Job-finding (linked to the EU funded project)
- There has been a significant overall decrease in the number of attendances – circa 20%
- The number of people being supported by Popty and Job-finding has increased.

- Meifod and Y Bont are supporting fewer attendances – This may be because more people are supported via Golden Group?

## **5. Stakeholder views on the services**

A review of a service needs to be much more than data and budgets... A fundamental aspect of this review has been the views and opinions of the people who use the services, their carers, the staff who work in the services and the staff who refer people to the services. Over 150 people have told us what they think about the services – including what they think is good, and what could be better. Their responses have been analysed and used to inform the conclusions and recommendations. A summary of the feedback has been included below, along with some conclusions. Full transcripts of the responses are included as appendices.

**5.1 Citizen / Service User views:** 60 interviews were carried out with people who use the service. A copy of their responses can be found in the appendices.

Conclusion: what do the responses tell us?

- The attendance payments are important to most people. Some would like to have paid work
- The staff who work in WODAS know and understand people well, and are well respected
- People feel that some of the buildings are not fit for purpose
- More than half of the people want to stay where they are
- Everybody feels that the services has helped them to do more for themselves
- Working with their peers is very important to more than half of the people
- More than a third don't like working with a large group and some struggle with noise and compatibility
- Overall, people are happy with the service, they like going there, and are reluctant to think about a time when they are too old to attend
- It is not clear from the answers to question 1 on page 2 whether there are enough community based activities for people to access on their days off

**5.2 Carer Views:** Questionnaires were sent out to 90 Carers of people who use the services. There were 50 responses. A copy of the responses has been included in the appendices.

Conclusion: what do the responses tell us?

- Most Carers are happy with the services and feel they are right for the person they care for
- Most Carers don't have concerns about transport and travel
- The services are important for Carer respite and for helping the person they care for to do more for themselves
- Progression is relative to the individual
- The main areas for concern and improvement are in relation to the buildings, the payments, communication, the range of activities and lack of a final product, behaviour management and having more days
- Many carers still refer to the settings as work and the payments as wages

**5.3 Provider (staff) views:** The views of the DCC staff who work in the services were gathered using a 'what's working, what's not working' (person centred) approach.

Full details of their responses can be found in the appendices document.

Conclusion: what do the responses tell us?

- Staff feel that there is a good level of camaraderie, pride and loyalty to the service

- Staff feel isolated from other teams and from senior managers
- Staff are concerned about the accommodation and about the future
- The working relationship between staff as providers and the referrers in the CDT is strained and there is a lack of effective communication between the two teams and poor understanding of mutual roles
- Some staff do not have confidence in the assets based approach and in the person centred reviews. There was some criticism of the 'what matters' conversations.

**5.4 Referrer views:** The views of the staff who assess the social care needs of adults with learning disabilities, and in some cases subsequently refer people to WODAS services, were gathered using a 'what's working, what's not working' (person centred) approach.

Full details of their responses can be found in the appendices document.

Conclusion: what do the responses tell us?

- CDT staff recognise that WODAS staff have a good relationship with citizens and their families, and that they know them well
- CDT staff are concerned about the approach, processes and structures, relationships, meeting needs and achieving outcomes, transport and communication
- Fundamentally, the 2 teams have very different approaches, with CDT staff seeing the WODAS approach as off pace at times, particularly in relation to recent legislation and local responses to that legislation, and WODAS staff raising concerns about the application of the assets based approach

#### **5.5 Commissioner views:**

The provision and management of in-house WODAS poses a number of concerns from a commissioning perspective. These include

- The lack of any contractual or transactional relationship setting out what is expected from the service in terms of outputs and outcomes, and the unit cost of the service
- The poor relationship between referrer and provider
- There is little in the way of recording and demonstrating individual achievement of outcomes and/or progression
- The impact of running some of the settings as 'businesses' on the user experience, and ultimately on the achievement/non-achievement of their personal objectives and outcomes

## **6. Conclusions and recommendations**

### **6.1 What are we pleased about?**

- The feedback from the citizen and carer questionnaires has been overwhelmingly positive
- Individuals like going to DCC WODAS – they value the friendships and the routine and they enjoy the tasks they are assigned
- Their families really value the respite and it enables them to continue caring, especially as many Carers are elderly parents – they feel confident that the individual is well supported and that WODAS is right for them
- As well as activities, individuals receive support with their emotions and with managing relationships – staff know and understand them, often having supported with them for many years
- Most people don't mind travelling independently to DCC WODAS – the move towards independent travel has been approached positively
- DCC WODAS have a good reputation with the public. The staff working in the services are well regarded, with citizens, families, Elected Members and customers
- Staff support a range of needs and behaviours – they are faced with challenges on a daily basis

- There have been examples of good JF work experience placements with a range of organisations (internal and external)
- When Aberwheeler closed, many of the service users were able to transfer to other WODAS services
- Attending a number of different settings during the week means that most individuals have a varied range of experiences and get to meet with their friends and peers
- Staff recognise and respond to compatibility /incompatibility between service users

## 6.2 *What are we concerned about?*

- Demand is changing – more people are using non statutory support, and the individuals being referred to DCC WODAS have more complex needs. WODAS need to adapt more quickly to changing demand
- There is no clear transactional relationship between provider (In-house provider unit) and purchaser (CDT).
- The relationship between referrers (CDT) and providers needs to be more effective – there is a clear strain between the 2 teams & a lack of understanding of professional roles and approaches
- DCC WODAS is physically and perceived by some as culturally separated and isolated from other DCC settings – in terms of the location of building and current approaches
- The estimated unit costs vary significantly from setting to setting and between in-house and contracted out services, and this is not always related to the level of complexity of citizen need
- Unit costs vary from setting to setting but fees for individuals and organisations buying a service directly are based on a flat rate. The cost of providing DCC WODAS is sometimes less than the price charged (eg to other counties and SB recipients), which means that Denbighshire is not recouping its costs. The unit cost methodology used in this review should be applied each year for each setting and the fees charged to other LA's and to individuals purchasing a service using their Support Budget should be based on the actual cost of providing a service in the relevant setting.
- Trying to run as a business may have a negative impact on the SU experience, especially in Meifod and Popty. Should service users be put under pressure to increase productivity?
- Acknowledging and recording progression or achievement by individuals is limited and ad hoc
- There is no 'reward' for achievement (e.g. promotion to new, more complex tasks)
- People regard work /day opps as 'businesses' or 'services' – there is little reference to training
- The accommodation at CYD is not fit for purpose, and is a barrier to access.
- There is a lack of public information about DCC WODAS and no examples showing activities and achievement for people considering accessing the services
- DCC WODAS have remained largely the same (with a few exceptions) – in terms of their setting, their activities, the staff and the business activity – could/should they be more dynamic?
- People want wages and real jobs, but these appear to be the exception not the norm (external attitudes?)
- Some people still see DCC WODAS as work and their attendance payment as a wage
- Not everyone can access DCC WODAS – e.g. those who need changing facilities. Given the changes in demand, this means that the services might struggle to meet the needs of the very people who are more likely to need their support in the future
- Some WODAS staff appear to be isolated from (and critical of) current approaches and practices, including the 'what matters' conversations, person centred planning, and assets based approaches – seeing these as a potential threat to statutory services by way of reduced referrals
- Areas for concern raised by the CDT included communication, approach, processes and structures, transport, meeting needs and achieving outcomes – as the main source of referral to the service, these concerns need to be taken on board
- In some areas the service is totally reliant on one or two key members of staff, and/or one agency to provide the staff – this could leave the service vulnerable in the event of staff sickness, maternity leave or retirement. There needs to be more focus on succession and contingency planning.

- It is estimated that 1:1 support in WODAS is costing CSS circa £100,000 per annum.
- Agency support is mainly provided by one agency, Cynnig. The contract with Cynnig expired some time ago, therefore the current arrangements are based on the same terms and conditions of the original tender and contract.

### **6.3 How can we move forward?**

- Accommodation – needs to be accessible, warm and fit for purpose. Consider co-location of JF, with either their referrers (Complex Disabilities Team) or their counterparts (Working Denbighshire).
- Approach – need to focus on an assets based approach and progression, with reviews to focus on the next steps
- Activities – need to reduce business pressures and focus on activities that promote skill development and opportunities to learn and to contribute to local communities
- Adapt – to changing legislation, demands, demography and expectations
- Attitudes – need to work with Working Denbighshire & others on changing employer attitudes, and championing good practice amongst employers
- Relationships – need to improve the working relationship between the referrers and the providers – especially at referral and review stage
- Achievement – need to track, acknowledge and reward achievement and make sure it has an impact
- Costs – need to understand the variation in unit costs and need to have a clear and up to date understanding of unit costs for each setting. Having an agreed costing methodology means annual spend and outputs can be analysed to provide a unit cost each year for each setting
- Identity – need to have an agreed clear identity around learning and progression and move away from the ‘business’ model and the potential links with wages
- Purpose – each setting needs to have an agreed and clear purpose. This needs to be made clear to staff working there, individuals attending (or considering attending), staff referring, and to families
- Links – need closer links with teams, with the council and with community based services and projects, so that individuals are less isolated from their communities
- Referrals and reviews – the outcome focused referral and review pro-forma should be used so as to identify, agree and monitor the achievement of outcomes
- Range of activity - the type of activity required and the level of support needed varies considerably. Although there is evidence of a range of service options to meet the different needs, this is not always clear and explicit. Each setting needs to have a clear statement of purpose, setting out what can be provided and to whom

### **6.4 Options moving forward:**

#### **6.4.1 Context and assumptions:**

*Context:* The options outlined below are set within the following context:

- Within the context of an assets based approach, it is crucial that citizens are encouraged and supported to make best use of their personal, social and community resources wherever possible. This approach has undoubtedly had an impact on demand for statutory and paid support, including WODAS, with the number of referrals reducing each year.
- There will always be some adults with learning disabilities who need some sort of paid support during the daytime, particularly those with more complex needs.
- Having a wide range of WODAS provides meaningful activity, social interaction and learning experiences for those individuals, and also reduces the need for paid and unpaid 1:1 care and support at home. This means that citizens are more able to share the support (in most cases) which ultimately reduces the cost to CSS.



- This review has been carried out at a time when corporately, Denbighshire is considering alternative delivery models (ADMs), and externalisation for some of its existing services.
- The LD transformation program includes a focus on work opportunities within the communities and culture change work-stream. The program provides an opportunity to learn from other examples across the region and to receive support with the transformation of services going forward

*Assumptions:* The options proposed below are based on the following assumptions:

- The application of the resource wheel will mean that some citizens who would previously have been supported via WODAS are now encouraged to access non-statutory community based activities
- Demand for WODAS will change to reflect changes in demography, i.e. children with more complex needs are surviving into adulthood and adults with learning disabilities are living longer
- WODAS exist to provide meaningful activity, to teach new skills, to identify and secure opportunities for work and to provide respite for carers
- WODAS reduces demand for daytime support in community living. If WODAS cease to operate the citizens who live in community living and who attend WODAS would need to be re-assessed. The knock on effect could be an increased demand in the number of hours of support provided across community living and lead to a significant increase in costs for CSS.
- WODAS also provide respite for family carers. If WODAS cease, there is a risk that some family carers would be unable to sustain their caring role
- The gap between the cost of providing services in-house and commissioning services externally is narrowing due to increased costs for external providers, linked to above inflation rises in NMW and the introduction of auto enrolment.
- Many providers are hesitant about taking on Council run services, because of the TUPE and building liabilities they would be responsible for.

**6.4.2 Meifod:** The Meifod accommodation is in a poor state of repair and costly to maintain. DCC has a 10 year lease with the landlord, which runs to 2025. Potential to develop Meifod as a social enterprise was explored as an option in 2015 by Social Firms Wales. At that time the Council did not consider Meifod as ready for such a development. This work could be revisited, informed by the experiences of other recent social care spin-offs (including Flintshire).

**Due to the nature of both the physical and business environment in which they have to operate it is recommended that Meifod become a Social Enterprise. This will enable them to access alternative funding streams which will, in turn, enable them to expand the services offered.**

**6.4.3 Popty:** Popty has a high unit cost and is more expensive than similar external provision. There is little income from the catering enterprise, and running as a business appears to be having a negative impact on learning for service users there, and on the number of individuals who can access the service at any one time. The building is unsuitable. It is recommended that Popty ceases trading as a catering enterprise and moves from CYD. There are a number of potential options that need to be considered for Popty. These are summarised below:

- Move to another building (with a large domestic style kitchen rather than a catering kitchen) and develop Popty as a learning academy, with the aim of supporting people to develop independent living skills, including cooking, and healthy eating. This could be co-located with Y Bont and Golden Group so as to share staffing and to offer a range of activities on site. See pages 20 -21 of the appendix below (Popty staff feedback and suggestions)
- Move towards a peripatetic training model, whereby there is no Popty accommodation, but citizens have time limited training placements or internships, possibly within DCC settings,

and linked to the ADM proposal for DCC Leisure Services, (this could be included in any service level agreements or other contractual arrangements with the ADMs). It may be possible that the sandwich delivery element of Popty could continue under any such arrangement. This option could also be linked to a Project Search model, which is a model for supported internships for people with a learning disability, (as in Flintshire), or to the JF team, with links to the local FE College, and a focus on throughput to employment

- Close Popty and re-assess the needs of Popty service users, with a view to offering them alternative placements in other settings and/or support via Job-finding. This could include looking to accommodate individuals in Y Bont.

**It is recommended that a combination of the first two options recorded above be pursued as follows. Popty to relocate to a vacant unit incorporated with DCC Leisure services. Working in conjunction with DCC Leisure Services, be developed into a work experience placement service. To explore the viability of retaining the sandwich provision service within Leisure Services.**

**6.4.4 Y Bont:** Y Bont has altered its focus in recent years to respond to changing demands, but is struggling to meet the needs of those who need changing facilities.

Finding an external provider able to secure suitable accommodation and who is willing to take on the service (including the liabilities) at a lower rate than this, in the south of the county could be challenging. Testing the market, in terms of provider engagement, would give an indication of external provider interest, (and possibly Golden Group – see below)

The accommodation at Y Bont is not fit for purpose and is unable to meet demand. In the short term Y Bont needs to move, regardless of the longer term future. As a minimum this needs to be like for like. Y Bont needs to move, but should be located in the Ruthin area. Crucially any new accommodation must include full changing facilities.

**6.4.5 Golden Group:** Given that the remit of the Golden Group seems to have changed so as to include younger adults. Consideration should be given to merging Y Bont with Golden Group. This would enable staff to be used more efficiently and effectively and support a smoother transition as people age.

**Therefore, it is recommended that the services Y Bont and Golden Group be combined and co-located. Given the physical needs of some of those accessing these services as outlined above, accommodation needs to be accessible and have the potential to adapt to changing needs. It may be that space can be made available in County Hall, Ruthin which would be suitable to safely and adequately accommodate this larger group, and so this option should be pursued.**

**6.4.6 Garden Control:** Garden Control provides meaningful work experience, and a valuable service within the community at a relatively low cost to CSS, but its suitability is limited in that the individuals need to be relatively fit and capable. GC needs to review its gardening fees, and to undertake a future proofing exercise so as to address its demographic issues (see 3.4 above) and its reliance on one member of staff.

**There are clear similarities between the restrictions to development being experienced by Garden Control and Meifod. Indications are that a business model could be developed which would allow access to funding streams which would enable this business to grow as both a business and a service. As with Meifod, it is recommended that Garden Control becomes a social enterprise.**

6.4.7 **Job-finding:** The JF team have established good links with employers and support a relatively large number of individuals, but there could be more effective links with other services and agencies, including the progression support project, Working Denbighshire, local colleges and other employment related projects and agencies. If Popty is to move towards a placement based service, then Popty and JF could be closely linked.

The Job-finding team appears to be an assessment and triage service, (in addition to the job-finding role). Consideration needs to be given to the role and purpose of JF, and how this fits with other services and teams and with current approaches. It is isolated structurally, culturally and geographically from referrers and from Working Denbighshire.

The remit for the Job-finding team is county wide. Consideration should be given to the line management and / or location of JF (with WD or with the CDT). Alternatively, arrangements should be made for JF staff to be more agile, to make regular use of the CDT offices in Caledfryn, and to attend CDT (and WD?) team meetings, with a view to improving mutual understanding of each teams' roles and responsibilities. The future direction of Popty may also help to inform how and where JF is developed moving forward.

**Emerging models, such as Project Search, could also inform the future direction for JF but, given the limited staff resource and the size of the 'client base', it is unlikely that the service will be able to grow to meet future demand. However, as their role seems closely related to the aims of Working Denbighshire, it seems logical that the infrastructure, expertise and resources already in existence for that part of the organisation be utilised to better support the occupation and employment needs of adults accessing the Job Finding service, both now and in the future. Therefore, it is recommended that Job Finding Instructors transfer to Working Denbighshire.**

6.4.8 **General:** There is a reliance on Agency staff in most of the WODAS settings, and for the 1:1 support. The majority of the Agency staff are provided via the expired contract with Cynnig. These arrangements should be reviewed within the context of the Councils contractual procedures, and, where services are remaining in-house, consideration should be given to reviewing these arrangements.

## **7. Appendices**

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## Appendix 2 - Appendices

|                                                            |                |
|------------------------------------------------------------|----------------|
| 1. Citizen questionnaire response                          | pages 1 to 12  |
| 2. Carer questionnaire response                            | pages 12 to 18 |
| 3. What's working, what's not working – Popty              | pages 18 to 20 |
| 4. What matters conversation – Popty                       | pages 20 to 21 |
| 5. What's working, what's not working – Job finding        | pages 22 to 22 |
| 6. What's working, what's not working – work opps / cynnig | pages 22 to 25 |
| 7. What's working, what's not working – Complex Dis. Team  | pages 25 to 26 |

## Appendix 1: Citizen Questionnaire – collated responses

### Page 1

1. Working with other people with learning disabilities  
Not at all important 3    Not that Important 12    Important 33    **Very Important 33 (55%)**
2. The chance of doing a more skilled job?  
Not at all important 2    Not that Important 7    Important 17    **Very Important 32 (53%)**
3. If you receive a payment to attend your placement, how important is this to you?  
Not at all important 4    Not that Important 1    Important 46    **Very Important 46 (77%)**
4. Working with a large group of people  
**Not at all important 21 (35%)**    Not that Important 11    Important 4    Very Important 20
5. Working on my own or in a small group  
Not at all important 14    Not that Important 9    Important 9    **Very Important 28 (47%)**
6. Being trained and/ or getting a qualification/certificate  
Not at all important 1    Not that Important 3    Important 5    **Very Important 26 (43%)**

### Page 2

1. What do you like to do when you are not at work/day opportunities?
  - Baking and days out
  - I like to do baking and days out
  - Baking and days out
  - Going for walks, trips with Cynnig, football trips
  - Going for walks, trips with Cynnig, football trips
  - Going for walks, trips with Cynnig, football trips, rugby tonight
  - Like to work in my own garden, go for a drink and watch football
  - Like to socialise, making cakes, like to do crafts, salvation army
  - I like to go out and about, socialise, crafts, like to go to the salvation army
  - Like to do jigsaws, watching DVD's

- Badminton, using the internet
- Holidays, fishing, golf, swimming, I like watching wrestling, I love Manchester united
- I like signing in the fire book when at Meifod, nice lunches when not in work, help people at [REDACTED], make drinks, like to watch rugby and football
- Artwork, baking cakes, helping out with animals, shopping
- Walking, cooking, enjoy going on bike rides
- Horse riding, going to the gym
- Horse riding, going to the gym
- Horse riding, going to the gym
- No hobbies, just like to chill out
- Going shopping, read tv magazines, soap life
- Going into town, using my iPad, Spotify, watching rugby and Radio 2
- Go into Prestatyn with my friends, using my iPad, watching the rugby
- Going to a nice café, going for walks, going shopping
- Like to play snooker, six nations, go for a walk, Wrexham
- Play games, x box etc., watch TV
- Watching tv, greatest showman
- Go out, bowling, go out for tea
- Gardening, shooting, fishing, support Wolves FC
- Gardening, shooting, fishing, support Wolves FC
- Gardening, shooting, fishing, support Wolves FC
- Watch TV and films, go for a coffee, help my step dad at home, watch football and rugby
- Like to work in my own garden, go to the pub, watch football
- Socialising with friends, going for a walk, music, arts and crafts
- Music, swimming, like to go to church and church groups
- I like watching football and playing on my Xbox 1, going to the cinema, watching TV chill out
- Watching football, playing on Xbox, going to the cinema today, like to chill out
- Do a lot of running, like to go and watch football and go for a pint with my mate
- I like watching football, Corwen and Wrexham
- Listening to music, Madonna and Janet Jackson and going on holiday
- Travelling and shopping for clothes
- Travel and watching films
- Listening to music, going to watch rugby
- Go and watch rugby, help in local club, going to watch bowls in Trefnant
- Walking, cooking, enjoy going on bike rides
- Go to walking group on Tuesdays, long walks with my carer 5 – 10 miles
- I like to go out to Denbigh
- Swimming, going to the gym, horse riding on Tuesdays
- Swimming, go to the gym, horse riding on Tuesdays
- Go for a drive, visit family
- Go and have a few drinks, have a walk around town, go to Rhyl on the bus
- No hobbies, like to watch TV and listen to welsh station radio, like to watch Liverpool
- Go out, walking like to be outside, making cakes
- Going in Hwb on Tuesdays, on Thursday into Rhyl to this club called mind
- Go and visit my mum, go out with my brothers, like to watch football, Liverpool
- Go and visit my mum, go out with my brothers, like to watch football, Liverpool
- Go out bowling, go out for tea
- Watch TV and Films, going for a coffee, like to help my step dad at home, watching the rugby and football on TV

- Like to go walking, like to watch Liverpool
  - Gardening, shooting, fishing, support Wolves FC
  - Go and visit my mum, go out with my brothers, like to watch Liverpool
  - Go and watch rugby and help in the local club, going to watch the bowls in Trefnant
  - Go and watch rugby and help in local club, going to watch bowls in Trefnant
2. What's good about the place you go during the day?
- Like to go to the ponderosa
  - Like doing the shredding
  - Like the people at Rhyl college
  - Like working with Debbie
  - Working in a team, working well together
  - Like to mix with people – have good banter
  - I just enjoy doing everything
  - I like working with the lads, good fun, like sealing all the boxes when they are full, I'm really enjoying it, makes me lose weight
  - Feel happy when I'm in work, like to go on the van with Sian, like doing the ironing and cleaning the kitchen
  - Have a good laugh with the lads
  - I enjoy working with the team, some of the task are really enjoyable, work that requires design and editing
  - I enjoy using the saws, paper shredding, sanding, I love stacking up the wood, going out on the van doing deliveries
  - Like to sign in the fire book, enjoy working with the lads, have good fun
  - Being with all my friends, everything is nice
  - Nice to have a change
  - Working with friends, learning new skills
  - Change of scenery, nice atmosphere
  - Nice outside, work in people's gardens
  - Using all the different tools, made some good friends
  - Made good friends, like working with Ellie, Dave, Gaynor and Karen
  - Everything is good, no need to change
  - I like to go out on the van doing trolley
  - Good to work with friends and have people to talk to, going out on van doing deliveries
  - Like everything
  - Using the shredding machine
  - Like making things – made a shopping bag, art and crafts on Fridays
  - Nice people, enjoy cooking, being in a group
  - Weeding and mowing, tidying up the borders
  - I enjoy sorting out all the deliveries
  - I enjoy sorting out all the rubbish for people
  - Small group and nice support workers, nice cup of tea at the end of the day
  - Like coming here because I'd be bored at home, like working with the lads
  - Enjoy mixing with people, one person brings their dog and I love seeing the dog
  - Some of the people there have issues similar to mine so they understand, I also love to look at all the bikes hoping to go to the bike show this year, Alan (boss) is great
  - Working with my friends and chatting to people
  - Enjoy working with the lads, great football banter and rugby talk
  - Like to have a laugh with the lads, also it gives me a good structure to my day. If they took my work away what could I do with my life?
  - Interacting with people, get out of the house, have a lot of banter

- I like using the shredder, sorting out the rubbish
  - I like doing the laminating, stamping the envelopes for the team
  - Sorting out the bottles of pop, putting out the sweets
  - I like hoovering the shop and seeing it all nice and clean
  - Like to greet people when they go in
  - Enjoy cooking lentil roasts and scones
  - I like brushing up and making everywhere tidy, love walking with the lads, good fun, sorting out uniforms with the lads, love being part of a team
  - I like cleaning and like to get stuck in
  - Working in a team, making buffets, cakes and sandwiches
  - Enjoyed stacking the shelves at the [REDACTED]
  - Staff are great
  - Like everything about coming here
  - Like getting paid and working with the lads
  - Have a chat with the lads, meeting new people
  - Popty was good as a starting point in life, but it has given me other opportunities to go in different places in life
  - Working with my friends
  - Like to put the packs together, good to see a finished product
  - Like to use shredding machine, make people cups of tea, playing games, Bingo, quiz
  - Using lawnmowers and equipment, putting WD40 on, clearing branches, doing potholes and lines on grass
  - I like chopping sticks, using tools and axe, enjoy gardening, hopefully work in Rhyl in spring, practice using my bus pass to come to work
  - Putting everything together and in the boxes
  - Get to speak to people when asking what they need doing
  - Think its ok as it is, very good and staff are brilliant, Becky, Sarah and Wendy very good also Ian
  - Staff are very good, Dave, Ellie and Minffordd, Gaynor lovely
3. What could be better about the place you go during the day?
- No – everything is good
  - Everything good as it is
  - Everything is good at college
  - Everything is spot on
  - Everything is fine as it is
  - Happy with everything
  - No I wouldn't change anything
  - Heating is cold and problem with water tanks, sometimes have to wait very long time for taxi to take me home
  - Would be good if I could do more crafts, also like to do more catering work, more variety, the roof is always leaking and problems with the water tank
  - Everything is really good
  - High volume of work at the moment
  - Sometimes people need to slow down when using the machines (dangerous), can be cold when the heating is not working, hard when Meifod is closed due to bad weather
  - Everything good
  - I'd like to do more artwork
  - Happy with everything
  - Could have better heating, very cold
  - Everything's fine



- Everything's fine
  - Always very cold here, should be warmer
  - Wouldn't change anything about Y Bont
  - Happy with everything, wouldn't change
  - It can be quite loud sometimes and I don't like that
  - Happy with everything
  - Happy how things are
  - I would like to have a locker
  - Everything is fine
  - No I enjoy it all
  - I enjoy everything about all the jobs
  - I enjoy it all
  - Maybe keep the workforce a bit happier
  - Really happy with everything, wouldn't change anything
  - I would like to do more practical work on the caravans, at the moment I just do cleaning in the workshop and the office
  - Everything is great but sometimes I'm just not in the mood to go, no faults though, I genuinely love it
  - Everything fantastic, wouldn't change a thing
  - No I love it there
  - Everything is great as it is
  - Happy with everything as it is
  - I didn't like cutting cardboard with knife but I don't do it anymore
  - I like everything about working at [REDACTED]
  - Don't like sorting out the price labels but I know it has to be done
  - Some things I don't enjoy but I know they have to be done
  - Think it is ok as it is
  - Happy with everything
  - Everything great
  - Think everything is ok as it is
  - Happy with everything at Popty
  - Manager at the [REDACTED] was not very nice to me
  - Wages could be better, would like to get radio back
  - Happy with everything, really like it here, very hard getting here by bus, 2 buses
  - Everything is good
  - Happy as you are
  - Building is a bit run down, better sign posted to place to make it easier to get to
  - Wages could be better, room is cold
  - Think its ok as it is
  - Everything ok as it is
  - Sometimes I have to work with people I don't get on with very well
  - Place is very cold when heaters not on
  - Everything is good
  - It's a shame can only work there in the summer
  - Think its ok as it is
  - Think its ok as it is
4. Has it helped you to do more for yourself? YES / NO (tell us more)
- Yes – helped me out a lot
  - Yes – positive thoughts – more positive
  - Yes – helped me out a lot
  - Helped me organise myself, get here on time etc.

- Yes – just keeps me going
- Yes – helped me organise myself, time keeping
- I just love all the work whatever it is
- Yes – I live on my own and am very independent
- Go to healthy eating group and walk all the way, I live on my own and am very independent
- Yes – I now live in my own flat
- Yes – I now live in my own flat
- Yes – I now know how to use machines safely, so many things, really love coming here
- Yes
- Not sure
- Yes – helps me to socialise
- Yes
- Yes
- Yes
- Yes
- Yes – made a really good friend, Ellie
- Yes – helped me organise myself and have a routine
- Yes – helped me learn new skills, I now no longer live at home with my parents
- Yes – helped me learn about healthy eating
- Yes
- Yes – recently won award for music and drama
- Yes – I get myself a drink
- Yes – preparing food, do more at home
- Yes – Independent more, get bus to work (Denbigh to Rhyl)
- Yes – skills for working in loading bay
- Yes – independent, get the bus with bus pass
- Yes – Tony thinks about me and says I'm coming on really well
- Yes – improved my skills
- Yes – I'm more clean and tidy at home now, helped a lot with my confidence
- Yes – I'm a lot more confident outside of work, I now go to college 3 days a week
- Yes- made me a lot more confident
- Yes – helped my confidence massively
- Yes – more confident as I am mixing with people, previously I wouldn't be able to do something like this phone call
- Yes – helped me get out and about, better than being at home, I also now have my own bungalow in Ruthin
- Yes – it's good to be kept busy
- Yes – I'm always better when I'm busy
- Yes - Really like working in the [REDACTED], makes me feel good
- Yes – I love being busy
- Yes – helped me to talk to more people when they go to Popty
- Yes - Helps me to socialise
- Yes – much more confident and independent, do more without the family, make my own way on the bus
- Yes – I now make my own way to and from work
- Yes – has helped me learn how to follow recipes to make at home, scones, lemon drizzles
- Yes – helped me get to know new people, helped me with shelf stacking skills
- Yes – helped make me more sociable person

- Yes – I can now make things from wood, use tools
  - Yes – helped me to lose weight and keep fit
  - Yes – makes life easier, go to the shops by myself, also like to go out on bus by myself and the train
  - Yes – give me starting point in life
  - Yes – learning new skills, using tools and equipment
  - Yes – assembly skills
  - Yes – develop skills
  - Yes – keeps you out of trouble, nice to have your own space, going out to work gives me more self-respect
  - Yes – helped me practice using my bus pass, helped me learn how to use different tools
  - Yes – new skills, using tools
  - Yes – helps me be independent, use my bus pass
  - Yes – made a plaque for new rugby club
  - Yes – all my jobs help make me independent, get bus etc., assembly skills
5. Are the staff approachable? YES / NO – do you get the help you ask for?
- Yes – everybody is helpful
  - Yes – Becky is really helpful and Jill
  - Yes
  - Yes - Debbie is great, Jill also very helpful
  - Yes – everyone really helpful
  - Yes – John Morris, sound guy very helpful
  - Yes – Debbie is really helpful all the time whatever the work
  - Yes – everyone is really helpful
  - Yes – everyone is really helpful
  - Yes – the lads are brilliant
  - Yes – most are approachable
  - Yes – really good, always come to see if we are ok, everyone is really dedicated to us
  - Yes – very friendly, great
  - Yes
  - Yes
  - Yes – Dave is very helpful
  - Yes
  - Yes
  - Yes
  - Yes
  - Yes – everyone is really helpful, I like it
  - Yes – everyone really helpful
  - Yes – everyone is really helpful, really happy with everyone
  - Yes
  - Yes
  - Yes
  - Yes – available if I have a problem
  - Yes – Debbie is really helpful, she's great
  - Yes – Dan and Steve, very helpful
  - Yes – I work with Peter and he is very helpful
  - Yes – Debbie is always nice and polite
  - Yes – Debbie is really nice and always helpful
  - Yes – everyone is really friendly and happy to help

- Yes – Alan is great, nicest people I've ever met, they show me respect
- Yes – everyone is really fantastic
- Yes – no problems at all with the lads
- Yes – all the lads are great, I struggled in the past with reading and writing but now not so much as everyone helps
- Yes – everyone is great, if I get tired nobody minds so I go home, very flexible and kind
- Get on with everyone really well
- Yes – Eleri is always helpful, helps me with the envelopes
- Yes – everyone always happy to help
- Yes – Paul is really helpful
- Yes – always very helpful
- Yes
- Yes – very much so, everyone is great
- Yes – everyone really helpful
- Yes – everyone really helpful, they know when I need some alone time
- No – manager quite nasty with me, told me to have ½ hour break when I was only there for 2 hours
- Yes – very helpful
- Yes
- Yes – Debbie is really helpful, Karen too
- Yes
- Yes – yes I did because they could answer questions when I have them
- Yes
- Yes
- Yes – Debbie is very nice and Tony is like a dad to me, Gill very hands on and really nice
- Yes
- Yes – Debbie is always really helpful
- Yes
- Yes – everyone is really nice
- Yes – always very helpful

6. If you have used Job Finding, did they help you to get a job?

- Not used this service
- Not used this service
- Not used this service
- Yes – Rhuddlan golf club
- Yes – Rhuddlan golf club
- Yes – found this job
- Not used this service
- Not used this service
- Not used this service
- Yes – to help me find this job
- Yes – helped me get this job, now work full time
- I go to Woodland skills every Tuesday and Wednesday, really love it, good fun
- Also help out at [REDACTED], doing drinks for visitors
- Yes – worked at Henllan
- Yes – I have used
- Yes – helped to find a job in Llandyrnog, helping in holiday homes
- Yes – helped to find work at holiday home in Llandyrnog
- Yes – helped to find work at holiday home in Llandyrnog

- Not used this service
  - Yes, Friday mornings do see Nathan and Katie, Did a cooking course
  - Not used this service
  - Not used this service
  - Not used this service
  - Not used this service
  - Yes – in magistrate’s court and job centre
  - Not used job finding
  - Many years ago, Hafod Y Green in the laundry
  - Yes – helped to find work at [REDACTED]
  - Yes – I have 4 jobs
  - Yes – I have 4 jobs
  - Yes – I have 4 jobs
  - Only recently, questionnaire about my health
  - Not used this service
  - Yes – to find this job, Ian and Erin are very helpful
  - Yes – to get this job in the bike shop
  - Yes – to find this job and one other [REDACTED]
  - Yes – at the [REDACTED] in Denbigh
  - Yes – they helped me get this job
  - Yes – this job, and before that helped me find jobs in Ruthin library and DCC IT for 2 years
  - Yes – forms completed
  - Yes – this job
  - Yes – this job
  - Yes – this job
  - Yes – Rachel helped set up Aberwheeler and Cynnig
  - Yes – I have used in the past
  - Yes – Ian Mayles very helpful, 2 jobs at the moment
  - Yes – they helped me find this job
  - Yes – found work at the [REDACTED] in Ruthin
  - Yes – this job featured on questionnaire, Ruthin [REDACTED]
  - Not used this service
  - Not used this before
  - Not used this service
  - Used to work in kitchen at Ruthin craft centre
  - Yes – it did because it helps find place like [REDACTED] and [REDACTED] in St Asaph
  - Not used before
  - Not used before
  - Yes – helped to find work
  - Only recently questionnaire about my health
  - Not used service, but have worked in wood skills in Bodfari
  - Yes – I have 4 jobs
  - Not used this before
  - Yes – Rachel helped set up Aberwheeler and Cynnig
  - Yes – Rachel helped set up Aberwheeler and Cynnig
7. What would you like to do in the future? (what are your aspirations?)
- Happy as I am
  - No I’m happy as I am
  - Happy as I am
  - I’d like to go abroad, never been before
  - Travel abroad in the future

- Like to go abroad
- Really happy where I am, no wish to change
- I'd like to help everyone be more independent
- I would like everyone to live independently, I can help people to do this
- Quite happy as I am
- Happy here for a few years, very difficult to change jobs at the moment
- No because I really love coming and I really wouldn't want to stop coming here, everyone is fantastic
- Happy as I am
- I'd like to go bowling, I'd like to play bingo, sorting papers out
- Not thought about it yet
- Quite happy as I am
- Quite happy as I am
- Quite happy as I am
- Not sure, you never know
- Like to work for McDonalds and get a proper wage
- Not thought about this yet
- Not sure
- Not thought about this
- Like to go walking
- Not thought about this yet
- I'd like to learn to crochet
- Happy where I am
- I'd like to be a full time gardener
- I'd like to be a full time gardener
- I'd like to be a full time gardener
- Like to work for someone self employed
- Really happy where I am, don't want to change
- Anything that would be outdoors or in the garage
- I'd like to be a porter or nurse's assistant
- No really happy where I am, my life is absolutely perfect at the moment
- Carry on as I am, everything going like an engine at the moment
- Really happy with how things are right now
- I'd like to stay here at county hall
- Happy where I am for now
- Happy where I am for now
- Really happy where I am
- Really happy with how things are
- Work full time at Rhyl rugby club
- Not thought about it yet
- Happy where I am
- I'd like to get my own place with my boyfriend
- Go to work in a charity shop or Boots, voluntary work
- About to go and do voluntary work, charity shop or Boots
- Not thought about it
- Not thought about it yet
- Quite happy as I am
- Would like to work in a café again, sorting out the tables and washing up
- Work in a café and maybe work in charity
- Not thought about it yet

- Not thought about it
  - Happy where I am
  - Like to work for somebody self employed
  - Quite happy where I am
  - I'd like to be a full time gardener
  - Not thought about it
  - Work full time at Rhyl rugby club
  - Work full time at Rhyl rugby club
8. What would you like to do when you get too old to work?
- Retire
  - I would like to retire
  - Retire
  - Never thought about it
  - Not thought about it yet
  - Never thought about
  - Relax take it easy
  - Retire and grow flowers, crochet blankets for babies
  - Retire and grow flowers, crochet blankets for babies, cook
  - Carry on working as long as you can
  - Travel with my sister, do the things I don't get time to do at the moment
  - Go on holidays, like to go to Spain
  - Not thought about that yet
  - I'd like to do more artwork
  - Do more walking
  - Retire and ride more horses
  - Retire and ride more
  - Retire and ride more
  - Not thought about it
  - I'd like to work late mornings only and Saturdays
  - Not thought about this yet
  - Not sure, too young
  - Not thought about this
  - Not thought about it yet
  - Not thought about it yet
  - Stay home and relax
  - Still like to come here
  - I'd like to work with people for as long as I can
  - I'd like to work with people for as long as I can
  - I'd like to work with people for as long as I can
  - Not thought about it yet
  - Relax
  - Carry on with my arts and crafts
  - I'd like to go back to London where I am from
  - Not thought about it, will do nearer the time
  - Not thought about it, love how things are right now
  - Not really thought about it, I'm 28, I'd like to still be alive
  - Too far away to think about
  - Not ready yet
  - Not ready yet
  - Not ready yet

- Not ready yet
- Still like to come and see everyone
- Do more walking
- Holidays, lots of walking
- Stay at home and watch TV
- Chill out at home, don't want to wish my life away
- Chill out time at home, don't want to wish my life away
- Not really thought about it
- Stay at home and relax
- Not thought about it yet
- Not thought about it yet but I do love to make cakes
- Maybe live in Rhyl, few days in charity shop or getting job that pays or getting a pet maybe
- Relax and have days' out
- Relax and have days' out
- Still like to be here
- Not thought about it yet
- Too far away to think about
- I'd like to work with people for as long as I can
- Not thought about it, being relaxed and having days' out
- Still like to come and see everyone
- Still like to come and see everyone

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If there is anything else, you would like to tell us about the place where you go during the day please use the space below

- I like to do the shredding, quite happy with everything
- I am worried about cuts, because there would be nowhere to go for local handicapped people, I like to speak up for them
- I am very worried what I am hearing about all the cuts, it is a complete nightmare and I am very worried
- I just think it's fantastic here, best thing I have ever done
- Heating needs to be fixed
- Ready for a change from Meifod, few people very cold all the time
- Quite happy with everything as it is
- Canol Y Dre is a really nice place to work, people have commented how well I'm coming on
- I'd like to get paid a bit more, but otherwise I love it
- I'd like to get paid a bit more and get some more hours, another day would be good. I love going there but a bit more money would make it perfect
- If possible it would be great to get an extra day's work, it would be ideal if I could be employed on a permanent full time basis to get holiday pay, holiday etc.
- I also worked at [REDACTED] café, had a few problems, lady in the café complained about me and I didn't deserve it. Also problems with uniform. A did all the jobs they asked of me.
- Some of the equipment is old, sometimes it breaks down

Wish the environment was a bit of a happier one

### **Appendix 2: Carer Questionnaires - Summary of responses received**

#### **1. Are you happy with the services that the person you care for receives?**

Number                      **Yes 40**      No 4                      no answer 6

Percentage                **Yes: 80%**      No: 7%



## 2. What is good about the place that the person attends?

- ✓ He's happy there (meifod)
- ✓ Enjoys the experience and is treated as a member of staff (JF)
- ✓ Good atmosphere, caring
- ✓ The welsh, work friends – part of a team
- ✓ He enjoys doing what he does at the recycling depot
- ✓ Mixing with others and relationships with staff
- ✓ It is perfect for him as he has brain damage and gardening is what he likes
- ✓ Friendly relaxed
- ✓ Feels like a valued member of the workplace and making a meaningful contribution
- ✓ It gets him out for a few hours and he sees people
- ✓ Friendly staff. Punctual
- ✓ Camaraderie. Feeling for him of being in a regular workplace. Stability. Lack of uncertainty about future
- ✓ He enjoys the work and gets along with his workmates
- ✓ She enjoys going to work because everyone is lovely and helpful
- ✓ Good for his well-being, meeting people, having a good time
- ✓ Provides an opportunity to work in a safe environment
- ✓ The staff and the clients. The learning, socialising and sharing
- ✓ He does not attend on a regular basis but cynnig comes to him twice a week, they are there for him whenever he needs them
- ✓ Y Bont is very important to both my daughter and myself. We have made many friends over the years. The staff are wonderful and caring with everyone
- ✓ Very kind and understanding with my daughter and us as a family
- ✓ He meets new people, and develops social skills. Respite care
- ✓ Helps to interact with others in the community. Enjoys going out to deliver, meeting new people. Enjoys cooking
- ✓ It keeps him occupied
- ✓ Keeps him busy during the day / meeting new people
- ✓ Meeting others
- ✓ Learns different skills, meeting others, well organised
- ✓ Encourages him to develop new skills whilst maintaining his independence
- ✓ Excellent relationship with staff, feel valued and included in everything
- ✓ It gives them a good knowledge of what he is studying and he can meet new friends along the way
- ✓ Gives her confidence, a sense of purpose and belonging. Also like the fact it is paid work
- ✓ Keeps him fit and active, loves the social sided, working different places, being in his car, 1:1 with staff
- ✓ Meifod is very productive for him and he enjoys going. The staff are very good with him and it very well organised
- ✓ Motivational x 2
- ✓ Interaction with peers
- ✓ Something to come back and talk about
- ✓ Being outdoors getting fresh air and exercise
- ✓ Gives a sense of pride independence and confidence
- ✓ Enjoys working with able bodied workforce and feels like one of the boys
- ✓ Different activities
- ✓ Staff
- ✓ Gives her independence in a very secure and safe environment amongst her friends and amazing staff. She absolutely loves y bont, and it is her world
- ✓ Interaction with others including staff and college goers

- ✓ She does meaningful work and she really enjoys her days
- ✓ Enjoy meeting people and going on the trolley with Sian
- ✓ No longer attends (college closed)
- ✓ Meets with friends and staff. Looks forward to going to work

### **3. What could be better about the place they attend?**

- Nothing x 13 (26%)
- No problems
- Everything is fine
- Extra time
- Canteen is too loud
- Maybe more chances to develop, only a maybe, everything's fine at the moment
- He loves it and comes home very happy
- I'm quite happy at the moment
- He's happy with both places he attends
- Would like to introduce some crafts as well as cooking and learning new skills
- More varied
- Open days for family involvement
- More focus on what he enjoys doing.
- Have a behaviour support plan focused on work setting
- Distance
- Sometimes struggle with some of his behaviours
- More activities
- Assurance of continuity at the relevant places
- See response to question 8 (improvements)
- Focus activities on individuals with visual impairment
- It could be warmer in winter (CYD)
- The building itself is not fit for purpose (CYD – popty)
- A better building to deliver the service & better facilities for staff (CYD – popty)
- More local
- Long spacing of the days - too much of a wait from Friday to Wednesday
- Would like to be paid minimum wage (JF)
- Better wages

### **4. Have (and how have) the services helped the person you care for to do more for themselves?**

- No
- Don't know
- Not really
- Makes him think for himself
- Gained communal skills – independence
- More confident, more settled, with a routine
- Confidence, stability, skills improvement, being part of a settled team, responsibility
- Be more independent / more sociable
- Confidence, skill building
- He is quite independent and able to do a lot for himself
- Yes, he dislikes being in receipt of benefits and wants to be a valued member of society. Doing voluntary work helps him to feel he has self-worth / social value
- He can help now in our own garden and being with other people has helped him a lot
- She has really come on in leaps and bounds since being there
- Yes, it gives him the chance to show people what he can do
- He mixes with people and their social events and it has helped him with time keeping
- They have helped him to make decisions for himself without any help

- Enabled him to have a routine attending work in the mornings and gives him a reason to get out and participate with others
- He would like more days there
- Helps with independence
- Very independent
- More confident, independent, improved social skills
- To be more self confident
- He is becoming more confident in roles he didn't think he could do
- Keeps him mobile, enjoys the activities and the social interaction
- They have improved his personal hygiene and cleanliness of his house and give him much more confidence
- They have given him skills with tools and machinery
- More sociable
- It motivates her
- Helps her to get up in the morning and go to bed earlier the night before
- He feels more confident than before
- He feels more confident to make his own models out of wood now
- He feels valued, confident, more sociable, better communicator
- More independent x 2
- Allows and encourages her to function outside her home environment
- Encouraged independence and use of (walking) cane
- She helps more around the house and enjoys working in the kitchen
- Gives the opportunity to go to different placements and work & more confidence
- Golden group has a positive effect seemingly
- Yes, using equipment
- Yes, increased sense of independence. Makes her own way using public transport. Has now found a paid job herself without support
- Encourages skills. Independence. Confidence. Very social atmosphere

##### **5. How have the services supported your needs as a Carer?**

- They help because she has something to talk about x 2
- Able to talk to them if we need to and will do all they can to help
- A little respite, improvement in social skills with family
- Gives us time to ourselves
- By encouraging her to do more for herself to the best of her ability and encourages new skills
- It provides a place they enjoy coming to, and to sometimes work – but sometimes crafts
- Gives space to work and get some peace
- Interaction
- Leaves us free
- 4 hours per week , respite not enough
- I am happy with the level of support he gets during the week
- Yes, as we are in our 80s we can have 2 days off a week
- On time when picking up
- If he's had a good day then it's evident from his behaviour at home
- They help me a lot knowing she is happy and safe
- He is more willing to try new things at home
- Reassurance of future stability
- Having meaningful occupation helps him to be active / occupied and to feel better about himself so improves mental and physical health and well-being
- I go to work, I would not have time to transport
- Stops any boredom and helps with anxiety
- I have respite, she is more confident and I have good communication with all

- A first step to try work on a regular basis and given her a taste to do more
- Don't any more (college closed)
- Communication is good
- Catch up time, housework, shopping, attending appointments, lots more
- It is nice to have something to look forward to and enjoy with him and given an insight into his capabilities
- Point of contact with employer to resolve any issues / difficulties
- Makes him more confident
- Enabling him to attend the day service
- Keeps his independence. Very happy. Looks forward to work and social time

**6. Do you have any concerns about the distance from home to that service?**

Number                      Yes 6                      **No 39**                      no answer 5

Percentage                Yes: 12%                      **No: 78%**

**Why?**

- ✚ He uses the bus
- ✚ Doesn't like it when the taxi is late
- ✚ Has to get the bus from Ruthin to Bodelwyddan
- ✚ Due to bus route
- ✚ I transport my daughter daily
- ✚ He gets picked up and brought home
- ✚ Lack of communication from y bont
- ✚ It is a 35/40 minute journey and can be difficult in winter weather
- ✚ Local college closed
- ✚ As we live in Llangollen the services mentioned are some distance away
- ✚ We have no concerns about distance because it is absolutely ideal for her and meets her needs
- ✚ Public transport is available and family willing and able to give lifts
- ✚ No – likes travelling by car to 'see the world'
- ✚ No – we pay for taxi service and he enjoys travelling far anyway

**7. In your view, are these work services right for them?**

Number                      **Very 38**                      Quite 7                      Not Very 1                      no comment 4

Percentage    Very **76%**                      Quite 14%                      Not Very

**Why?**

- I think this helps the person I care for x 2
- It's a nice and friendly place to work (meifod)
- He interacts with his fellow workers. Learns new skills
- No interest in doing the work sometimes – seen others do it completely independent
- Very suitable – the response after Christmas says it all – he was smiling and laughing when he found he was coming to meifod
- It's a little mixed as some days are good and some days aren't – Mondays are a problem
- At present Y Bont is what my daughter needs for her well-being
- Cynnig are always very supportive and deal with his insurances and anything else he needs
- Job-finding team have only occasional involvement with him, but are always responsive when he asks to see them
- Because they are safe and we can do our own work etc

- Yes, he has been going for a number of years without paying
- She enjoys the service and it's right for her, she gets anxious about the taxi being late
- Enjoys and looks forward to going to work and spending time with friends
- This service needs to improve their activities as on some days she does jigsaws or watches DVDs
- As he needs to be occupied throughout the day
- Without hesitation, they meet the needs: physical, emotional and mentally
- I think it should be done more
- Few occasional issues but are always dealt with promptly
- She enjoys all work / social areas
- She really enjoys her days at popty – it makes her feel useful (not used) and gives me some respite
- In the field of food prep
- No longer wants to attend due to closure in Denbigh
- All activities are catering for clients' needs and abilities
- Has learned a trade

### **8. Do you have any suggestions for improvements or changes to services?**

- ✓ He is happy with the place he is in. He would like more days there
- ✓ JF could be more patient , even though they might lose interest
- ✓ I would like to see a better wage in recognition of their work ethic and commitment although fully appreciate that without places like meifod we would not be where we are. Most grateful and thankful for the services, staff and support.
- ✓ No suggestions – the services are ideal for her and for us
- ✓ No – everything good
- ✓ The building (CYD)
- ✓ Would it be possible for him to have cooking lessons one day a week, Thursday if possible, in Rhyl
- ✓ Popty trolley – could more choice be provided – appreciate it's not easy, just thinking of ways to make more money for the service
- ✓ Only to change his days
- ✓ Use the supplied communications book
- ✓ At this point he is living at home – when will there be a place for him to stay. Also needs extra space / placement with work a walking distance away
- ✓ More welsh, more paper to shred
- ✓ Perhaps to have a reviewing system with the individual and their place of work
- ✓ I think she would enjoy it if it was varied, trying new things, also going out on the van and meeting people
- ✓ When the services closed due to bad weather, she was dropped at home on her own – in future please phone
- ✓ For the citizen concerned the main issue is not being paid a fair wage. Understandably work opportunities are reluctant to ask employers to pay minimum wage as this may deter them from recruiting, also there are consequences for loss of Benefits
- ✓ More activities for autistic young adults, meetings, outings, similar interests
- ✓ Y Bont needs a new larger TV. It would be nice to introduce educational programmes via DVD. Entertainment – bonding and sharing. The educational programmes could be life skills, basic reading, numbers, handling money, time keeping, sign language. They also need computers and laptops – engaging in learning, letters, numbers and patterns. Body awareness. Safety advice
- ✓ Staff numbers, 1:1 support, engagement in activities that the individual enjoys doing, involvement with the behaviour support team so that any ongoing issues might be addressed, so that the individual can continue to access day services, as long as the

individual a wish to continue attending day services then we should be working at enabling this to continue.

- ✓ Individual concern re the charging policy (advised to contact SSD comments if wanting to apply for a waiver)
- ✓ Services are fragmented and often overlap. It would help if all were under one umbrella and a one stop shop where you could go and sort out problems, instead of having to go to several departments.

### **Number of responses – 50 + 1 direct meeting (see below)**

In addition – letter from brother/appointee, praising Cynnig for their 2 x pw support and the day trips. Also acknowledging help and support from Paul Mazurak

### **Notes from direct meeting with parent 18/02/19**

- Most of what she does we have found ourselves
- She needs long term progression – not from the setting but within the setting (what might seem like small steps are actually big achievements and should be acknowledged)
- Need a range of activities, and a chance to develop new skills
- My daughter worked with a peer, (a man with learning disabilities) as his assistant, and he showed her (visually) how to do things – this was good for them both
- Having a final product, something tangible that she has made (or helped to make) is good for giving her a sense of pride and achievement
- Needs something broad – creative
- Has to be tailored to her needs and preferences
- In our experience the interface between external support staff and DCC work opps staff has been good
- The meifod model has worked well for us and should be replicated
- The popty accommodation is too small
- DCC need to do more to track achievement and show off success
- We are aware that there are office demands on the instructors
- The meifod staff have dealt with challenges in a positive way – looking for solutions
- The combining of skills needs to be further developed – a chance to develop a range of skills

### **Appendix 3: What's working / not working - Popty**

#### **Whats Working**

- Citizens learn skills that can be transferred to open employment or used within their home. Examples: people learn to make a hot drink, they learn to make cakes & sandwiches, use machinery and how to clean/tidy away. They learn how to do this safely & hygienically. They learn why it is necessary to do this for their health & well being and to comply with legislation when providing goods for the public.
- We offer citizens a “good day” – away from home constraints, interesting activities – work related, increases social circles – new friends/old friends, ability to try new things, explore local community, meet members of the public, build confidence & self esteem.
- Citizens are given in house training to participate in the recording of evidence for Environmental Health requirements.
- We use external resources to provide citizens with training & refreshers in related topics – First Aid, Manual Handling, Food Hygiene etc through forging links with groups such as OPUS, Workforce Development & Llysfasi College

- Citizens have gained qualifications and hold nationally recognised certificates in Food Hygiene & Hospitality & Catering. This has enabled some citizens to offer these to external employers when seeking work opportunities through Job Finding.
- Staff give continuity through long service.
- Staff give good support to citizens & their families/carers. Staff work hard to develop relationships & gain trust. They help families/carers with their problems & concerns and point them in the direction of the right places to seek further help.
- Staff use their familiarity and place of trust to raise awareness through seeking to alert other professionals & appropriate people to give early preventative action or intervention when individual citizens they work with are struggling with health/money/home management issues and these actions minimize the risks of crisis & deterioration for CSS.
- We are good at communicating concerns & reporting changes to others – line management, CD team & duty Social Worker, parents/carers
- Staff ensure that individuals who attend the day service have their problems listened to and will advocate on their behalf. Staff will take the time and put in the extra work to find assistance and positive actions to resolve these issues, however minor they may appear.
- Staff will offer extra support, if it is possible, to give individuals the first steps in enabling them to do things for themselves. Examples – support has been given to show someone how to use a hairdressers, how to purchase items from the shops, how to buy appropriate clothing, how to travel to locations within their town.
- Staff have developed good informal links with local traders which have provided valuable support & links when they (and their customers) have concerns about vulnerable people within the community and enables us to pass on these concerns creating opportunities for early intervention with health issues and minimise risks from abuse for individual citizens.
- There is a good working relationship with external agency, Cynnig, which provides a flexible supply of staff which enables continuity of our services when staffing levels drop & posts are not covered (maternity, planned sickness leave). Cynnig are swift to respond to unplanned cover as needed. Most importantly, these staff are familiar and have a good understanding of citizens intimate requirements.
- There is a transport service that is free to use and enables citizens that live in isolated areas, or who have no alternative method of independent travel, to attend the day service.
- The new work project, Windfarm Boxes, is proving a success. It is early days but is showing great promise and has potential to develop further.
  - Work with a local company
  - Meaningful work
  - Integration with external workforce
  - New friends
  - New Skills
  - Flexible work
  - Potential to work with other groups of people
  - Other employers, related through the Windfarm Box company, are interested in offering work too
  - Local community links and a position of respect within the local community.

### **Whats Not Working**

- The physical environment – leaking roof, lack of general maintenance, lighting issues, drainage problems, difficulties maintaining an ambient temperature. Affects both physical and mental health of both citizens and staff; it portrays a negative image of how the Council values/views the people who use the building.

- Toilet/ changing facilities are not suitable/accessible for some individuals.
- Transport – there is a recurring problem with taxis that don't turn up.
- There is an increasing amount of time needed by staff to report/record/communicate through the computer, but staff time is needed to support citizens in attendance – conflict.
- CD Team, as a group, are largely unknown. There have been many changes in structure, roles and procedures. There is no communication to inform us & help our understanding to keep the close links we once had.
- CD team are often “out of touch” with citizens. Often the first time they meet a citizen and their families is when they attend to lead a PCP review.
- Many of the CD team display little knowledge of an individual's past history, current health situation, current social requirements & have no familiarity which can lead to inappropriate advice, suggestions & decisions being given. This could be improved by becoming “visible” to citizens on a regular basis – example – drop in to CYD for a cuppa once every 3 months.
- Staff here are good at communicating their concerns/information about individuals to other relevant professionals, but it is often not reciprocated and we seldom get feedback which can impact on our future work with individuals.

### **Whats Important for the future?**

- A location or building that projects positive, modern, fresh, quality images. Dry, warm, spacious with appropriate personal facilities for all citizens and staff.
- Identify & develop the aspects of service that citizens need support with – sensory experiences, training to use available technology (alerts, alarms, communication programs etc), accessing social groups – community allotments, for example.
- Closer physical links & improve communication with the CD team and other professionals.
- Improving links to 3<sup>rd</sup> sector and community activities – learning & qualifications, volunteering & work opportunities, socialising, keeping active & taking part
- Developing the Windfarm Box project to support a wider group of people with minimum amount of staff input.
- Access to technology – wifi connections – computers/tablets/ - learning & accessing safely.
- Popty is an expensive section to run; there is no growth in its current business element. Does it need to change direction for the future? It could offer purely service related activities and training to citizens, removing the restrictions that public health regulations impose.

### **Appendix 4: 26 March 2019: What Matters conversation (Popty)**

Jeni Andrews  
Kathryn Hayes  
Rita Pope

During our discussion we chatted about changing the direction of Popty to meet changing needs and requirements of Welsh Legislation and citizens who attend services.

**Exercise:** To change Popty from Commercial/Business type service to Domestic/Leisure Type service

**Request:** Look at the Pros & Cons

#### **Purpose:**

To offer domestic social/leisure orientated food/cooking based activities. To deliver practical learning and knowledge around food related activities that people can enjoy and use both at home



& within the community to make healthier choices about the food they eat, their lifestyle and promote safe preparation & good hygiene practices.

- Popty would not be controlled by Environmental Health food for public consumption restrictions. Costs reduce.
- We would be able to open the service to all clients, including complex physical needs and challenging behaviours.
- There is potential to incorporate the citizens that currently attend Y Bont through both the cooking and the “allotment” activities. By mixing the two groups you have greater flexibility with staffing requirements. CYD could be one group of multi activities rather than less flexible split groups. There is potential to develop other activities within the building (with funding).

### **What could we offer?**

The physical set up of the kitchen would determine how many clients could access the service at any one time. This is also influenced by what space is required to ensure individual safety.

Give experiences to clients to enable them to use domestic equipment to make meals & snacks. (Slow cooker, microwave, peelers, tin openers, mixer, blender, kettle etc). Learn how to both use & care for the equipment.

Promote healthy eating, healthier choices, control & make informed decisions about the food they eat both at home and when eating out. How to grow, source, purchase, prepare & store food following good practices. Learn about food spoilage, food borne diseases and their prevention. Learn about food related ill health (obesity, diabetes) and how to make improvements to their diet & lifestyle to prevent/lower risks. Learn about stock control, storage of foods and the use of food probes and temperature controls.

Link to allotments, raised beds & boxes to be involved with growing their own fruit & vegetables. Care for, harvest & cook the produce. Sell any surplus to the community.

Link to the community for shopping, external exploration to see where our food comes from (farm visits – eggs, milk etc) seasonal foraging, sale of excess produce if possible.

### **Costs:**

Expensive catering equipment is currently in need of repair/replacement – this proposal could see the equipment being replaced with relatively inexpensive domestic type equipment - a significant reduction in costs involved. Different height work spaces would be needed to suit individual requirements

As a service, there would be no income. Further discussion would need to take place about how this would be financed.

- **Suggestion:**

We are currently involved with the Windfarm Box Project; it is currently run by Popty. As a service, we could continue to run & develop this contract. It could be offered as therapeutic work to more able clients – a stepping stone to external employment whilst waiting for suitable placements to become vacant. Use the money earned from this project to finance the new style service at Popty (& elsewhere).

**Kathy Hayes, Instructor**  
**8 April 2019**

## **Appendix 5: WW/WNW - Job-finding**

### **What's Working**

We have good working relationships with citizens and parents, they approach us before the social workers.

Good working relationships with external agencies

Good with communicating changes and reporting – Social Work Team and others

New Referrals – Taster meeting is arranged after 6 weeks, report is written by a staff member (Meifod, Popty etc), citizens and family are very much involved within the meeting – Progression and meeting needs and achieving and positives outcomes.

### **What's not working?**

I was told by a Social Worker, that I was kept in a job

Inappropriate referrals sent to Job finding, when we actually meet the clients, some are not interested at all, or even engage with us.

Citizens are not been listened too – Does what matters exist? Social Workers call the shots and decide.

Referral sent to us which was agreed at Peer Forum – then it was declined, so disappointing for citizen and families.

Referrals sent to Job Finding, some citizens was not even aware of this.

Socials Workers leaving – a referral is sent to Job Finding usually week before they leave (inappropriate referral).

Citizen pulled out of services to access services in the North, only 15 minutes away from the South.

Men Sheds – What progression are they providing?

New Social Workers – have very little idea of what we actually do in Work Opps.

Why does some citizens have more days than others? There are some parents that are more vocal than others and they get.

Very poor in informing us about changes! Some from the Complex Disability are reluctant in sharing information with us, even though we work with the citizens.

## **Appendix 6: Feedback from Work opps staff**

### **What's working?**

Staff Continuity for DCC and Cynnig staff. Years of experience, and a wealth of knowledge. Understand and know service users and families very well, able to address problems immediately and offer support and guidance.

Families and service users will approach DCC and Cynnig staff with problems first before making contact with the Social work team, this reduces the risk of escalation. Families and service users trust staff. Work Opps acts in a preventative way.

Staff are dedicated, motivated and enthusiastic, going that extra mile.

A harmonious team both DCC and Cynnig, all support each other and are prepared to work across all departments.

Staff have good communication with families other agencies and will report to CD team and duty if necessary, by email PARIS or communication books.

Huge effort made to encourage independent travel, 113 individuals accessing work opps in a week only 29 individuals travelling on in house transport or Baines. Staff worked outside of their normal hours to support individuals to learn how to use public services, walk or cycle to work.

Service users gained nationally recognised certificates in First aid, manual handling, health and safety, OCN in woodlands management, Job Club and interview skills, Food Hygiene, Hospitality .

Focus on progression. Service users encouraged to progress and develop, this is evidenced in other aspects of their lives.

Community presence. Garden Control customer gardens, Meifod open to the public and deliveries, Popty, trolley and buffet services, Y Bont and Golden Group, community outings, café's shops, churches, and places off interest.

Taster sessions allow staff to assess suitability for the business or Job Finding, for individuals with no or little experience of what they would like to do.

As the community is not geared or set up to offer support networks and opportunities, in-house services support and bridge that gap, and allow for a safe environment.

Y Bont. Has changed its focus and direction to meet changing needs.

Golden Group and Y Bont work close together on activities and support each other.

Work closely with Working Denbighshire and other organisations and the third sector agencies. Mencap especially supportive.

Good sickness absence overall.

### **What's not working?**

Year on year cuts, Job Finding Instructor, Team Leader and Admin, a total of 84 man hours per week. This has put extra pressure on the work load in all three areas.

No additional resources for service demand, changing needs and an ageing population.

CD do not understand that if a referral is made for someone who has challenging behaviour, personal care needs, mental or physical difficulties, that there is not the staffing levels to offer that intense support, e.g. Y Bont only 2 staff supporting the whole group. Work Opps have to assess the risks and safety, if 1:1 requested this is then seen as a challenge.

New staff in CD team, Work Opps do not know who the team is any longer. S Workers or practitioners leave, families' services users and Opps are not informed. Cases closed but families unaware of this.

CD do not visit work opps, not informed or in touch with what happens on a day to day basis have no relationship with service user or family, may visit opps once a year and that's normally in a meeting, do not see what happens on the shop floor.

No recognition that work opps staff often deal with problems that prevent escalation.

PCP'S hit and miss, some individuals reviewed regularly others not for 2 years +. Opps staff not invited or invited at very short notice, and yet Work Opps is a very integral part of individual's lives. CD do not understand there is an additional cost, and cover is required to attend meetings.

In PCP's no opportunity to discuss progression.

Communication – Often poor from the CD team, can be very one sided. If challenged or suggestions made can often become defensive.

Introduction of the NMW, service users have to compete in the open job market which is proving very difficult. CD don't appreciate that Job Finders can no longer create jobs, these now have to be vacancies and applied for.

Inappropriate referrals for Job Finding and in house

Transition – In house services are not promoted in Transition meetings, but Co-option's third sector is.

College and School leavers. Referrals made to services a month before leaving. No time for Woops to plan and prepare.

Support Budgets. Not promoted enough, and confusion around the process, if families were given more control they could choose which services they want to purchase as opposed to the CD team making those decisions.

Building – Not suitable. Parents and visitor comments on the state of building and question how the local authority can allow staff and service users to work in such a poor physical environment. Y Bont's work room has no natural light or ventilation.

Self-promotion – Some excellent good stories of achievement but not shared or promoted, hence the ignorance about progression.

Transport – Poor transport infrastructure for those living in rural areas.

Transport – Clearly CD no understanding of the complexities around transport.

Uncertainty about the two instructor positions in Y Bont,

Men's sheds. Referrals to Men's sheds as opposed to in house services, negative feedback from families and service user, bored – nothing to do. How is progression measured here?

Future Services. Concerns from staff, families, and service users about the future of services, and how this will look.

No IT network in Garden Control restricts the amount of time staff can visit or use the site, Debi and the team isolated from the rest of the service.

Reduced admin hours in Meifod during busy months putting pressure on all staff, making meeting deadlines difficult.

### **What's important for the future?**

Promoting support budgets.

Promoting the service.

Services in a position to change to meet needs.

Staff/stakeholders and management to work closer to develop services.

CD Team to have a greater presence in the service, and to be more familiar with what the service is offering, and see how individuals are progressing.

### **Cynnig staff feedback.**

Good professional working relationship between DCC staff, Cynnig and management a like at ground level.

Benefits of providing long standing contract, an understanding of service values, priorities and outcomes, quality relationships developed with those in receipt of support, along with the parents/carers and awareness of DCC policies and procedures.

Long standing relationship's developed with an ability to recognise change of behaviours, demeanour, communication and personality, all of which can contribute to timely interventions when needed.

Staff commitment and long service from both DCC and Cynnig.

Service feels integrated in the local community and are well known.

Incidents of challenging behaviour is low which is a good sign.

Work life balance opportunities are good between work opps, Cynnig activities, Buzz club, college and woodlands skills.

### **What's not working?**

Lack of investment in buildings infrastructure. Canol Y Dre and Meifod should be modernised with a focus on, a positive visual impact, development of a vibrant healthy internal environment which is welcoming, spacious light and warm in the winter.

Lack of investment creates a belief that management don't appreciate the work carried out within the service or the people within it.

### **What's important for the future?**

Ongoing training opportunities for those we support and staff alike

Positive and appropriate public promotion of achievements of those we support.

Discuss and develop a pathway for progression, matching all levels of abilities and incorporating measurement of achievements within all-encompassing life experiences such as work leisure and education

Financial investment that matches the needs and aspirations of those we support

### **Appendix 7: WW/WNW - Feedback from referring staff (CDT)...**

#### ***What's working?***

Staff:

- ✓ There is good staff continuity
- ✓ Staff have a good relationship with families
- ✓ Families trust staff
- ✓ Staff are good at contacting the team with any concerns about the individual
- ✓ Staff are good at reminding service users (eg appointments)
- ✓ There are some good working relationships

## ***What's not working?***

### The approach

- ❖ Not enough focus on progression
- ❖ Feels like the approach is off the pace and behind the times
- ❖ Sometimes insist on 1:1 for a whole session
- ❖ Often refer to what people want, rather than thinking about peoples' assets and resources – feels like a disconnect with the legislation and with the Denbighshire approach
- ❖ Lack of realisation that statutory services are a 'last resort'

### The processes and structures

- ❖ Feels like it sits outside of CSS (isolated) but is not an external service
- ❖ Could Job-finding sit within Working Denbighshire? Both could learn from each other. (WD have had some good results recently)
- ❖ IT communication can be poor, and not always clear where things are up to (varied use of paris)
- ❖ Too interlinked with cynnig
- ❖ Taster meetings are too short and not sure how effective they are
- ❖ Taster sessions – once people are there for 6 weeks it feels like a foregone conclusion
- ❖ Feels like IH call the shots
- ❖ Assessment by 2 staff members – is that needed?

### Meeting needs and achieving outcomes

- ❖ Not enough examples of skill development and move on
- ❖ Sometimes unable to support / take on new people with challenging behaviours
- ❖ Activities – sometimes the same stuff over and over again, when new things could be tried, (albeit not with everyone, but with some people)
- ❖ CDs team having to refer to IS services in the north because IH can't meet personal care needs

### Communication

- ❖ Poor communication with referring staff about changes in provision (eg, extra days)
- ❖ No formal communication with referring staff re the changes to taskforce
- ❖ Lack of a website or public information about the range of services

### Transport

- ❖ Pick up times often change
- ❖ Taxis sometimes don't turn up
- ❖ Some half day sessions only last 1.5 hours because of transport
- ❖ Needs more focus on travel training, and/or use of the resource wheel and transport policy
- ❖ Providing transport for tasters raises expectations

### General

- ❖ Confusion with support budget processes

## ***Important for the future***

- More focus on skill development and move on
- Better communication and improved understanding of roles
- A service that can meet the needs of people with behaviours that challenge
- A service that is accessible for people who need changing facilities
- A service for those individuals whose needs cannot be met by non-statutory means
- Closer links to other teams and services (including Working Denbighshire) – co-location?



Mae tudalen hwn yn fwriadol wag



|                                  |                                                                        |
|----------------------------------|------------------------------------------------------------------------|
| <b>Adroddiad i'r</b>             | <b>Pwyllgor Craffu Perfformiad</b>                                     |
| <b>Dyddiad y Cyfarfod</b>        | <b>30 Ionawr 2020</b>                                                  |
| <b>Aelod / Swyddog Arweiniol</b> | <b>Aelod Arweiniol Addysg / Pennaeth Addysg</b>                        |
| <b>Awdur yr Adroddiad</b>        | <b>Prif Reolwr Addysg</b>                                              |
| <b>Teitl</b>                     | <b>Perfformiad Ysgolion a Chanlyniadau Arholiadau L2 wedi'i Gwirio</b> |

## 1. Am beth mae'r adroddiad yn sôn?

Perfformiad asesiadau athrawon a chanlyniadau arholiadau allanol yng Nghyfnod allweddol 4 ac ôl-16 yn ysgolion Sir Ddinbych. Mae'r adroddiad hefyd yn darparu canlyniadau yn erbyn gwybodaeth a pherfformiad cenedlaethol.

## 2. Beth yw'r rheswm dros wneud yr adroddiad hwn?

Darparu'r wybodaeth a ddarparwyd ynghylch perfformiad a monitro ysgolion Sir Ddinbych yn 2019 ac arolygon Estyn.

## 3. Beth yw'r Argymhellion?

Bod yr aelodau'n adolygu a chyflwyno sylwadau ar berfformiad ysgolion a nodi unrhyw feysydd i'w gwella.

## 4. Manylion yr Adroddiad

### Cefndir a Chynnwys

### Safonau'r Cyfnod Sylfaen

Mae canran y disgyblion sy'n cyflawni Dangosydd y Cyfnod Sylfaen (FPI) yn is na'r cyfartaledd cenedlaethol, yn flaenorol roedd yn uwch na'r cyfartaledd. Fel y rhagwelwyd, yn dilyn gweithrediad Fframwaith newydd y Cyfnod Sylfaen, mae canran y disgyblion sy'n cyflawni'r canlyniadau a ddisgwylir ar draws Cymru wedi

gostwng yn 2018-19, roedd perfformiad yr Awdurdod Lleol yn adlewyrchu hyn yn yr FPI a'r holl Feysydd Dysgu.

Mae nifer y dysgwyr sy'n cyflawni'r canlyniadau uwch wedi gostwng yn genedlaethol ac eto adlewyrchwyd hyn yng nghanlyniadau ysgolion ALI Sir Ddinbych. Roedd canlyniadau Sir Ddinbych ychydig yn is na'r cyfartaledd cenedlaethol ym mhob Maes o Ddysgu heblaw am Iaith a Chyfathrebu gyda Chymraeg (LCW), a oedd ychydig yn uwch. (Atodiad 1)

### **Safonau Cyfnod Allweddol 2**

Mae canran y disgyblion sy'n cyflawni Dangosydd Pynciau Craidd (CSI) yn is na'r cyfartaledd cenedlaethol. Dros y pedair blynedd diwethaf, mae hyn wedi bod yn ddarlun newidiol. Perfformiodd carfan 2019 yn is na'r cyfartaledd cenedlaethol yn yr holl bynciau craidd, heblaw'r Gymraeg. Mae safonau cyrhaeddiad Cymraeg ail iaith yn is na'r cyfartaledd rhanbarthol. Nid oes cyfartaledd cenedlaethol ar gael ar gyfer Cymraeg ail iaith ar hyn o bryd.

Mae perfformiad ysgolion Sir Ddinbych ar lefelau uwch yn adlewyrchu perfformiad ar y lefelau disgwylidig, oll yn is na'r cyfartaledd cenedlaethol heblaw'r Gymraeg.

### **Safonau Cyfnod Allweddol 3**

Mae'r canlyniadau eleni yn dechrau adlewyrchu'r newidiadau cenedlaethol, lle bo prif ganolbwynt asesiadau athrawon wedi symud yn ôl i gynnydd a chyrhaeddiad dysgwyr unigol ac oddi wrth y cyfresi data cyfanredol a ddefnyddir i ddwyn ysgolion i gyfrif. (Atodiad 2)

Yn genedlaethol, roedd canran y disgyblion sy'n cyflawni'r lefel ddisgwylidig fel isafswm yn is nag yn 2018 yn y Dangosydd Pwnc Craidd a'r holl bynciau craidd.

Mae Dangosydd Pwnc Craidd Sir Ddinbych ychydig yn is na'r cyfartaledd cenedlaethol gyda gostyngiad o -2.3% o gymharu â pherfformiad 2018 (-1.9% yn genedlaethol). Perfformiodd carfan 2019 yn unol a'r cyfartaleddau cenedlaethol ar y lefel ddisgwylidig ar gyfer Saesneg a Gwyddoniaeth a 0.9% yn is ar gyfer Mathemateg, a -3.2% ar gyfer Cymraeg.

### **Safonau Cyfnod Allweddol 4**

Mae mesurau dros dro newydd CA4 wedi'u cyflwyno ar gyfer 2019 fel rhan o raglen sylweddol i ddiwygio addysg yng Nghymru. Bydd y data cenedlaethol sy'n cael ei gofnodi ar gyfer ysgolion unigol yn seiliedig ar ganlyniadau'r cofnod cyntaf. Mae JCQ / CBAC wedi cyhoeddi eu data a datganiad i'r wasg yn seiliedig ar y 'canlyniad gorau' a gafwyd gan rai 16 oed ym mis Tachwedd ac yn yr haf. Bydd gwahaniaethau rhwng y cyfnod cyntaf a data'r canlyniad gorau. O ganlyniad, ar draws sawl dangosydd, ni fydd modd cymharu ffigyrau 2019 gyda'r perfformiad blaenorol.

Mae Atodiad 2 yn dangos canlyniadau wedi'u gwirio ar gyfer y mesurau dros dro newydd sy'n dangos ychydig o gynnydd ar y canlyniadau dangosol a adroddwyd yn flaenorol. Mae hefyd yn dangos y gwahaniaethau allweddol gyda'r blynyddoedd blaenorol. Yn y cyd-destun hwn, dylid dadansoddi'r data ar lefel leol ac fel pwynt dechrau i gwestiynu blaenoriaethau lleol.

**Er bod data 2019 ar gael ar fesuryddion perfformiad hanesyddol (L1, L2, L2+ a 5A\* - A), nid yw cymhariaeth gyda'r blynyddoedd blaenorol yn ddilys oherwydd bod y cofnod cyntaf yn cyfrif yn hytrach na'r canlyniad gorau.**

## 5. Perfformiad Ysgol Unigol

Capio 9 yw'r prif ddangosydd newydd ar gyfer perfformiad ysgol ac ALI. Yn 2019 mae'n 334.7 pwynt sy'n is na'r cyfartaledd cenedlaethol o 353.8 pwynt. Mae perfformiad mewn ysgolion unigol yn erbyn y mesur yn eithaf da gyda phedair ysgol yn cyflawni sgôr pwyntiau uwch, a thair yn is na'r cyfartaledd cenedlaethol. Mae canran agoredig yr awdurdod lleol yn cynnwys data perfformiad ar gyfer y 54 o ddisgyblion sydd naill ai yn y PRU (Uned Cyfeirio Disgyblion) neu EOTAS (Addysg Heblaw yn yr Ysgol).

Perfformiodd pedair ysgol yn well na'r sgôr pwyntiau cyfartalog cenedlaethol ar gyfer mesur Capio 9 o 353.8 ac mae pedair ysgol yn is na'r sgôr, gyda'r Bendigaid Edward Jones yn perfformio'n sylweddol is ac Ysgol Brynhyfryd a'r Santes Ffraid yn sylweddol uwch. Mae perfformiad bechgyn a merched yn is na'r cyfartaledd cenedlaethol ar gyfer 2019 o 17 pwynt (bechgyn) ac 19 pwynt (merched). Mae bwloch o 33 pwynt rhwng bechgyn a merched, sydd ychydig yn is na 2018. Mae bwloch ym mherfformiad ePYD (prydau ysgol am ddim) a disgyblion nad ydynt yn derbyn PYD yn uwch na'r cyfartaledd cenedlaethol ac yn sylweddol, 365.59 o gymharu â 285.96.

## 6. Lefel A a Bagloriaeth Cymru

Mae chwech o wyth ysgol yn Sir Ddinbych yn cynnig darpariaeth ôl 16. Yn 2019, derbyniodd 12.9% o ddysgwyr ôl-16 mewn ysgolion o leiaf 3A\*-A mewn Lefel A neu gyfwerth i fyny o 10.3% yn 2018, mae hyn 0.2 yn is na chyfartaledd Cymru. Dyma'r perfformiad uchaf dros y pum mlynedd diwethaf. Mae 2019 yn dangos cynnydd o 9.1% (62.5%) yn nifer y myfyrwyr sydd wedi derbyn 3 gradd A\*-C mewn Lefel A, dyma'r tro cyntaf yn y blynyddoedd diwethaf y mae hyn yn uwch na chyfartaledd Cymru (57.6%).

Mae nifer y dysgwyr sydd wedi derbyn 3A\*-A hefyd wedi cynyddu o 10.3% yn 2018 i 12.9% yn 2019, ond mae hyn yn parhau i fod yn is na chyfartaledd Cymru o 13.1%, mae'r bwlch rhwng Sir Ddinbych a'r cyfartaledd cenedlaethol yn parhau i gau.

Bu cynnydd sylweddol yn nifer y dysgwyr ôl 16 sy'n cyflawni Her Sgiliau Bagloriaeth Cymru o 38.9% yn 2018 i 69.9% yn 2019, mae hyn yn is na'r cyfartaledd cenedlaethol o 71.6%. (Atodiad 3)

## 7. Presenoldeb

Mae presenoldeb (**Atodiad 4**) ymysg ysgolion cynradd wedi gwella o 84.3% yn 2018 i 97.8% yn 2019, mae hyn y uwch na chyfartaledd Cymru o 94.7%. Dros y tair blynedd diwethaf, ychydig o wahaniaeth sydd wedi bod rhwng y rhywiau ac mae'r gwahaniaeth rhwng disgyblion PYD a disgyblion nad ydynt yn cael PYD wedi lleihau yn ystod y cyfnod hwn. Mae presenoldeb uwchradd (**Atodiad 5**) wedi gwella o 0.1% yn y flwyddyn ddiwethaf o 93.5% yn 2018 i 93.6% yn 2019. Mae hyn yn gosod yr ALI 0.2% yn is na chyfartaledd Cymru o 93.8%, gostyngodd cyfartaledd Cymru o 0.1% eleni.

## 8. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?

Mae'r adroddiad yn cyfrannu at Flaenoriaeth Gorfforaethol Pobl Ifanc sy'n ceisio sicrhau bod pob plentyn yn cyflawni'r safon a ddisgwylir ar ddiwedd eu taith addysgol statudol ac yn meddu ar sgiliau bywyd a gwaith. Mae angen i'r Aelodau fod yn ymwybodol o berfformiad yr ysgolion a'r ALI yn erbyn meincnodau cenedlaethol.

## 9. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?

Amherthnasol

## 10. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?

*Sir Ddinbych ffyniannus*  
*Sir Ddinbych gryf*  
*Sir Ddinbych iachach*  
*Sir Ddinbych fwy cyfartal*  
*Sir Ddinbych gyda chymunedau cydlynol*  
*Sir Ddinbych lle mae diwylliant bywiog a'r Gymraeg yn ffynnu*  
*Sir Ddinbych sy'n gyfrifol yn fyd-eang*

## 11. Pa ymgynghoriadau sydd wedi eu cynnal gyda Chraffu ac eraill?

Amherthnasol

## 12. Datganiad y Prif Swyddog Cyllid

Amherthnasol

## 13. Pa risgiau sydd yna ac a oes unrhyw beth y gallwn ei wneud i'w lleihau nhw?

- Bydd yr ALL a GwE yn parhau i herio Penaethiaid a rheolwyr ysgolion i sicrhau bod yr ysgolion yn cymryd y camau gweithredu cywir er mwyn gwella safonau. I leihau unrhyw risgiau i gefnogaeth a heriau yn ysgolion Sir Ddinbych, mae Swyddogion Addysg yn yr Awdurdod yn monitro ac yn asesu ansawdd y gwasanaeth addysg rhanbarthol (GwE).
- Sicrhau gwelliant yng nghanlyniadau arholiadau allanol.
- Parhau i wella yn erbyn y gostyngiad yng Ngrant Llwybrau Dysgu 14-19 a chyllid TRAC Cronfa Gymdeithasol Ewrop.

## 14. Pŵer i wneud y Penderfyniad

Mae Erthygl 7.4.2(b) o Gyfansoddiad y Cyngor yn amlinellu pwerau'r Pwyllgor Archwilio mewn perthynas ag adolygu amcanion perfformiad a pholisi.

### **Swyddog Cyswllt:**

Julian Molloy, Prif Reolwr Addysg

Ffôn: 01824 708027

Mae tudalen hwn yn fwriadol wag

## **Appendix 1**

### **Report on Standards for Denbighshire LA**

#### **Standards in Foundation Phase in Denbighshire LA**

Overall, taking into account learner progress and ESTYN inspection outcomes, standards in the Foundation Phase in Denbighshire are good. The percentage of pupils achieving the Foundation Phase Indicator (FPI) is below the national average, whereas previously it was generally above. As widely anticipated, following the implementation of the new Foundation Phase Framework, the percentage of pupils achieving the expected outcomes across Wales decreased in 2018-19, the Local Authority's performance reflected this in the FPI and in all Areas of Learning.

The number of learners achieving the higher outcomes also decreased nationally and again this was reflected in Denbighshire LA schools' outcomes. Outcomes in Denbighshire schools were slightly below the national average in all Areas of Learning except for with Language and Communication with Welsh (LCW), which was slightly above.

As widely anticipated, the percentage of pupils eligible for FSM who achieved the expected outcomes across Denbighshire LA decreased in 2018-19, both in the FPI and Areas of Learning at both the expected and the higher than expected outcomes. The national averages show a similar decrease. Free School Meal (FSM) pupils in the foundation phase performed better than the national average in FPI, LCW and Personal and Social Development (PSD), but below the national average in Language and Communication with English (LCE) and Mathematical Development (MD).

Again, as anticipated, the national performance of both boys and girls decreased in the FPI and all Areas of Learning. This was reflected in Denbighshire with the exception of the performance in LCW at the higher outcome and the girls' performance in MD at the higher outcome. The difference in the national performance between boys and girls has remained similar to previous years with girls outperforming boys in all Areas of Learning, particularly in LCW and PSD. This is reflected in the Denbighshire performance. However, the gap in performance is slightly wider in most areas than the national average. The anomaly is in PSD, where the gap is narrower than the national average.

Welsh Government have made it clear that Value added progress between Baseline and End of Foundation Phase should be the focus when evaluating pupil achievement in Foundation Phase. Progress of matched pupils from Denbighshire's 2017 Reception cohort baseline to end of Foundation Phase 2019 is good with pupils making at least 3.35 outcomes of progress in all areas. The most progress is made in Welsh Language with pupils making on average 4.32 outcomes of progress. Pupils are expected to make 3.0 outcomes of progress during the Foundation Phase. This value added data confirm that the Local Authority's schools demonstrate an effective and sustained approach in supporting pupils to make progress throughout the Foundation Phase.

## Emerging Questions

- Why are Foundation Phase outcomes lower in all AoL, except LCW at the higher outcome, over the past two years?
- Why have FSM pupils' outcomes decreased in all AoL?
- Why has the gender gap in Denbighshire increased in all AOL except PSD at the expected level?
- Is end of Foundation Phase assessment accurate and robust in Denbighshire schools?
- Is baseline assessment accurate and robust in Denbighshire schools?

## Standards in Key Stage 2 in Denbighshire LA

Overall, taking into account learner progress and ESTYN inspection outcomes, standards in Denbighshire schools at Key Stage 2 are good.

The percentage of pupils achieving the Core Subject Indicator (CSI) is below the national average. Over the last four years, this has been a fluctuating picture. The 2019 cohort performed below the national average in all core subjects, except Welsh Language. Standards of attainment in Welsh second language is below the regional average. No National average is currently available for Welsh second language.

Performance of Denbighshire schools at the higher levels reflected performance at the expected levels, all below the national average except Welsh Language.

The percentage of pupils eligible for FSM who achieved the expected outcomes across Denbighshire LA decreased in 2019, both in the CSI and in all core subjects. This was a significant decrease in Welsh Language. The performance of the FSM pupils was below the national average for all subjects. At the higher levels, FSM pupils' performance improved in English, Mathematics and Science with more FSM pupils achieving the higher outcomes than the previous year. However, the number of FSM pupils achieving the higher outcomes in Welsh language decreased significantly. The number of FSM learners achieving the expected outcomes in Welsh second language increased. The attainment gap between the pupils eligible for FSM and those who are not is significant in all subjects at both the expected and the higher levels.

The performance of both boys and girls decreased nationally in all of the core subjects at both the expected and the higher level. The performance in Denbighshire reflects this with the exception of the girls' performance at the higher level in maths and science. Both boys' and girls' performance was below the national average in all core subjects except for Welsh Language and the boys' higher level science. Nationally, the girls outperformed the boys in all subjects at both the expected and the higher levels. Denbighshire's performance reflects this with the exception of higher level maths, where the boys outperformed the girls. The



difference in performance between the two genders in Denbighshire is getting wider in all subjects except for Welsh Language and science at the higher level.

As with Foundation Phase, Welsh Government have made it clear that Value Added progress between end of Foundation Phase and end of Key Stage 2 should be the focus when evaluating pupil achievement. Progress of matched pupils from Denbighshire's 2015 Foundation phase cohort to the end of key Stage 2 2019 is positive. Pupils made an average of at least 2.03 levels of progress in all Core Subjects. Pupils are expected to make 2.0 levels of progress during the Key Stage 2. This value added data confirm that the Local Authority's schools demonstrate an effective and sustained approach in supporting pupils to make progress throughout Key Stage 2.

Moderation has been verified as being accurate and robust in nearly all Denbighshire primary schools with only a very few schools having any disagreement on their levels. Individual primary schools track progress data thoroughly and hold staff to account for outcomes.

#### Emerging questions

- Why is performance in all subjects below the national average?
- Why has the performance of FSM pupils at the expected level decreased?
- Why has the attainment gap between FSM and non-FSM pupils increased?
- What has been identified as having an impact on the increase in attainment at the higher levels in English, maths and science?
- Why has the gap in performance between the genders increased?

#### **Key Stage 3**

This year's results are beginning to reflect the national changes, whereby the prime focus of teacher assessments has started to shift back to the progress and attainment of individual learners and away from aggregated data sets used to hold schools to account.

Nationally, the percentage of pupils achieving at least the expected level was lower than in 2018 in the CSI and in all core subjects.

The Denbighshire CSI is slightly lower than the national average with a decrease of -2.3% in comparison to 2018 performance [-1.9% nationally]. The 2019 cohort performed in line with national averages at the expected level for English and Science and 0.9% below for Mathematics, and -3.2% below for Welsh. Performance in Cymraeg declined by -3.2% from 95.7% in 2018 to 92.5% in 2019 in comparison to a national drop of -2.2% to 91.6%. With the exception of Cymraeg and Mathematics, performance in the core subjects falls below the national average for 2019. At the higher levels, performance was similar to 2018 in Mathematics and Science but decreased in English, Welsh and Cymraeg.

Performance of girls dropped slightly in the CSI and across all core subjects, mostly in line with slight drops nationally. The performance of boys fell slightly in the CSI and all core subjects, apart from English, which saw a 0.3% increase against a declining percentage nationally. At the higher levels, performance of boys fell in all core subjects, apart from a slight

increase at expected +2 in Science. At the higher levels, the performance of girls fell in all core subjects apart from an increase in Cymraeg. The gender gap increased across almost all indicators at the expected and higher levels.

The percentage of pupils eligible for FSM who achieved the expected outcomes across Denbighshire LA fell in 2019, in the CSI and core subjects, but by only 0.1% in Mathematics, in line with non-fsm pupils. Performance in English was broadly in line with 2018 performance, whilst Science dropped slightly. The most significant drop was of -12.5% in Cymraeg, compared to a drop of -2.6% for non-efsm pupils. The gap in performance between eFSM and non-FSM pupils was narrowed in the CSI, Science and Mathematics. At the higher levels, the performance of eFSM pupils fell across all indicators with slight improvements in Welsh First Language.

### **Emerging questions:**

- Why is performance at the expected and higher levels still below the national average for almost all core subjects?
- What can be identified as best practice in improving the performance of boys and girls at the higher levels?
- Why has the performance in languages dropped at the expected levels?
- Why has there been a dip in the performance of boys in all core subjects apart from Science at the expected and higher levels?
- What has been identified as having an impact on the improvement in eFSM pupil performance and especially at the higher levels?
- Why has the performance of eFSM learners dropped in most subjects and levels?
- What aspects of best practice in the highest performing departments/classrooms need to be cascaded and how best do we facilitate this process?

### **Key Stage 4**

#### **Context**

Year 11 school cohort for last year included:

- 83 pupils in PRU/EOTAS provision [performance of group included in all LA data???
- 4 secondary schools have FSM % which are lower than the national average of 16.5%. 2 schools have a significantly higher percentage than the national average.
- There were 129 eFSM pupils in the Denbighshire Year 11 cohort 2019. Numbers in individual schools varied from 2 to 35. The size of the cohort should naturally be taken into consideration when analysing performance at individual school level.

#### **Capped 9**

The LA performance in the main indicator [Capped 9] is -28.5pt below the national average of 353.3pt. Performance in individual schools against the measure is generally good with 4 schools achieving a higher points score, and three below. 4 schools performed above the national average points score for the Capped 9 measure of 353 and 4 below, with School G performing significantly below and Schools F and H significantly above. The performance of both boys and girls is below the national average for 2019 by 17 points (boys) and 19 points (girls). There is a 33 point gap between boys and girls, which is slightly less than 2018. The gap in the performance of eFSM and non-FSM pupils is higher than the national average and is significant, 365.59 compared to 285.96, a gap of 79.63 points.

Of the 8 Denbighshire secondary schools, 4 have FSM % which are lower than the national average of 16.5%. 2 schools have a significantly higher percentage than the national average. Of the 4 schools whose average points score was below modelled expectations, 3 closed the

gap compared to 2018. School A closed the gap by 13.12 pts, and School D by 28.9pts. In School G the gap increased to -44.58pts. The performance of boys was higher than the national average of 337.3pt in 7 schools but below in School G. Performance of girls outscored the national average of 370.4pt in 5 schools. The gender gap was reduced in 3 schools [Schools A, B and F] but significantly increased in 4 Schools- C, D, E and G- with the widest gap in School E. The gender gap in Schools D and E is wider than the national average. Boys outperformed girls in one school, School H. The performance of e-FSM pupils was higher than the national average of 298.3pt in 4 schools but below in Schools A, D, F and G. The gap in performance between eFSM and non-FSM pupils was reduced in 4 schools but remains significant in Schools A, D and F.

### ***Literacy Indicator***

The LA performance at 36.76 in the indicator is below the national average of 39.0p by -2.24 pts. The performance of both boys and girls is below the national average for 2019 [-2.4pt and -2.04pt respectively]. The gender gap is -5.58 which is slightly wider than the national gap of -5.47pts and marginally below the gap of 2018 (-5.60). The performance of eFSM and non-FSM pupils and the performance gap between them is to very similar the national average.

In Denbighshire, eFSM pupils performed slightly below their national counterparts by -1.45pt.. In Welsh First Language, performance exceeded the national average by +1.4pts and there was a gender gap of -4.8pt slightly higher in comparison to -4.0pt for Wales. eFSM pupils outperformed their national counterparts by +1.0pt. Welsh Literature average points score was slightly below the national figure by -0.2pt. eFSM pupils performed only slightly below the national average by-0.5pts.

For the Literacy measure, of the 8 secondary schools, 4 were above the national average with 2 of the 5 also above the expected performance [Schools A and C]. Only one school (School A) performed above modelled outcomes. Schools D, E and F performed very closely to the expected performance [less than -0.9pt gap] whilst School B was below by -2.6pt. Boys performed above the national average in 5 schools, and below in 3. The underperformance was significant, at 30.97pts compared to 36.3 nationally in one school, School G. Girls performed below the national average of 41.8pts in 3 schools and significantly above in 4. Performance of girls was particularly strong in schools C, F and H. The gender gap has reduced in 4 schools, most significantly School B, and increased in 4, most significantly School E. The gap is slightly wider than the national average of 5.5pt in 2 schools [D and E]. The performance of eFSM pupils was slightly below the national figure, most significantly in three schools, A, F and G.

6 of the 8 schools performed above the national average in English Language and 5 in English Literature. The gender gap was higher than the national average in School D only, for Language and in Schools D and A only for Literature. The gap between the performance of FSM and e fsm pupils in Language was wider in 2 schools, D and A, and wider for Literature only in School A. For eFSM pupils, 6 schools were above the national average in Language and Literature. In School A performance of eFSM pupils was below the national average for both indicators.

### ***Numeracy Indicator***

The LA performance in the indicator is -1.49pt below the national average of 37.1pt and very slightly below the expected performance by -0.59pt. The performance of both boys and girls is slightly below the national average for 2019 [-1.48pt and -1.45pt respectively]. The gender gap has decreased slightly in 2019 to -1.48pt but is higher than the national average of -1.4pt. The performance of eFSM is higher than the national average of 29.4pt by +1.27pt and the gap in performance between eFSM and non-FSM pupils is lower than the national average [-8.61pt in comparison to -10.3pt nationally].

In the average points score for Mathematics, performance was -1.3pt below the national average with a gender gap of -2.0pt in comparison to the national average of -2.1pt. eFSM pupils performed above the Wales average of 27.3pt at 28.0pts and the gap in performance between eFSM and non-FSM pupils was slightly narrower in Denbighshire than in Wales. In Maths-Numeracy, the authority performed slightly above the national average of 34.2pt with the performance of boys slightly higher than their national counterparts and girls very slightly lower. eFSM pupils performed +1.6pts above the national average of 26.1pt.

Of the 8 secondary schools for the Numeracy indicator, 5 were above the national average. 5 schools [A,B,F,G,H] performed above the expected performance whilst school E was within 0.3pt of the modelled outcome. Schools C and D were below by -2.5pt and -2.7pts. The performance of boys was just below the national average of 36.4pt. Boys performed less well than the national average in Schools D and G. In Schools B F and H boys performed significantly above national averages.

The performance of girls was higher than the national average of 37.8pt in 4 schools [Schools B, C, E, F, and H] but significantly below in School G. The gender gap has decreased in 7 of the 8 schools and is only 0.3pts above the national average. In Schools A, B, F, G and H boys outperform the girls.

The performance of e-FSM pupils was higher within Denbighshire than the national average of 29.4p, and was higher in 6 schools. The lowest performance was in School D where it was -2.88pt below the Welsh average. The gap in performance between eFSM and non-FSM pupils is less than the national average of -10.3pt in 7 of the 8 schools.

In the average points score for Mathematics, 5 school were above the national average of 35.4pt [Schools A, B and G below]. Performance of boys saw all schools above the Wales average with the exception of School E. Performance of eFSM pupils in Schools H, G and C was above the national average. The widest gap between FSM and eFSM pupils was in school F, with a 13pt gap. In Maths-Numeracy 6 of the 8 schools performed above the national average of 34.2pt. The gender gap was only slightly higher than the national average in 3 schools, with girls performing 4.0points ahead of boys in schools B and H. Performance of eFSM pupils was also higher than the national average in all schools except School A.

### ***Science Indicator***

The LA performance in the indicator is slightly below the national average of 36.8pt at 34.16pts, with the performance of boys falling -2.59pt short of their national counterparts and girls by -2.57pts. The gender gap however, is the same as the national average of -2.7pt. The performance of eFSM is +0.18pt higher than the national average of 28.2pt and the gap in performance between eFSM and non-FSM pupils is also better than the national average [-9.8pt in comparison to -11.6pt nationally].

Of the 8 secondary schools, 3 were above the national average. School B was below by -8.4pt. The performance of boys was higher than the national average of 35.5pt in 5 schools but lower in Schools A, D and G. The greatest gap with the national average is seen in School G. The performance of girls was higher than the national average of 38.2pt in 4 schools and significantly lower in School A (-4pt) and School G (-9pt). Boys outperform girls in Schools A and H, but the gender gap [girls outperforming boys] has increased in 3 schools since 2018. The performance of e-FSM pupils was higher than the national average of 28.2pt in 5 of the 8 schools [School F being lower by -18.92pt]. The gap in performance between eFSM and non-FSM pupils is also lower than the national average in all schools with the exception of School A and F.

### **Welsh Bacc SCC Indicator**

The LA performance in the indicator is -2.59pt below the national average of 36.4pt and very slightly below the expected performance by -0.2pt. The performance of boys and girls are slightly below the national averages of 33.46 pts boys (-2.64pts) and 39.5pt girls (-2.28pts). The gender gap has slightly increased in 2019 by 0.31pt and is only very slightly higher than the national average of -5.6pt. The performance of eFSM is lower than the national average of 29.5pt by -3.06pt and the gap in performance between eFSM and non-FSM pupils is higher than the national average [-11.59pt in comparison to -9.6pt nationally].

Of the 8 secondary schools, 5 were above the national average -Schools A, B, C, F and H. The performance of boys was higher than the national average of 33.5pt in 5 schools with the lowest performance in School G. The performance of girls was higher than the national average of 39.5pt in 4 schools, with performance of girls in School G being the lowest. The gender gap is greater than the national average in 2 school and greatest in Schools E and G [-9.41pt and -7.51pts respectively]. The gender gap decreased in 4 schools [B,C,D and F]. The performance of e-FSM pupils was lower than the national average of 29.5pt in 5 schools [School F being lower by-19.00 pt] and the gap in performance with non-FSM pupils was also better than the national average in 5 schools.

### **Emerging Questions:**

#### **Whole schools:**

- Why are there such great variances in performance between individual schools in Denbighshire?
- How confident are we that all Denbighshire schools effectively evaluate the impact and contribution of individual non-core subjects into the revised C9 measure and to what extent do their accountability processes robustly challenge *In School Variance*?
- What are the effective actions currently being taken by leaders with departments that are outperforming the school average and with those that are underperforming and how can we best ensure that schools learn from each other?
- To what extent do individual departments within schools forensically analyse the data shared by WJEC on subject performance and to what extent do all departmental staff, across the range of subjects, understand the assessment weighting for each specification? How does this effectively impact on their planning and delivery and, where relevant, the understanding of grading, awarding and reporting?
- How appropriate is the provision across schools for boys and particularly those in danger of becoming disengaged?
- How well do current 14-19 local strategies ensure that funding is effectively used to deliver appropriate experiences and qualifications for targeted groups of pupils and to what extent do they contribute to the revised interim measures in each local authority?
- Within Denbighshire, the PRU/EOTAS Y11 cohort is significant. How can we effectively ensure that leaders and staff within PRUs supported and skilled to clearly identify how best to maximise the performance of individual pupils across the revised performance measures?

#### **Literacy:**

- How effectively do all schools develop 'higher-order writing skills' to improve performance?
- How can we best support classroom teachers and departments in improving the teaching of identified examination skills?
- What are the most effective strategies to further reduce the gender gap?
- Do all departments have a common and effective approach to the teaching of writing?
- How can we further empower Heads of Departments to lead teaching and learning?
- How can we improve the quality of Literacy Intervention at KS3 , particularly that aimed at FSM learners?

- How can we support departments in increasing the level of challenge at KS3?

#### **Numeracy:**

- How can we best support classroom teachers and departments in improving the teaching of identified examination skills?
- What are the most effective strategies to further reduce the gender gap?
- How can we support departments in increasing the level of challenge at KS3?
- How can we further improve the teaching of numeracy and mathematics at KS3?
- How can we best support collaborative working at KS4?
- Schools have effectively engaged with the MEI TGM programme over the past few years. How can we further support teachers within the county?

#### **Science:**

- How can we more effectively support the development of numeracy skills (30% assessment of mathematical skills in Science across the GCSEs)?
- How can we more effectively develop literacy skills in Science to support lowest ability learners to deal with the high volume of text across the examinations papers?
- What are the most effective strategies to further reduce the gender gap?
- How can we implement more effective action research within classrooms to improve teaching and learning?
- What are the best strategies for engaging boys in Science?
- What are the best strategies for engaging girls in Science?
- What is this most effective way to start a Science lesson? (linked to EEF research project)
- How can we use modelling to raise attainment in Science?

#### **Key Stage 5**

The total number of entries at A-level in Denbighshire in 2019 was 814, a number slightly lower than 832 in 2018. Outcomes increased at both A\*-C and A\*-E. At A\*-C outcomes rose to 62.7% compared to 57.6% nationally, and at A\*-E fell from 97.9% to 97.6%, which compares to 97.8% nationally. The percentage of students achieving 3 A\*/A grades at A Level for Denbighshire has increased, at 12.9% compared to 13.1% nationally. At A\*, A\*-A grade and at A\*-B grades there was a slight increase in performance against that in 2018. The % of A\* grades was 3.4% improved on 2018; A\*-A grades was improved on 2018 by 6.3% and at A\*-B by 9.7%.

ALPS data suggests that on the 'T' score, in the three year ALPS trend for value added, Denbighshire schools performed in the top 50% of schools within the data base of schools across both England and Wales. None of the six schools similarly were classified in the top 25% of performers. Based on AS entries, the 'T' score is a 5, suggesting progress made by students is in line with expectations. ALPS similarly indicates that progress made by the fewer vocational students on Applied/BTEC courses within 3 schools is in line with expectations.

| Year      | LA/Wales     | No Inspected | Not in follow-up |     | Estyn Review |    | Significant Improvement |    | Special Measures |   |
|-----------|--------------|--------------|------------------|-----|--------------|----|-------------------------|----|------------------|---|
|           |              |              | %                | #   | %            | #  | %                       | #  | %                | # |
| 2017-2018 | Denbighshire | 9            | 88.9             | 8   | 11.1         | 1  | 0.0                     | 0  | 0.0              | 0 |
| 2017-2018 | Wales        | 237          | 75.1             | 178 | 17.3         | 41 | 4.6                     | 11 | 3.0              | 7 |
| 2018-2019 | Denbighshire | 10           | 80.0             | 8   | 20.0         | 2  | 0.0                     | 0  | 0.0              | 0 |
| 2018-2019 | Wales        | 227          | 75.8             | 172 | 19.8         | 45 | 1.8                     | 4  | 2.6              | 6 |

Judgements all schools 2018-19

|                | Standards    |       | Wellbeing    |       | Teaching     |       | Support      |       | Leadership   |       |
|----------------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|
|                | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales |
| Excellent      | 40.00        | 11.45 | 50.00        | 19.82 | 30.00        | 11.89 | 50.00        | 18.94 | 60.00        | 17.18 |
| Good           | 50.00        | 65.20 | 50.00        | 67.40 | 50.00        | 62.11 | 50.00        | 70.93 | 20.00        | 58.59 |
| Adequate       | 10.00        | 21.15 | 0.00         | 12.33 | 20.00        | 24.23 | 0.00         | 8.37  | 20.00        | 20.70 |
| Unsatisfactory | 0.00         | 2.20  | 0.00         | 0.44  | 0.00         | 1.76  | 0.00         | 1.76  | 0.00         | 3.52  |

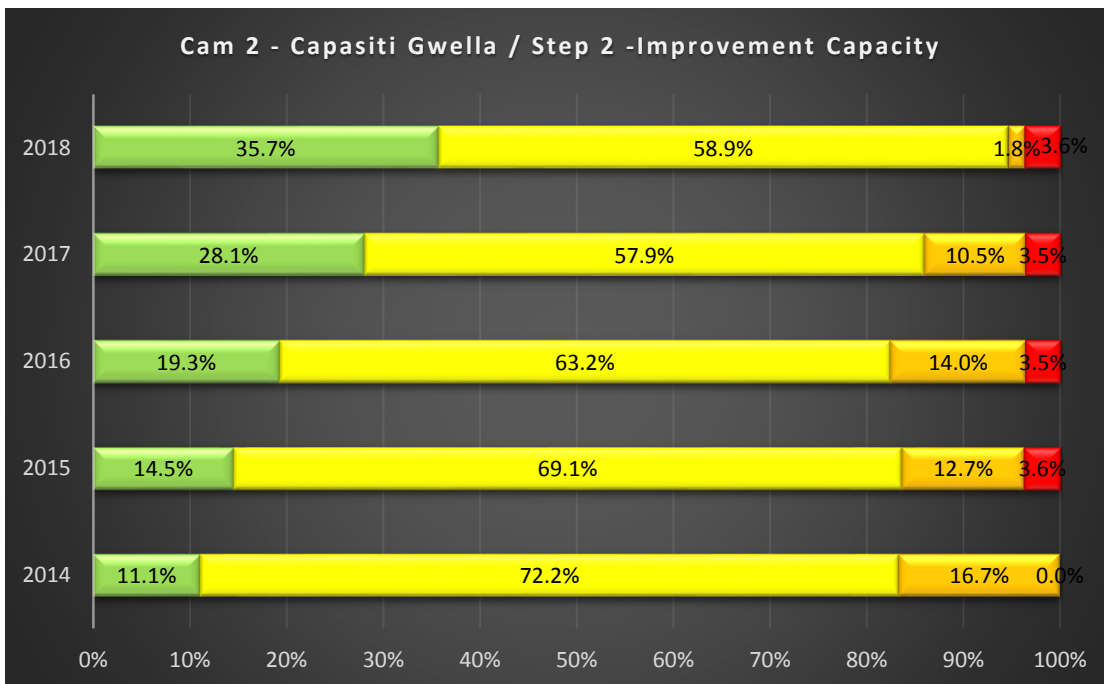
Secondary / All-age school

| Year      | Region       | No Inspected | Not in follow-up |    | Estyn Review |    | Significant Improvement |   | Special Measures |   |
|-----------|--------------|--------------|------------------|----|--------------|----|-------------------------|---|------------------|---|
|           |              |              | %                | #  | %            | #  | %                       | # | %                | # |
| 2017-2018 | Denbighshire | 0            | #DIV/0!          | 0  | #DIV/0!      | 0  | #DIV/0!                 | 0 | #DIV/0!          | 0 |
| 2017-2018 | Wales        | 30           | 50.0             | 15 | 33.3         | 10 | 10.0                    | 3 | 6.7              | 2 |
| 2018-2019 | Denbighshire | 1            | 0.0              | 0  | 100.0        | 1  | 0.0                     | 0 | 0.0              | 0 |
| 2018-2019 | Wales        | 32           | 43.8             | 14 | 40.6         | 13 | 9.4                     | 3 | 6.3              | 2 |

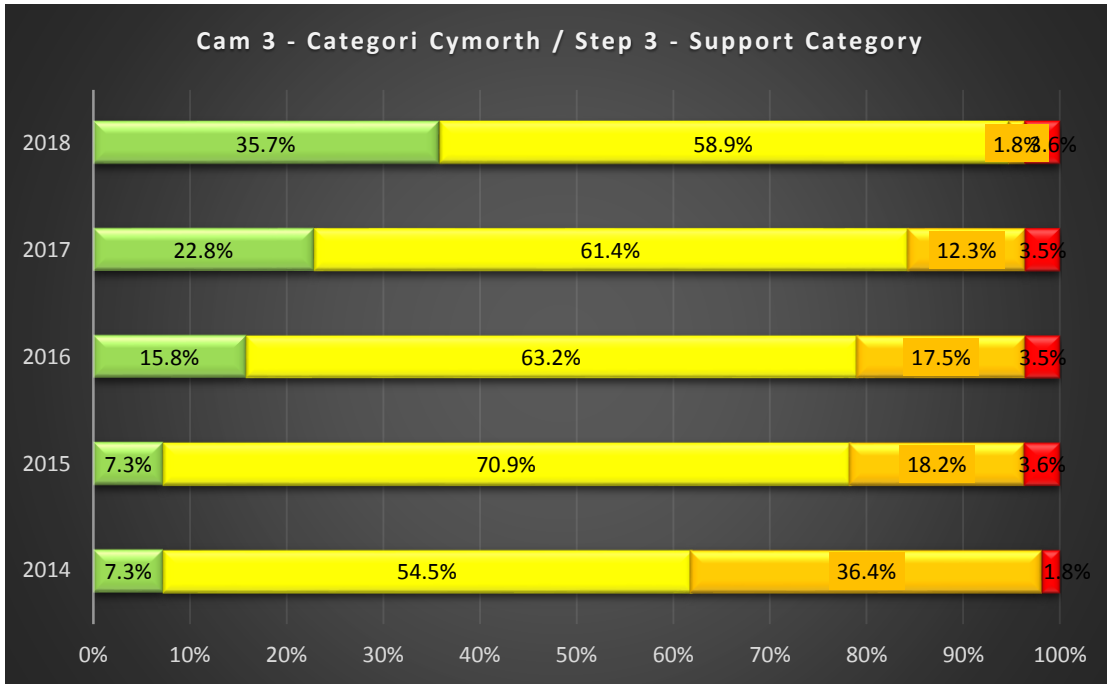
Secondary / All-age school

|                | Standards    |       | Wellbeing    |       | Teaching     |       | Support      |       | Leadership   |       |
|----------------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|
|                | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales | Denbighshire | Wales |
| Excellent      | 0.00         | 12.50 | 0.00         | 18.75 | 0.00         | 9.38  | 0.00         | 21.88 | 0.00         | 9.38  |
| Good           | 0.00         | 34.38 | 100.00       | 40.63 | 0.00         | 40.63 | 100.00       | 43.75 | 0.00         | 34.38 |
| Adequate       | 100.00       | 40.63 | 0.00         | 37.50 | 100.00       | 43.75 | 0.00         | 31.25 | 100.00       | 46.88 |
| Unsatisfactory | 0.00         | 12.50 | 0.00         | 3.13  | 0.00         | 6.25  | 0.00         | 3.13  | 0.00         | 9.38  |

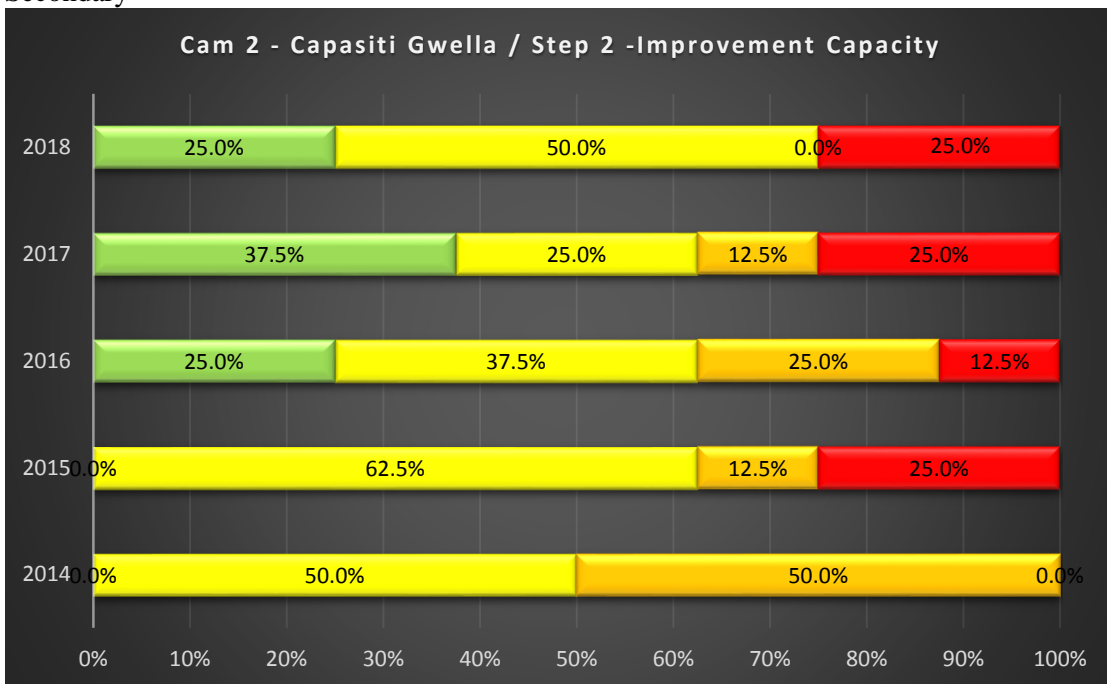
Denbighshire - All schools



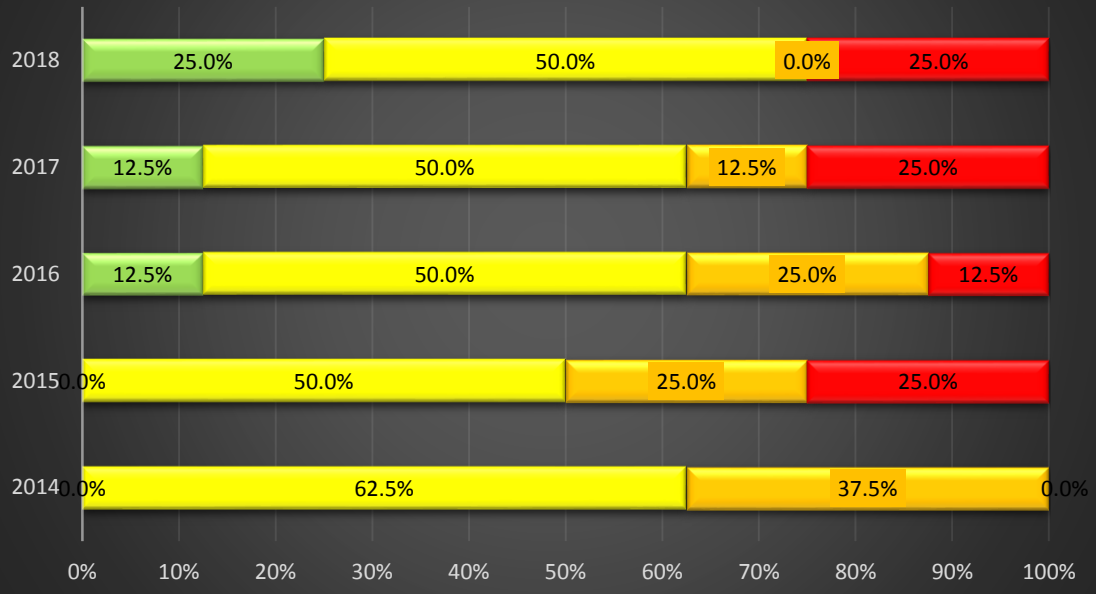




Secondary



Cam 3 - Categori Cymorth / Step 3 - Support Category



## Appendix 2

### Total Number of pupils in Year 11 who were on roll in January 2019:

| School                | No of pupils on roll in January 2019 | % achieved the Level 1 threshold |           | % achieved the Level 2 threshold including a GCSE pass in English or Welsh First Language or Literature and maths |           | % achieved the Level 2 threshold including a GCSE pass in English or Welsh First Language and maths |           | Achieved 5 or more GCSE grades A*-A or equivalent |           | Capped 9 measure |           |
|-----------------------|--------------------------------------|----------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------|-----------|---------------------------------------------------|-----------|------------------|-----------|
|                       |                                      | 2018-2019                        | 2017-2018 | 2018-2019                                                                                                         | 2017-2018 | 2018-2019                                                                                           | 2017-2018 | 2018-2019                                         | 2017-2018 | 2018-2019        | 2017-2018 |
| Rhyl High School      | 140                                  | 98                               | 96        | 51                                                                                                                | 48        | 39                                                                                                  | -         | 9                                                 | -         | 347              | -         |
| Prestatyn High School | 209                                  | 94                               | 97        | 54                                                                                                                | 59        | 56                                                                                                  | -         | 11                                                | -         | 346              | -         |
| Ysgol Glan Clwyd      | 143                                  | 98                               | 98        | 66                                                                                                                | 78        | 61                                                                                                  | -         | 18                                                | -         | 374              | -         |
| Denbigh High School   | 94                                   | 96                               | 92        | 49                                                                                                                | 51        | 40                                                                                                  | -         | 6                                                 | -         | 346              | -         |
| Ysgol Dinas Bran      | 172                                  | 94                               | 97        | 63                                                                                                                | 77        | 51                                                                                                  | -         | 32                                                | -         | 374              | -         |
| Ysgol Blynhyfryd      | 156                                  | 100                              | 100       | 70                                                                                                                | 84        | 61                                                                                                  | -         | 33                                                | -         | 400              | -         |
| Blessed Edward Jones  | 54                                   | 85                               | 93        | 29                                                                                                                | 45        | 30                                                                                                  | -         | 6                                                 | -         | 266              | -         |
| St Brigid's           | 53                                   | 100                              | 100       | 65                                                                                                                | 100       | 74                                                                                                  | -         | 25                                                | -         | 401              | -         |
| PRU                   | 8                                    | 13                               | 15        | 0                                                                                                                 | 0         | 0                                                                                                   | -         | 0                                                 | -         | 116              | -         |
| Tir Mofa              | 18                                   | 0                                | 0         | 0                                                                                                                 | 0         | 0                                                                                                   | -         | 0                                                 | -         | 61               | -         |
| Plas Brandyffryn      | 9                                    | 0                                | 0         | 0                                                                                                                 | 0         | 0                                                                                                   | -         | 0                                                 | -         | 57               | -         |
| EOTAS                 | 75                                   | 5                                | 6         | 0                                                                                                                 | 1         | 0                                                                                                   | -         | 0                                                 | -         |                  |           |
| Denbighshire          | 1,131                                | 87                               | 90        | 51                                                                                                                | 50        | 47                                                                                                  | -         | 14                                                | -         | 334.7            |           |
| Cymru                 | -                                    | 93                               | 94        | 54                                                                                                                | 55        | 50                                                                                                  | -         | 18                                                | -         | 353.8            |           |

Performance better than Wales =



Mae tudalen hwn yn fwiadol wag

### Appendix 3

#### Denbighshire A Level and other Level 3 Qualifications 2019

| Name                  | PLASC<br>Year 13<br>pupils | No. entered<br>2+ | Main Indicator |       | A-Level Grade |     |     |     |     |     |     |     |     |      |        |       | 2018 results |     |      |      |       |
|-----------------------|----------------------------|-------------------|----------------|-------|---------------|-----|-----|-----|-----|-----|-----|-----|-----|------|--------|-------|--------------|-----|------|------|-------|
|                       |                            |                   | L3<br>(2 A*-E) |       | 2018<br>L3 %  | A*  | A   | B   | C   | D   | E   | U   | X   | % A* | % A*-A | %A*-C | %A*-E        | A*  | A*-A | A*-C | A*-E  |
|                       |                            |                   | No.            | %     |               | No. | No. | No. | No. | No. | No. | No. | No. | No.  | %      | %     | %            | %   |      |      |       |
| Prestatyn High School | 86                         | 82                | 81             | 98.8  | 98.3          | 3   | 20  | 49  | 48  | 29  | 10  | 4   | 0   | 1.8  | 14.1   | 73.6  | 97.5         | 4.8 | 12.7 | 67.5 | 98.0  |
| Ysgol Glan Clwyd      | 61                         | 61                | 61             | 100.0 | 100.0         | 12  | 36  | 66  | 70  | 28  | 8   | 1   | 0   | 5.4  | 21.7   | 83.3  | 99.5         | 4.3 | 19.6 | 73.7 | 99.0  |
| Denbigh High School   | 32                         | 32                | 31             | 96.7  | 100.0         | 11  | 14  | 18  | 11  | 10  | 6   | 4   | 0   | 14.9 | 33.8   | 73.0  | 94.6         | 2.9 | 17.1 | 77.1 | 97.1  |
| Ysgol Dinas Bran      | 68                         | 60                | 54             | 91.2  | 97.3          | 18  | 20  | 28  | 34  | 20  | 9   | 6   | 0   | 13.3 | 28.1   | 74.1  | 95.6         | 2.8 | 23.6 | 82.1 | 100.0 |
| Ysgol Brynhyfryd      | 85                         | 85                | 85             | 98.8  | 100.0         | 27  | 48  | 52  | 54  | 34  | 13  | 5   | 0   | 11.6 | 32.2   | 77.7  | 97.9         | 8.1 | 31.4 | 80.2 | 100.0 |
| St Brigid's School    | 24                         | 23                | 23             | 100.0 | 100.0         | 8   | 9   | 22  | 11  | 5   | 4   | 0   | 0   | 13.6 | 28.8   | 84.7  | 100.0        | 9.6 | 31.3 | 85.5 | 97.6  |
| LA Total              | 356                        | 343               | 335            | 97.9  | 99.1%         | 79  | 147 | 235 | 228 | 126 | 50  | 20  | -   | 8.9  | 25.5   | 77.9  | 97.7         | 5.4 | 21.3 | 75.6 | 98.8  |
| Wales                 |                            |                   |                | 97.9% | 97.6%         |     |     |     |     |     |     |     |     |      |        |       |              |     |      |      |       |

Mae tudalen hwn yn fwiadol wag

## Attendance Primary Schools - Years 1 to 6

| September 2018 - July 2019 |                               | No. sessions possible | No. Sessions Attended | %     |
|----------------------------|-------------------------------|-----------------------|-----------------------|-------|
| WAG No.                    | School Name                   |                       |                       |       |
| 663 2011                   | Ysgol Hiraddug                | 65964                 | 62357                 | 94.5% |
| 663 2037                   | Ysgol y Castell               | 62824                 | 59709                 | 95.0% |
| 663 2038                   | Christ Church CP School       | 200796                | 186642                | 93.0% |
| 663 2039                   | Ysgol Llywelyn                | 212466                | 199524                | 93.9% |
| 663 2057                   | Ysgol y Faenol                | 43116                 | 40511                 | 94.0% |
| 663 2059                   | Ysgol Penmorfa                | 139432                | 131368                | 94.2% |
| 663 2060                   | Ysgol Emmanuel                | 140982                | 131945                | 93.6% |
| 663 2066                   | Ysgol Dewi Sant               | 139763                | 132084                | 94.5% |
| 663 2067                   | Ysgol Melyd                   | 46008                 | 42792                 | 93.0% |
| 663 2070                   | Ysgol Bodfari                 | 7838                  | 7553                  | 96.4% |
| 663 2072                   | Ysgol Bryn Hedydd             | 142148                | 135322                | 95.2% |
| 663 3062                   | Ysgol Esgob Morgan            | 43474                 | 41530                 | 95.5% |
| 663 2124                   | Ysgol Cefn Meiriadog          | 19812                 | 18831                 | 95.0% |
| 663 2125                   | Ysgol Frongoch                | 78746                 | 75816                 | 96.3% |
| 663 2127                   | Ysgol Henllan                 | 18318                 | 17669                 | 96.5% |
| 663 2134                   | Ysgol Twm o'r Nant            | 89694                 | 86491                 | 96.4% |
| 663 2135                   | Ysgol Bryn Clwyd              | 9511                  | 9044                  | 95.1% |
| 663 2136                   | Ysgol y Parc                  | 45128                 | 43144                 | 95.6% |
| 663 2164                   | Ysgol Gellifor                | 15856                 | 15136                 | 95.5% |
| 663 2168                   | Ysgol Pentrecelyn             | 12956                 | 12103                 | 93.4% |
| 663 2214                   | Ysgol Betws Gwerful Goch      | 11478                 | 10999                 | 95.8% |
| 663 2215                   | Ysgol Carrog                  | 17154                 | 16174                 | 94.3% |
| 663 2216                   | Ysgol Caer Drewyn             | 35728                 | 33731                 | 94.4% |
| 663 2219                   | Ysgol Bro Elwern              | 16047                 | 15145                 | 94.4% |
| 663 2227                   | Ysgol y Llys                  | 112863                | 107184                | 95.0% |
| 663 2234                   | Ysgol Bryn Collen             | 53810                 | 51274                 | 95.3% |
| 663 2255                   | Rhos Street School            | 41428                 | 39599                 | 95.6% |
| 663 2256                   | Ysgol Pen Barras              | 80516                 | 77861                 | 96.7% |
| 663 2261                   | Ysgol Bro Cinmeirch           | 17712                 | 17170                 | 96.9% |
| 663 2262                   | Ysgol Bro Famau               | 24408                 | 23353                 | 95.7% |
| 663 2263                   | Ysgol Gymraeg y Gwernant      | 42692                 | 41197                 | 96.5% |
| 663 2264                   | Ysgol Clawdd Offa             | 124064                | 115310                | 92.9% |
| 663 2265                   | Bodnant Community School      | 139083                | 131549                | 94.6% |
| 663 2266                   | Ysgol Pendref                 | 47674                 | 45003                 | 94.4% |
| 663 2267                   | Ysgol Bro Dyfrdwy             | 35844                 | 34550                 | 96.4% |
| 663 2268                   | Ysgol Carreg Emlyn            | 9216                  | 8840                  | 95.9% |
| 663 3020                   | Ysgol Tremeirchion            | 22412                 | 21539                 | 96.1% |
| 663 3024                   | St. Asaph V.P. Infants School | 21488                 | 19962                 | 92.9% |
| 663 3044                   | Ysgol Llanbedr DC             | 17852                 | 16842                 | 94.3% |
| 663 3045                   | Ysgol Llanfair                | 30203                 | 28973                 | 95.9% |
| 663 3050                   | Ysgol Borthyn                 | 33355                 | 31441                 | 94.3% |
| 663 3057                   | Ysgol Pant Pastynog           | 23864                 | 22970                 | 96.3% |
| 663 3061                   | Ysgol Dyffryn Ial             | 17100                 | 16579                 | 97.0% |
| 663 3315                   | Ysgol Mair                    | 67668                 | 63512                 | 93.9% |
| 663 3316                   | Ysgol Trefnant                | 24388                 | 23199                 | 95.1% |

#### Appendix 4

|                     |             |                |                |              |
|---------------------|-------------|----------------|----------------|--------------|
| 663 5901            | St Brigid's | 47290          | 44242          | 93.6%        |
| <b>DENBIGHSHIRE</b> |             | <b>2650169</b> | <b>2507769</b> | <b>94.6%</b> |

|                               |    |
|-------------------------------|----|
| Equal to, or greater than 95% | 25 |
| Below 95%                     | 21 |





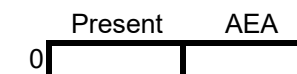


**Attendance for Academic Year September 2018 - July 2019 ( Yrs 7-11 )**

**Appendix 5**

| School                | September     |               |               | October       |               |               | November      |               |               | December      |               |               |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                       | Sessions      | Possible      | %             | Sessions      | Possible      | %             | Sessions      | Possible      | %             | Sessions      | Possible      | %             |
| Blessed Edward Jones  | 8868          | 9530          | 93.05%        | 9697          | 10796         | 89.82%        | 9245          | 10300         | 89.76%        | 7302          | 8192          | 89.14%        |
| Denbigh High          | 15039         | 16076         | 93.55%        | 16681         | 17804         | 93.69%        | 15854         | 16868         | 93.99%        | 12181         | 13212         | 92.20%        |
| Prestatyn High        | 40060         | 42324         | 94.65%        | 43583         | 46976         | 92.78%        | 43150         | 46940         | 91.93%        | 32307         | 35218         | 91.73%        |
| Rhyl High             | 36659         | 38402         | 95.46%        | 37786         | 40628         | 93.00%        | 39740         | 42944         | 92.54%        | 29290         | 32208         | 90.94%        |
| St Brigid's Secondary | 9509          | 9986          | 95.22%        | 10574         | 11140         | 94.92%        | 9934          | 10622         | 93.52%        | 7118          | 7840          | 90.79%        |
| Ysgol Brynhyfryd      | 27755         | 29120         | 95.31%        | 30545         | 32346         | 94.43%        | 28879         | 30780         | 93.82%        | 22616         | 24304         | 93.05%        |
| Ysgol Dinas Bran      | 31575         | 33148         | 95.25%        | 34826         | 36996         | 94.13%        | 33107         | 35196         | 94.06%        | 124875        | 133024        | 93.87%        |
| Ysgol Glan Clwyd      | 30375         | 31840         | 95.40%        | 31762         | 33546         | 94.68%        | 33281         | 35280         | 94.33%        | 24672         | 26450         | 93.28%        |
| <b>Denbighshire</b>   | <b>199840</b> | <b>210426</b> | <b>94.97%</b> | <b>215454</b> | <b>230232</b> | <b>93.58%</b> | <b>213190</b> | <b>228930</b> | <b>93.12%</b> | <b>260361</b> | <b>280448</b> | <b>92.84%</b> |

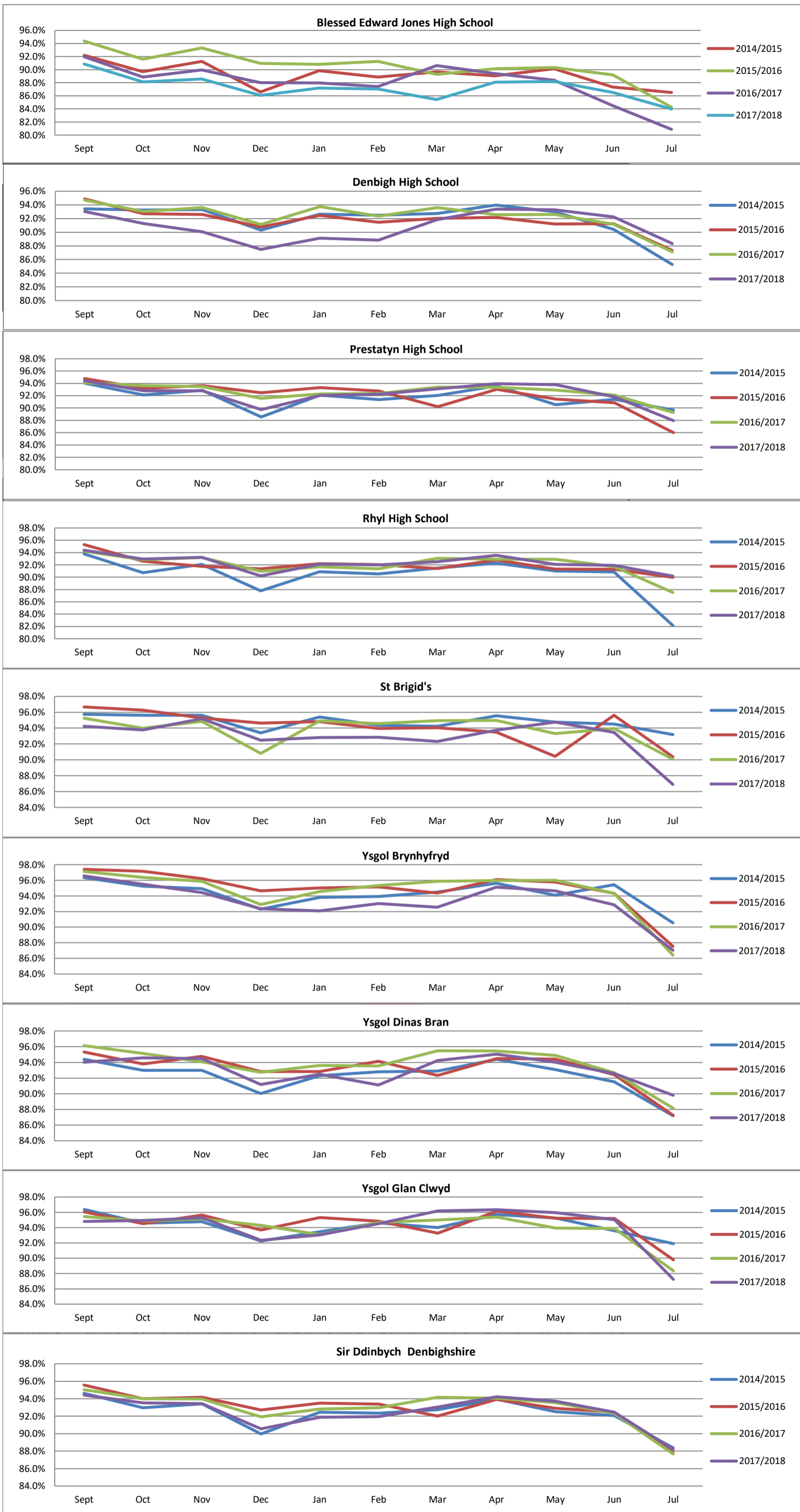
| School                | January       |               |               | February      |               |               | March         |               |               | April         |               |               |
|-----------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|                       | Sessions      | Possible      | %             | Sessions      | Possible      | %             | Sessions      | Possible      | %             | Sessions      | Possible      | %             |
| Blessed Edward Jones  | 8053          | 9088          | 88.61%        | 7388          | 8320          | 88.80%        | 9185          | 10488         | 87.58%        | 5419          | 6294          | 86.10%        |
| Denbigh High          | 14459         | 15484         | 93.38%        | 13057         | 13946         | 93.63%        | 16289         | 17460         | 93.29%        | 9651          | 10436         | 92.48%        |
| Prestatyn High        | 38366         | 41411         | 92.65%        | 33688         | 36826         | 91.48%        | 40307         | 43540         | 92.57%        | 25215         | 27418         | 91.97%        |
| Rhyl High             | 35035         | 37775         | 92.75%        | 30576         | 33270         | 91.90%        | 38523         | 41482         | 92.87%        | 22632         | 24888         | 90.94%        |
| St Brigid's Secondary | 9134          | 10008         | 91.27%        | 8050          | 8896          | 90.49%        | 10492         | 11140         | 94.18%        | 6235          | 6680          | 93.34%        |
| Ysgol Brynhyfryd      | 26009         | 27961         | 93.02%        | 24163         | 25598         | 94.39%        | 30057         | 31878         | 94.29%        | 18168         | 19068         | 95.28%        |
| Ysgol Dinas Bran      | 30772         | 32980         | 93.31%        | 27399         | 29320         | 93.45%        | 34048         | 36568         | 93.11%        | 20532         | 21930         | 93.63%        |
| Ysgol Glan Clwyd      | 30602         | 33213         | 92.14%        | 24743         | 26105         | 94.78%        | 32626         | 34610         | 94.27%        | 19712         | 20756         | 94.97%        |
| <b>Denbighshire</b>   | <b>192430</b> | <b>207920</b> | <b>92.55%</b> | <b>169064</b> | <b>182281</b> | <b>92.75%</b> | <b>211527</b> | <b>227166</b> | <b>93.12%</b> | <b>127564</b> | <b>137470</b> | <b>92.79%</b> |



Tudalen 115

| School                | May           |               |               | June Yrs 7-10 only |               |               | July Yrs 7-10 only |          |   | Running Total for Year |                |               |
|-----------------------|---------------|---------------|---------------|--------------------|---------------|---------------|--------------------|----------|---|------------------------|----------------|---------------|
|                       | Sessions      | Possible      | %             | Sessions           | Possible      | %             | Sessions           | Possible | % | Sessions               | Possible       | %             |
| Blessed Edward Jones  | 7811          | 8962          | 87.16%        | 7250               | 8502          | 85.27%        |                    |          |   | 80218                  | 90472          | 88.67%        |
| Denbigh High          | 13694         | 14756         | 92.80%        | 12620              | 13680         | 92.25%        |                    |          |   | 139525                 | 149722         | 93.19%        |
| Prestatyn High        | 35831         | 38682         | 92.63%        | 33427              | 37100         | 90.10%        |                    |          |   | 365934                 | 396435         | 92.31%        |
| Rhyl High             | 32795         | 35376         | 92.70%        | 32821              | 36082         | 90.96%        |                    |          |   | 335857                 | 363055         | 92.51%        |
| St Brigid's Secondary | 8844          | 9452          | 93.57%        | 8327               | 9006          | 92.46%        |                    |          |   | 88217                  | 94770          | 93.09%        |
| Ysgol Brynhyfryd      | 25622         | 26822         | 95.53%        | 23140              | 25122         | 92.11%        |                    |          |   | 256954                 | 272999         | 94.12%        |
| Ysgol Dinas Bran      | 29123         | 31149         | 93.50%        | 27560              | 29822         | 92.41%        |                    |          |   | 393817                 | 420133         | 93.74%        |
| Ysgol Glan Clwyd      | 27840         | 29376         | 94.77%        | 26360              | 28780         | 91.59%        |                    |          |   | 281973                 | 299956         | 94.00%        |
| <b>Denbighshire</b>   | <b>181560</b> | <b>194575</b> | <b>93.31%</b> | <b>171505</b>      | <b>188094</b> | <b>91.18%</b> | <b>0</b>           | <b>0</b> |   | <b>1942495</b>         | <b>2087542</b> | <b>93.05%</b> |

Secondary Attendance - 4 year trends



|                                |                                                                                 |
|--------------------------------|---------------------------------------------------------------------------------|
| <b>Adroddiad i'r</b>           | <b>Pwyllgor Craffu Perfformiad</b>                                              |
| <b>Dyddiad y Cyfarfod</b>      | <b>30 Ionawr 2020</b>                                                           |
| <b>Aelod/Swyddog Arweiniol</b> | <b>Y Cyng. Richard Mainon/Alan Smith, Pennaeth Gwella Busnes a Moderneiddio</b> |
| <b>Awdur yr Adroddiad</b>      | <b>Emma Jones, Gweinyddwr Systemau Rhaglen a Pherfformiad</b>                   |
| <b>Teitl</b>                   | <b>Adolygiad o'r Polisi Enwi a Rhifo Strydoedd</b>                              |

## 1. Am beth mae'r adroddiad yn sôn?

1.1. Adolygiad o Bolisi Enwi a Rhifo Strydoedd Cyngor Sir Ddinbych.

## 2. Beth yw'r rheswm dros wneud yr adroddiad hwn?

2.1. Gofynnodd y Pwyllgor Craffu am adolygiad o bolisi presennol y Cyngor, yng ngoleuni pryderon nad yw'n adlewyrchu Polisi Iaith Gymraeg y Cyngor yn iawn.

## 3. Beth yw'r Argymhellion?

Bod y Pwyllgor yn ystyried y cynigion yn yr adroddiad, yn gwneud sylwadau ac yn argymhell:

- 3.1. Enwi strydoedd newydd yn Gymraeg yn unig;
- 3.2. Tynnu'r dewis i enwi strydoedd ar ôl unigolion;
- 3.3. Diwygio'r polisi i adlewyrchu hyn a'i gyflwyno i'r Cabinet ei gymeradwyo; a
- 3.4. Bod y Pwyllgor yn cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad 5) fel rhan o'i ystyriaethau.

## 4. Manylion yr Adroddiad

Cyflwynwyd Polisi Enwi a Rhifo Strydoedd presennol y Cyngor i'r Pwyllgor Craffu Perfformiad fis Mawrth 2019. Yn ôl yr adborth a dderbyniwyd roedd angen adolygiad

manwl o'r polisi, yn enwedig o ran y Gymraeg. Argymhellwyd y dylid cyflwyno'r polisi i Bwyllgor Llywio'r Gymraeg y Cyngor.

Cyflwynwyd y polisi i'r Pwyllgor Llywio'r Gymraeg fis Gorffennaf 2019. Roedd eu hadborth yn debyg iawn i adborth y Pwyllgor Craffu: bod angen edrych ar y polisi yn fanwl ac y gall tynnu "Y/Yr" o enw strydoedd gael effaith niweidiol ar enw Cymraeg y stryd.

Ymgynghorwyd â Swyddog Iaith y Cyngor, Manon Celyn ac fe gytunodd i ddarllen y polisi yn Gymraeg a Saesneg ac amlygu unrhyw beth nad oedd yn cyd-fynd â'r Polisi Iaith neu safonau iaith y Cyngor. Ar wahân i'r enghraifft a oedd eisoes wedi'i hamlygu, ni ymddengys bod unrhyw beth arall yn codi o ran y Gymraeg (gweler Atodiad 1).

I dderbyn rhagor o fewnbwn ar gyfer yr adolygiad, gofynnwyd i Swyddfa Comisiynydd y Gymraeg ystyried y polisi. Ymatebodd Eleri James gan ddweud bod y Comisiwn yn bennaf yn canolbwyntio ar enwau aneddiadau ac yn cynghori ar enwau safonol trefi a phentrefi yng Nghymru (Atodiad 2).

Fodd bynnag, roeddwn wedi gofyn ynghylch rhoi enw Cymraeg/Saesneg ar strydoedd gydag enw Saesneg yn unig. Bu iddi nodi rhai o'r egwyddorion y maent hwy yn eu dilyn ac mae'r seithfed egwyddor yn cynghori yn erbyn cyfieithu enwau lleoedd yn llythrennol neu'n fympwyol oni bai bod tystiolaeth gref bod y ffurf wedi'i mabwysiadu'n eang gan y gymuned ac wedi ennill ei phlwyf. Dywedodd hefyd bod yna risgiau ynghlwm wrth gyfieithu pur, o ran colli neu gamddehongli ystyr gwreiddiol ac arwyddocâd hanesyddol yr enw. Nid yw'r Comisiwn ychwaith yn cynghori pobl i gyfieithu enwau strydoedd sydd ar hyn o ryd yn Gymraeg yn unig (gweler Atodiad 3). Bu iddi rannu copi o lythyr y bu iddynt anfon at Gyngor Dinas Caerdydd ar ôl i'r Cyngor gyhoeddi Polisi Enwi a Rhifo Strydoedd newydd (Atodiad 4). Llongyfarchodd y Comisiwn hwy ar eu bwriad i enwi strydoedd ar ddatblygiadau newydd yn Gymraeg yn unig a'u hannog i gryfhau'r cysylltiadau hanesyddol a diwylliannol â'r iaith drwy hyn. Mae'r rhain yn ymddangos yn egwyddorion pwysig ac argymhellir eu bod yn cael eu cynnwys ym mholisi'r Cyngor.

Roedd y Pwyllgor Craffu hefyd wedi sôn am y gallu i enwi strydoedd ar ôl unigolion pan fo achos cryf dros wneud hynny. Cyfeiriwyd yn benodol at y datblygiad diweddar yn y Rhyl. Mae'r enghraifft hon unwaith eto yn codi pryderon ynghylch yr egwyddor gyffredinol o enwi strydoedd ar ôl pobl, yn enwedig pan fo angen newid enwau strydoedd yn sgil hanes pobl yn dod i'r amlwg. Er nad yw'r enghraifft uchod yn amlwg o'r fath natur, byddai'n syniad da osgoi'r posibilrwydd yn y dyfodol. Dyma ail argymhelliad yr adolygiad: nad ydym yn enwi strydoedd ar ôl pobl.

Ar ôl cynnal adolygiad llawn o'r polisi, argymhellir y newidiadau hyn.

1. Enwi pob stryd newydd yn Gymraeg yn unig.
2. Tynnu'r dewis i enwi strydoedd ar ôl unigolion o'r polisi.
3. Diwygio'r polisi i adlewyrchu hyn a'i gyflwyno i'r Cabinet ei gymeradwyo.

## **5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?**

5.1. Amherthnasol

## **6. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?**

6.1. Dim costau ychwanegol.

## **7. Beth yw prif gasgliadau'r Asesiad o'r Effaith ar Les?**

7.1. Mae'r adolygiad o'r polisi wedi amlygu rhai newidiadau sydd angen eu gwneud.

Mae'r asesiad o'r effaith ar les wedi dangos effaith gadarnhaol ar y Gymraeg a'r diwylliant oherwydd yr angen i enwau strydoedd fod yn berthnasol i'r ardal ac, os newidir y polisi, yn Gymraeg yn unig. Mae copi o'r Asesiad o'r Effaith ar Les yn Atodiad 5. Does dim angen cynnal rhagor o asesiadau o'r effaith.

## **8. Pa ymgynghoriadau sydd wedi eu cynnal gyda Chraffu ac eraill?**

8.1. Pwyllgor Llywio'r Gymraeg, Swyddog Iaith y Cyngor a Chomisiynydd y Gymraeg.

## **9. Datganiad y Prif Swyddog Cyllid**

9.1. Amherthnasol

## **10. Pa risgiau sydd yna ac a oes unrhyw beth y gallwn ei wneud i'w lleihau nhw?**

10.1. Os nad yw Polisi Enwi a Rhifo Strydoedd y Cyngor yn adlewyrchu ein Polisi Iaith yn iawn, neu os nad yw ei ddarpariaethau yn adlewyrchu pryderon cymunedol, yna fe all achosi anfri.

## **11. Pŵer i wneud y Penderfyniad**

11.1. Deddf Llywodraeth Leol 1972

11.2. Mae Adran 7.4.1 o Gyfansoddiad y Cyngor yn nodi pŵer y Pwyllgor Craffu o ran datblygu ac adolygu polisi ac mae Adran 7.4.2(d) yn nodi y gall y Pwyllgor Craffu wneud argymhellion i'r Cabinet yn seiliedig ar ganlyniadau'r broses graffu.



**From:** [Manon Celyn](#)  
**To:** [Emma Jones](#)  
**Subject:** ATB/RE: Welsh Language and the Street Naming and Numbering Policy  
**Date:** 29 November 2019 13:27:26  
**Attachments:** [image001.png](#)  
[image004.png](#)  
[image005.png](#)

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Hi Emma,

Sorry for the delay with this. The only thing I could see was the point you already mentioned. This will need re-wording in the Welsh document. Obviously we don't say The Rhyl, The Bala, but in Welsh they do use 'Y'. The English version is correct, it's just the Welsh version that needs changing.

Hope this makes sense.

You're welcome to give me a call if not.

Thanks

**Cofion / Regards**

*Manon Celyn*

**Swyddog Iaith Gymraeg**

Cymunedau a Chwsmeriaid  
Cyngor Sir Ddinbych  
Lefel 3,  
Neuadd y Sir,  
Ffordd Wynnstay,  
Rhuthun, LL15 1YN

**Welsh Language Officer**

Communities and Customers  
Denbighshire County Council  
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County Hall,  
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Ruthin, LL15 1YN

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🌐 **Website** : [www.denbighshire.gov.uk](http://www.denbighshire.gov.uk)

**Rydym yn croesawu gohebiaeth yn Gymraeg a ni fydd unrhyw oedi wrth ymateb i ohebiaeth a dderbyniwyd yn Gymraeg.**

We welcome correspondence in Welsh and there will be no delay in responding to correspondence received in Welsh.



---

**Oddi wrth:** Emma Jones

**Anfonwyd:** Dydd Mawrth, 26 Tachwedd 2019 09:14

**At:** Manon Celyn <Manon.Celyn@denbighshire.gov.uk>

**Pwnc:** Welsh Language and the Street Naming and Numbering Policy

Dear Manon

I'm the Street Naming and Numbering Officer for Denbighshire. Our SNN Policy was adopted after ratification by Full Council in 2014.

The policy went to scrutiny earlier this year and a couple of things were highlighted that we need to change.

One of them is that the policy was written in English and then translated into Welsh without taking into consideration the way the Welsh language works. For example on page 8 – 2.2 says that “No new street name will start with ‘The’ in Welsh or English. It was highlighted that Rhyl in Welsh is Y Rhyl, Mold, Yr Wyddgrug and Bala Y Bala so this wasn't correct for the Welsh names.

Would you be able to read through our current policy and feedback anything else that doesn't work in the Welsh language?

I've attached both Welsh and English policies.

Don't hesitate to contact me if you have any questions.

Kind regards

Emma

Emma Jones

Gweinyddwr Perfformiad a Systemau / Performance & Systems Administrator

Gwella Busnes a Moderneiddio / Business Improvement and Modernisation

Ffôn/Phone: 01824 708049

E bost: [emma.jones@sirddinbych.gov.uk](mailto:emma.jones@sirddinbych.gov.uk)

E mail: [emma.jones@denbighshire.gov.uk](mailto:emma.jones@denbighshire.gov.uk)

**From:** [Eleri James](#)  
**To:** [Emma Jones](#)  
**Cc:** [Dylan Jones](#); [Manon Davies](#)  
**Subject:** ATB/RE: Welsh language regarding established street names  
**Date:** 10 April 2019 11:44:40

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Dear Emma,

Thank you very much for your enquiry and phone conversation. As I explained on the phone I'm afraid that we have not yet published written guidance on this specific matter. The Commissioner's work in the field of place-names is currently focussed on settlement names and the Commissioner is responsible for advising on the standard forms of town and village names in Wales. We would be very glad of the opportunity to cooperate with you on a standardisation project and would be more than willing to come and meet with you to discuss the process. If you are interested, please feel free to suggest dates and we would gladly travel to meet you.

The Commissioner follows specific standardisation guidelines when producing its recommendations: [Guidelines for Standardising Place-names in Wales](#). These guidelines deal specifically with the names of settlements and do not necessarily apply to street or house names nor other landscape features. However, they contain several valuable principles which could be applied when dealing with these names. You will notice that the seventh principle advises against the literal or whimsical translation of place-names unless there is real evidence that the form has been adopted widely by the community and become well-established. There are certainly risks attached to a pure translation exercise as the original meaning and historical significance of the names may be lost or misinterpreted. We would also not encourage the translation of street names that are currently Welsh only. However, these are only guiding principles as street names are very local matters and there may be some exceptional cases. For example, some of these streets in question may be thoroughfares and Welsh versions may already be known locally – and used by your translation unit, for example. You may be interested in reading Cardiff Council's proposed street naming policy in relation to thoroughfares. The Welsh Language Commissioner recently responded to a consultation on the proposed policy, praising its ambition of using Welsh only street names for new developments: [Response to Cardiff's proposed street naming policy](#).

It should be emphasised that the Welsh language standards do not place a duty to translate street names into Welsh in order to display it on signage if no Welsh name has been recorded in accordance with the Public Health Act 1925. County councils and county borough councils have the right to change street names (bilingual or English) for which they are responsible for naming into Welsh only ones. However, in doing so, they will have to be recorded in Welsh only with the relevant agencies and ensure that any signs display the name in Welsh only after the name has been registered.

I hope that this information will be useful to you as you consider your policy. Please don't hesitate to contact me again should you wish to discuss further.

Eleri

**Dr Eleri James**

Uwch Swyddog Ishadeiledd ac Ymchwil / Senior Infrastructure and Research Officer  
+44 (0)29 2087 7576

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Comisiynydd y Gymraeg

Siambrau'r Farchnad, 5–7 Heol Eglwys Fair, Caerdydd, CF10 1AT

0345 6033 221

Croesewir gohebiaeth yn y Gymraeg a'r Saesneg

[comisiynyddygybraeg.org](http://comisiynyddygybraeg.org)



**Ysgrifennwch ataf yn Gymraeg neu Saesneg**  
**Please write to me in Welsh or English**

Dylai'r datganiadau/sylwadau uchod gael eu hystyried yn rhai personol ac nid o reidrwydd yn ddatganiadau neu sylwadau gan Gomisiynydd y Gymraeg, unrhyw ran ohono neu unrhyw gorff sy'n gysylltiedig ag ef. Mae'r e-bost hwn wedi cael ei sganio gan System Diogelwch e-bost Symantec Security.cloud. Am ragor o wybodaeth, ymwelwch â [messagelabs.com/email](http://messagelabs.com/email).

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**Welsh Language Commissioner**

Market Chambers, 5-7 St Mary St, Cardiff, CF10 1AT

0345 6033 221

Correspondence welcomed in Welsh and English

[welshlanguagecommissioner.org](http://welshlanguagecommissioner.org)

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**From:** Emma Jones [<mailto:emma.jones@denbighshire.gov.uk>]

**Sent:** 02 April 2019 10:12

**To:** Postfeistr

**Subject:** Welsh language regarding established street names

Dear Sir/Madam

Would you be able to provide me with some guidance?

We in Denbighshire have a Street Naming and Numbering policy where new streets are named in Welsh only or bilingual, Welsh/English.

We have a local Councillor who would like English only street names within his area translated into Welsh so the street name is bilingual.

Do you have a standard or any advice on renaming existing street names bilingually where they are English only?

Kind regards

Emma

Emma Jones

Gweinyddwr Perfformiad a Systemau / Performance & Systems Administrator

Gwella Busnes a Moderneiddio / Business Improvement and Modernisation  
Ffôn/Phone: 01824 708049  
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Mae'r wybodaeth a gynhwysir yn yr e-bost hwn ac unrhyw ffeiliau a drosglwyddir gydag o wedi eu bwriadu yn unig ar gyfer pwy bynnag y cyfeirir ef ato neu atynt. Os ydych wedi derbyn yr e-bost hwn drwy gamgymeriad, hysbyswch yr anfonwr ar unwaith os gwelwch yn dda. Mae cynnwys yr e-bost yn cynrychioli barn yr unigolyn(ion) a enwir uchod ac nid yw o angenrheidrwydd yn cynrychioli barn Cyngor Sir Ddinbych. Serch hynny, fel Corff Cyhoeddus, efallai y bydd angen i Gyngor Sir Ddinbych ddatgelu'r e-bost hwn [neu unrhyw ymateb iddo] dan ddarpariaethau deddfwriaethol.

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Mae tudalen hwn yn fwriadol wag



Comisiynydd y  
Gymraeg  
Welsh Language  
Commissioner

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# Canllawiau Safoni Enwau Lleoedd Cymru



Comisiynydd y  
Gymraeg  
Welsh Language  
Commissioner

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# Cefndir

Prif nod Comisiynydd y Gymraeg, sefydliad annibynnol a grëwyd yn unol â Mesur y Gymraeg (Cymru) 2011, yw hybu a hwyluso defnyddio'r Gymraeg. Gwneir hyn drwy ddwyn sylw i'r ffaith bod statws swyddogol i'r Gymraeg yng Nghymru a thrwy osod safonau ar sefydliadau. Bydd hyn, yn ei dro, yn arwain at sefydlu hawliau i siaradwyr Cymraeg.

Bydd dwy egwyddor yn sail i'r gwaith:

- Ni ddylid trin y Gymraeg yn llai ffafriol na'r Saesneg yng Nghymru
- Dylai personau yng Nghymru allu byw eu bywydau drwy gyfrwng y Gymraeg os ydynt yn dymuno gwneud hynny

Manylion Cyswllt:

- Ffôn: 0345 6033 221
- E-bost: [post@comisiynyddygyymraeg.cymru](mailto:post@comisiynyddygyymraeg.cymru)
- Gwefan: [comisiynyddygyymraeg.cymru](http://comisiynyddygyymraeg.cymru)

Comisiynydd y Gymraeg  
Siambrau'r Farchnad  
5–7 Heol Eglwys Fair  
Caerdydd CF10 1AT



# Cynnwys

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# 1 Cyfrifoldeb Comisiynydd y Gymraeg

Mae gan Gomisiynydd y Gymraeg gyfrifoldeb i gynnig cyngor ar ffurfiau safonol enwau lleoedd yng Nghymru. Mae'r Comisiynydd wedi cynnull Panel Safoni Enwau Lleoedd i gynnig cyngor arbenigol ac argymhellion yn y maes hwn. Wrth lunio'i argymhellion, yn ogystal â'r canllawiau isod, bydd y Panel yn ystyried ystyr, hanes a tharddiad yr enwau lleoedd ynghyd â'r defnydd a wneir ohonynt. Mae'r Canllawiau isod yn benodol ar gyfer enwau lleoedd Cymru, sef enwau ar aneddiadau (pentrefi, trefi a dinasoedd) Cymru. Nid ydynt o reidrwydd yn berthnasol i enwau tai na nodweddion tirweddol eraill ond ceir ynddynt lawer o egwyddorion gwerthfawr y gellid eu cymhwyso wrth drin yr enwau hyn neu wrth fathu enwau ar ddatblygiadau newydd.

## 2 Orgraff safonol

Dylid cydymffurfio ag egwyddorion cyfredol orgraff safonol yr iaith Gymraeg. Mae'r Panel Safoni Enwau Lleoedd yn cydnabod mai *Geiriadur Prifysgol Cymru* sy'n gosod safon orgraff yr iaith Gymraeg a dylid glynu at ffurfiau'r Geiriadur lle bo modd. Fodd bynnag, mae'r Panel yn argymhell defnyddio acen grom mewn rhai enwau – yn groes i arfer yr orgraff – er mwyn osgoi amwyster a sicrhau ynganiad cywir (*Yr Hôb, Aberbîg, Y Pîl*).

## 3 Rhestr o Enwau Lleoedd

Dylid cydnabod, fel man cychwyn, y ffurfiau a argymhellir yn Elwyn Davies, *Rhestr o Enwau Lleoedd/A Gazetteer of Welsh Place-Names* (trydydd arg.; Gwasg Prifysgol Cymru, 1967) ynghyd ag argymhellion blaenorol Tîm Safoni Enwau Lleoedd Bwrdd yr Iaith Gymraeg. Y *Rhestr o Enwau Lleoedd* hwn (neu'r 'Gazetteer' fel y gelwir ef yn aml) yw'r cyfeirlyfr safonol cenedlaethol i orgraff enwau lleoedd Cymru. Mae angen rheswm da dros fynd yn groes iddo. Serch hynny, tyfodd treflannau, maestrefi a threfi er 1967 ac mae'r hinsawdd ieithyddol heddiw yn wahanol, felly mae gofyn i'r Panel ddehongli ffurfiau'r Gazetteer. Ymgais yw'r ddogfen hon i ffurfioli a dehongli'r confensiynau sydd yn y Gazetteer.

## 4 Cysylltnod

- i) Yn y Gymraeg mae'r brif acen fel arfer yn syrthio ar y goben (sillaf olaf ond un gair) a dylid cymryd yn ganiataol mai aceniad gobennol sydd i enw lle fel arfer (*Rhymni, Tyddewi, Rhydyclafdy, Rhosllannerchrugog, Penyberth, Moelyci*).
- ii) Defnyddir y cysylltnod mewn geiriau cyfansawdd pan *nad* yw'r acen yn syrthio ar y goben. Felly os y sillaf olaf sydd yn cynnal y brif acen, defnyddir cysylltnod er mwyn dangos hynny'n glir i'r darllenydd (*Aber-erch, Aber-cuch*).
- iii) Defnyddir y cysylltnod hefyd pan fo'r fannod (*y/yr*) yn dod o flaen elfen olaf unsill enw lle. Mewn enwau o'r fath mae angen cynnwys cysylltnodau cyn ac ar ôl y fannod er mwyn dangos yr elfennau unigol a hwyluso ynganiad (*Betws-y-coed, Porth-y-rhyd*). Sylwer mai *ar ôl* y fannod yn unig y defnyddir cysylltnodau os 'r yw

- iv) ffurf y fannod sy'n digwydd o flaen elfen olaf unsill (*Troedrhiw'r-clawdd, Islaw'r-dref*). Mae eithriadau fodd bynnag, sef yr enwau hynny sydd wedi hen ennill eu plwyf yn genedlaethol (*Llandaf, Caerdydd, Llanrug, Llanrwst, Penarth, Torfaen, Pontypridd, Llansanffraid*).
- v) Yn yr un modd, nid oes angen cysylltnod i ddynodi pwyslais ar y sillaf olaf, lle bo marc diacritig arall yn gwneud hyn eisoes (*Llandygái, Caersŵs, Aberdâr, Pentredŵr*). Eithr mae angen cysylltnod mewn enwau o'r fath sy'n cynnwys y fannod o flaen elfen unsill (*Llannerch-y-môr, Tre'r-ddôl*).
- vi) Defnyddir y cysylltnod i wahanu cyfuniadau o gytseiniaid y gellid eu camddehongli fel deugraffau (*Pont-hirwaun, Coed-duon*).
- vii) Defnyddir y cysylltnod hefyd ar ôl yr elfen *pont* o flaen enw rhyd sy'n cynnwys y fannod ac elfen unsill (*Pont-rhyd-y-fen, Pont-rhyd-y-groes*).

## 5 Un gair neu fwy?

- i) Mae'n arferol ysgrifennu enw anheddiad yn un gair er mwyn gwahaniaethu rhwng aneddiadau (*Nantperis, Cefncribwr*) a nodweddion tirweddol (*Nant Peris, Cefn Cribwr*).
- ii) Os yw enw anheddiad yn cynnwys dwy acen neu ragor, cyfunir yr elfennau gan gadw *-n-* neu *-r-* ddwbl yr elfennau (*Ffynnon+groyw = Ffynnongroyw, Rhos+llannerch+rugog = Rhosllannerchrugog, nid Ffynongroyw, Rhosllanerchrugog*).
- iii) Mae'n gonfensiwn ysgrifennu enwau sy'n dechrau â'r elfennau cyntaf *pen-bont, pen-y-bont*, a *tal-y-bont* yn ddau air neu ragor os yw'r elfen olaf yn cyfeirio at safle cydnabyddedig neu enw priod (*Pen-bont Rhydybeddau, Pen-y-bont ar Ogwr, Tal-y-bont ar Wysg; ond Pen-y-bont-fawr*).
- iv) Mae enwau sy'n dechrau â'r elfen *pentre(f)* yn cael eu hysgrifennu'n un gair (*Pentrefelin*) gan mwyaf. Fodd bynnag, mae'n gonfensiwn eu hysgrifennu'n ddau air neu ragor os yw'r ail elfen yn cyfeirio at safle cydnabyddedig neu enw priod (*Pentre Llanrhaeadr, Pentre Tafarnyfedw*).
- v) Mae confensiwn hefyd yn cydnabod rhannu rhai elfennau eglwysig yn yr un modd (*Betws Garmon, Eglwys Brewys, Capel Bangor, Capel Betws Leucu, Llanbedr Pont Steffan, Eglwys Wen, Merthyr Dyfan, Mynwent y Crynwyr*).
- vi) Gellid rhoi priflythyren o fewn enw lle os yw'n cynnwys enw ar ardal, anheddiad neu nodwedd ddaearyddol amlwg (*Llanfihangel-y-Pennant, Betws-yn-Rhos*).
- vii) Yn yr un modd, gellid rhoi priflythyren o fewn enw lle ac ysgrifennu enw'n ddau air neu ragor os yw'n cynnwys enw ar ardal, anheddiad neu nodwedd ddaearyddol amlwg arall a lle nad oes bannod neu elfen arddodiadol rhwng y prif elfennau (*Llan Ffestiniog, Dre-fach Felindre, Bryn Pen-y-lan*).
- viii) Mae enwau plwyfi a wardiau etholiadol sy'n cynnwys yr elfen uchaf/isaf, fel rheol, yn cael eu hysgrifennu yn ddau air ar wahân, â phriflythyren i'r elfen uchaf/isaf (*Brynaman Isaf, Cilâ Uchaf*). Mae'r un patrwm yn wir am enwau aneddiadau ac mae Isaf ac Uchaf yn cael ei osod ar wahân pan fo'n elfen wahaniaethol, ond mae rhai eithriadau safonol sydd wedi ennill eu plwyf (e.e. *Efailisaf*).
- ix) Dilyniir yr un patrwm yn achos yr elfen *eithaf* hefyd (*Llanfair Mathafarn Eithaf*).

## 6 Enwau personol

Dylid ystyried ffurfiau enw personol pan fo hynny'n gymorth wrth drafod orgraff (*Llan-non, Cei Connah, Rhyd-y-Brown*). Ond noder yr eithriad *Morrison/Treforys*.

## 7 Bathiadau

Dylid ymwrthod â ffurfiau pedantig, adferiadau hynafiaethol, trosiadau neu gyfieithiadau llythrennol a bathiadau mympwyol oni bai bod tystiolaeth i'r ffurf ennill ei phlwyf (*Brychdyn, Cei Connah, Cil-y-coed*). Gwelir bathiadau rhesymegol yn achos enwau sydd wedi ennill eu plwyf e.e. *Aberddawan* yw'r Gymraeg sefydledig am *Aberthaw*, yna mabwysiedir *Dwyrain/Gorllewin Aberddawan* er nad oes tystiolaeth hanesyddol ysgrifenedig o'r ffurf Gymraeg am *East/West Aberthaw*.

## 8 Tafodiaith

Dylid ystyried tystiolaeth dafodieithol neu arferiad lleol o safbwynt sillafu, ynganu ac aceniad, yn arbennig os yw ffurf leol wedi ennill ei phlwyf yn genedlaethol (*Dole, Pencader, Cwm-cou, Froncysyllte*). Eithr dylid glynu at yr orgraff safonol hyd y bo modd, gan gofio bod yr enwau'n perthyn i Gymru gyfan, a bod enw, neu ran o'r enw hwnnw, yn ymddangos mewn sawl rhan o Gymru (*Blaenau [Gwent], Y Waun, Llansanffraid*).

## 9 Ffurfiau deuol

Dylid anelu at arfer un ffurf yn unig pan nad oes ond llythyren neu ddwy o wahaniaeth rhwng y ffurf Gymraeg a'r ffurf 'Saesneg', gan dueddu at y ffurf Gymraeg. Dyma hefyd ddymuniad yr Arolwg Ordnans ac Awdurdodau'r Priffyrdd. Eithr dylid cydnabod amrywiadau sefydlog (*Caeriw/Carew, Biwmares/Beaumaris, Y Fflint/Flint, Wrecsam/Wrexham*).

## 10 Y fannod (y/yr/'r) ac elfennau dibwyslais eraill

- i) Mae'r fannod yn elfen annatod o rai enwau (*Yr Wyddgrug, Y Drenewydd*).
- ii) Mae'r arfer o gynnwys y fannod yn newid ac nid yw bob amser yn cael ei hystyried yn rhan annatod o enwau lleoedd ac ni ddefnyddir hi ym mhob cyd-destun (*y Tymbl, y Gaerwen*). Fodd bynnag, yn yr enghreifftiau hyn defnyddir y fannod yn amlach na pheidio mewn ymadrodd (*mynd i'r Tymbl*).
- iii) Mater anodd yw cytuno a yw'r fannod yn rhan annatod o'r enw ynteu a yw'n

digwydd mewn ymadrodd yn unig, cred y Panel fod rhinwedd mewn bod yn geidwadol a'i chynnwys yn rhan annatod o'r enw safonol pe na bai ond er mwyn cynnig arweiniad (*i'r Bala* yn hytrach nag *i Fala*). Gall hyn fod yn arbennig o ddefnyddiol i rai nad yw'r Gymraeg yn famiaith iddynt.

- iv) Defnyddir llythyren fach i'r elfen ddibwyslais (y fannod neu arddodiad) ynghanol enw (*Pen-y-banc, Porth-y-rhyd, Pont-ar-sais*).
- v) Gyda llythyren fach yr ysgrifennir y fannod o flaen enw lle pan fydd yn rhan o frawddeg (*mae gen i dŷ gwyliau yn y Borth*).
- vi) Rhoir priflythyren i'r fannod pan fydd yr enw lle yn cael ei ddefnyddio yn rhan o gyfeiriad post neu yn eitem ar restr (*25 Heol Haul, Y Borth*).

## 11 Y didolnod ar -i- acennog yn y goben

Lle mae'r elfen olaf yn ddeusill, nid oes angen didolnod (*Caerllion, Llanrhian, Llwynypia*) oni bai bod yr ynganiad yn amwys (*Gias, Llangian* (cf. *giau*)); os yw'r elfen olaf yn hwy na deusill, mae angen didolnod (*Cwmsyfiog, Llandybïe*).

## 12 Atalnodi mewn enwau lleoedd Saesneg

Ceir nifer o enwau lleoedd Saesneg yng Nghymru sy'n cyfeirio at enwau seintiau. Y confensiwn diweddar yw peidio â rhoi atalnod llawn ar ddiwedd byrfodd sy'n cynnwys llythyren olaf y gair (*Saint > St*) a hepgor y sillgoll sy'n dangos meddiant (*St Brides Major, St Davids, St Dogmaels, St Mellons*).

Mae tudalen hwn yn fwriadol wag



Matthew Wakelam  
[Cynlluniateithio@caerdydd.gov.uk](mailto:Cynlluniateithio@caerdydd.gov.uk)

11/03/2019

Dear Matthew Wakelam,

### Street Naming Policy Consultation

I'm writing to congratulate you on the Street Naming Policy that you are currently consulting upon. I welcome your intention to give Welsh names only to streets in new developments and to establish a panel to give you expert and strategic advice as you undertake the task. I also welcome your intention to give bilingual names to the main routes into the city centre, to areas within the city centre and Cardiff Bay and I encourage you to be ambitious when creating any new Welsh names. This policy provides the perfect opportunity to coin forms which will educate users about the rich history of the Welsh language in Cardiff instead of merely translating the English forms in current circulation.

In relation to point 1.2.3 in particular, the policy would be further strengthened by including a direct reference to the Welsh Language Commissioner's responsibility to standardise Welsh Place-names and including a hyperlink to the [List of Standardised Welsh Place-names](#) published on our website. It would also be valuable to refer to the [Guidelines for Standardising Welsh Place-names](#) that guide our panel's work: although these Guidelines deal mainly with settlement names, they do include principles that are equally relevant to street and property names. In addition, some street names will include the names of other settlements or locations in Cardiff and beyond so it's important to ensure that those elements are spelt consistently. We would encourage you to reference these resources in a prominent place on your website and refer to them as part of your planning processes in order to raise developers' awareness of them. I would also like to draw your attention to the guidance section on our website that includes advice for developers and local authority officers relating to naming new development and including place-names on signage.

Including a reference to the [List of Historic Place-names](#) would also strengthen the policy further. I'm aware that several local authorities refer developers to this list early on in the

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Market Chambers  
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Cardiff CF10 1AT

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Correspondence welcomed in Welsh and English

welshlanguagecommissioner.wales



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Commissioner

planning process in order for them to seek suitable historic names before unsuitable marketing names start to gain currency. I should emphasise, however, that this is a list of *historic* names and that the forms will not have been standardised. We would be more than willing to advise you regarding how to represent these names in modern and standardised Welsh should you require.

I would also like to suggest that the advice in 4.6 regarding renaming properties could be strengthened by emphasising that there may be historic or linguistic significance to the existing names of properties and that you will urge people to reconsider renaming some historic names. This is common practice in some local authorities and although the problem is not as apparent in an urban area like Cardiff there is a risk that some important names could be lost. The annex to the [Historic Environment Records in Wales: Compilation and Use](#) document provides further guidance on how to consult the List of Historic Place-names when considering renaming applications. Your proposed naming panel may also be able to advise you regarding which names are of special historic significance.

I wrote to the Chief Executive in 2018 to note my eagerness to review the entries in the List of Standardised Place-names on-line for Cardiff. Indeed, it would be timely for you to ensure that they are current and correct before you start to implement this policy. Dr Eleri James, the senior officer responsible for the standardisation project, would be more than willing to discuss this further with you: [eleri.james@cyg-wlc.cymru](mailto:eleri.james@cyg-wlc.cymru).

I look forward to learning what your next steps will be in relation to this work and I would appreciate it if you would send Eleri James an update once this policy has received the necessary approval and is in operation. We will be very interested in learning more about the implementation of the policy and its results in due course.

Yours sincerely,

**Meri Huws**  
Welsh Language Commissioner



# Street Naming and Numbering policy review

## Well-being Impact Assessment Report


This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

|                                                  |                                                                                  |
|--------------------------------------------------|----------------------------------------------------------------------------------|
| Assessment Number:                               | 762                                                                              |
| Brief description:                               | Changes to the Street Naming and Numbering policy following a review by Scrutiny |
| Date Completed:                                  | Version: 0                                                                       |
| Completed by:                                    |                                                                                  |
| Responsible Service:                             | Business Improvement & Modernisation                                             |
| Localities affected by the proposal:             | Whole County,                                                                    |
| Who will be affected by the proposal?            | Developers and applicants to Street Naming and Numbering                         |
| Was this impact assessment completed as a group? | No                                                                               |

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach

 ( 2 out of 4 stars ) Actual score : 16 / 30.

## Implications of the score

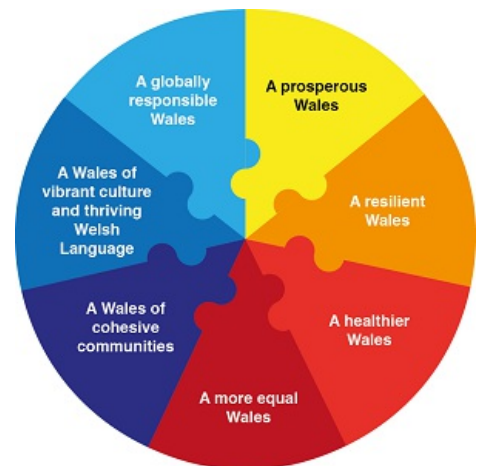
The review of the policy is attempting to take into account the process of Street Naming and Numbering over the long term so that Denbighshire embeds Welsh language into new street names.

## Summary of impact

Well-being Goals

- A prosperous Denbighshire
- A resilient Denbighshire
- A healthier Denbighshire
- A more equal Denbighshire
- A Denbighshire of cohesive communities
- A Denbighshire of vibrant culture and thriving Welsh language
- A globally responsible Denbighshire

- Neutral
- Neutral
- Neutral
- Neutral
- Positive
- Positive
- Neutral



## Main conclusions

The policy review has highlighted some changes that need to be made. Doing the WIA has shown that there will be a positive impact on the Welsh language and culture as street names will need to be locally relevant and, if the policy is changed, in Welsh only. No further impact assessment is needed.

## Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may be affected by the proposal
- We have engaged with people who will be affected by the proposal

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

|                                 |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                               |
| <b>Justification for impact</b> | The change in the report/policy will have minimal impact in this area |
| <b>Further actions required</b> |                                                                       |

### Positive impacts identified:

|                                                             |                                                                                        |
|-------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <b>A low carbon society</b>                                 | N/A                                                                                    |
| <b>Quality communications, infrastructure and transport</b> | A clear and concise SNN policy will assist developers in going through the SNN process |
| <b>Economic development</b>                                 | N/A                                                                                    |
| <b>Quality skills for the long term</b>                     | N/A                                                                                    |
| <b>Quality jobs for the long term</b>                       | N/A                                                                                    |
| <b>Childcare</b>                                            | N/A                                                                                    |

### Negative impacts identified:

|                                                             |     |
|-------------------------------------------------------------|-----|
| <b>A low carbon society</b>                                 | N/A |
| <b>Quality communications, infrastructure and transport</b> |     |
| <b>Economic development</b>                                 | N/A |
| <b>Quality skills for the long term</b>                     | N/A |
| <b>Quality jobs for the long term</b>                       | N/A |
| <b>Childcare</b>                                            | N/A |

## A resilient Denbighshire

|                                 |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                               |
| <b>Justification for impact</b> | The change in the report/policy will have minimal impact in this area |
| <b>Further actions required</b> |                                                                       |

**Positive impacts identified:**

|                                                               |     |
|---------------------------------------------------------------|-----|
| <b>Biodiversity and the natural environment</b>               | N/A |
| <b>Biodiversity in the built environment</b>                  | N/A |
| <b>Reducing waste, reusing and recycling</b>                  | N/A |
| <b>Reduced energy/fuel consumption</b>                        | N/A |
| <b>People's awareness of the environment and biodiversity</b> | N/A |
| <b>Flood risk management</b>                                  | N/A |

**Negative impacts identified:**

|                                                               |     |
|---------------------------------------------------------------|-----|
| <b>Biodiversity and the natural environment</b>               | N/A |
| <b>Biodiversity in the built environment</b>                  | N/A |
| <b>Reducing waste, reusing and recycling</b>                  | N/A |
| <b>Reduced energy/fuel consumption</b>                        | N/A |
| <b>People's awareness of the environment and biodiversity</b> | N/A |
| <b>Flood risk management</b>                                  | N/A |

**A healthier Denbighshire**

|                                 |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                               |
| <b>Justification for impact</b> | The change in the report/policy will have minimal impact in this area |
| <b>Further actions required</b> |                                                                       |

**Positive impacts identified:**

|                                                                                           |     |
|-------------------------------------------------------------------------------------------|-----|
| <b>A social and physical environment that encourage and support health and well-being</b> | N/A |
|-------------------------------------------------------------------------------------------|-----|

|                                                 |     |
|-------------------------------------------------|-----|
| <b>Access to good quality, healthy food</b>     | N/A |
| <b>People's emotional and mental well-being</b> | N/A |
| <b>Access to healthcare</b>                     | N/A |
| <b>Participation in leisure opportunities</b>   | N/A |

**Negative impacts identified:**

|                                                                                           |     |
|-------------------------------------------------------------------------------------------|-----|
| <b>A social and physical environment that encourage and support health and well-being</b> | N/A |
| <b>Access to good quality, healthy food</b>                                               | N/A |
| <b>People's emotional and mental well-being</b>                                           | N/A |
| <b>Access to healthcare</b>                                                               | N/A |
| <b>Participation in leisure opportunities</b>                                             | N/A |

**A more equal Denbighshire**

|                                 |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                               |
| <b>Justification for impact</b> | The change in the report/policy will have minimal impact in this area |
| <b>Further actions required</b> |                                                                       |

**Positive impacts identified:**

|                                                                                                                                                                                                                                                                       |     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b> | N/A |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|

|                                                                 |     |
|-----------------------------------------------------------------|-----|
| <b>People who suffer discrimination or disadvantage</b>         | N/A |
| <b>Areas with poor economic, health or educational outcomes</b> | N/A |
| <b>People in poverty</b>                                        | N/A |

**Negative impacts identified:**

|                                                                                                                                                                                                                                                                       |     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| <b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b> | N/A |
| <b>People who suffer discrimination or disadvantage</b>                                                                                                                                                                                                               | N/A |
| <b>Areas with poor economic, health or educational outcomes</b>                                                                                                                                                                                                       | N/A |
| <b>People in poverty</b>                                                                                                                                                                                                                                              | N/A |

## A Denbighshire of cohesive communities

|                                 |                                                                             |
|---------------------------------|-----------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                    |
| <b>Justification for impact</b> | The change in the report/policy will have some positive impact in this area |
| <b>Further actions required</b> |                                                                             |

**Positive impacts identified:**

|                                               |     |
|-----------------------------------------------|-----|
| <b>Safe communities and individuals</b>       | N/A |
| <b>Community participation and resilience</b> | N/A |

|                                       |                                                                                                                        |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| <b>The attractiveness of the area</b> | Ensuring that street names have a historic or cultural tie to the location will enhance the attractiveness of the area |
| <b>Connected communities</b>          | N/A                                                                                                                    |
| <b>Rural resilience</b>               | N/A                                                                                                                    |

**Negative impacts identified:**

|                                               |     |
|-----------------------------------------------|-----|
| <b>Safe communities and individuals</b>       | N/A |
| <b>Community participation and resilience</b> | N/A |
| <b>The attractiveness of the area</b>         | N/A |
| <b>Connected communities</b>                  | N/A |
| <b>Rural resilience</b>                       | N/A |

**A Denbighshire of vibrant culture and thriving Welsh language**

|                                 |                                                                                                 |
|---------------------------------|-------------------------------------------------------------------------------------------------|
| <b>Overall Impact</b>           | Positive                                                                                        |
| <b>Justification for impact</b> | The report/policy would greatly encourage and promote the Welsh language throughout the County. |
| <b>Further actions required</b> |                                                                                                 |

**Positive impacts identified:**

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>People using Welsh</b>           | Introduction to the Welsh language could encourage people to learn it as they are living on a Welsh named street and hopefully increase the number of Welsh language speaking population of the County.                                                                                                                                                                                                                                                                                                                                   |
| <b>Promoting the Welsh language</b> | The new policy would name streets in Welsh only, promoting the Welsh language and further embed the language throughout the County area.                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Culture and heritage</b>         | The new policy would actively encourage historical and cultural Welsh names for new streets protecting the historical links with the original site, the local and County area so that residents of that area were aware of the history. The team would advise the developer/applicant on any amendments to a proposed Welsh name so that it is in keeping with the area e.g Golwg coch (translated as red view) would not be appropriate for a development with a sea view and Golwg Glas (translated as blue view) would suit it better. |

**Negative impacts identified:**

|                                     |     |
|-------------------------------------|-----|
| <b>People using Welsh</b>           | N/A |
| <b>Promoting the Welsh language</b> | N/A |
| <b>Culture and heritage</b>         | N/A |

## A globally responsible Denbighshire

|                                 |                                                                       |
|---------------------------------|-----------------------------------------------------------------------|
| <b>Overall Impact</b>           | Neutral                                                               |
| <b>Justification for impact</b> | The change in the report/policy will have minimal impact in this area |
| <b>Further actions required</b> |                                                                       |

### Positive impacts identified:

|                                                                  |     |
|------------------------------------------------------------------|-----|
| <b>Local, national, international supply chains</b>              | N/A |
| <b>Human rights</b>                                              | N/A |
| <b>Broader service provision in the local area or the region</b> | N/A |

### Negative impacts identified:

|                                                                  |     |
|------------------------------------------------------------------|-----|
| <b>Local, national, international supply chains</b>              | N/A |
| <b>Human rights</b>                                              | N/A |
| <b>Broader service provision in the local area or the region</b> | N/A |



|                                |                                                                               |
|--------------------------------|-------------------------------------------------------------------------------|
| <b>Adroddiad i'r</b>           | <b>Pwyllgor Craffu Perfformiad</b>                                            |
| <b>Dyddiad y Cyfarfod</b>      | <b>30 Ionawr 2020</b>                                                         |
| <b>Aelod/Swyddog Arweiniol</b> | <b>Aelod Arweiniol Tai a Chymunedau/ Pennaeth<br/>Cymunedau a Chwsmeriaid</b> |
| <b>Awdur yr Adroddiad</b>      | <b>Prif Lyfrgellydd</b>                                                       |
| <b>Teitl</b>                   | <b>Safonau a Pherfformiad y Gwasanaeth Llyfrgell</b>                          |

## 1. Am beth mae'r adroddiad yn sôn?

- 1.1. Mae'r adroddiad hwn yn amlygu perfformiad y Gwasanaeth Llyfrgell yn erbyn Safonau Cenedlaethol.

## 2. Beth yw'r rheswm dros wneud yr adroddiad hwn?

- 2.1. I ddarparu gwybodaeth ynghylch perfformiad y Cyngor yn erbyn y 6ed Fframwaith Safonau Llyfrgelloedd Cyhoeddus Cymru 2017-20 a'r cynnydd a wneir i ddatblygu llyfrgelloedd fel manau lles a chadernid lles unigol a chymunedol.

## 3. Beth yw'r Argymhellion?

- 3.1. Dylai'r Pwyllgor ystyried a chynnig sylwadau ar berfformiad yn erbyn 6ed Fframwaith Safonau Llyfrgell Gyhoeddus Cymru ac ystyried gwneud cais am adroddiad cynnydd ym mis Ionawr 2021.

## 4. Manylion yr Adroddiad

### 4.1. Safonau Llyfrgell Cyhoeddus Cymru

- 4.2. Mae dyletswydd statudol ar bob awdurdod llyfrgell yng Nghymru dan Ddeddf Llyfrgelloedd Cyhoeddus ac Amgueddfeydd 1964 i ddarparu gwasanaeth 'cynhwysfawr ac effeithlon' i'w breswylwyr. Mae'r Fframwaith o Safonau Llyfrgelloedd Cyhoeddus Cymru yn galluogi i MALD (Adran Amgueddfeydd,

Archifau a Llyfrgelloedd Llywodraeth Cymru) fesur ac asesu sut y mae awdurdodau yn cyflawni eu dyletswyddau statudol.

- 4.3. Mae'r Gwasanaethau Llyfrgell yn cyflwyno Adroddiad Blynyddol bob mis Gorffennaf, sy'n nodi eu perfformiad ar gyfer y flwyddyn ariannol flaenorol. Yn dilyn hyn bydd MALD yn ymateb ag asesiad ffurfiol yn yr hydref. Mae'r Adroddiad Asesu Blynyddol yn ymwneud â 2018-19 a pherfformiad yn erbyn blwyddyn gyntaf 6ed Fframwaith 2017-20, ac yn cynnwys 12 Hawl Craidd ac 16 Dangosydd Ansawdd. Mae'r adroddiad ynghlwm fel Atodiad A.
- 4.4. Mae Sir Ddinbych yn bodloni'r 12 Hawliau Craidd bellach, sydd yn welliant ar llynedd.
- 4.5. Mae 16 o Ddangosyddion Ansawdd (QI) y mae gan 10 ohonynt dargedau cyfansoddol. O'r rhain, mae Sir Ddinbych yn cyflawni 8 yn llawn, 1 yn rhannol ac yn methu cyflawni 1 (manylion ym mharagraff 2.2 yr adroddiad asesu).
- 4.6. Bu i ni fodloni QI13 yn rhannol ar lefelau staffio a chymwysterau, ond ni chyflawnwyd y rhain yn llawn. Mae lefel staff y pen yn is na'r targed (adroddwyd 2.39 FTE am bob 10,000 o'r boblogaeth, wedi gostwng o 2.48 yn 17-18 pan fo'r targed yn 3.6) ac mae nifer y staff sydd â chymhwyster llyfrgell cydnabyddedig yn is na'r targed (adroddwyd 0.49, FTE, cynnydd o 0.4 yn 17-18, pan fo'r targed yn 0.65). Mae staff rheng flaen a staff rheoli sy'n gweithio yn ein llyfrgelloedd a siopau un alwad yn darparu ystod eang o wasanaethau cwsmer ychwanegol nad ydynt wedi'u cynnwys yng ngofynion Safonau Llyfrgell Cyhoeddus Cymru. Rydym wedi adrodd 50% o'r cyfanswm lefelau staffio a gwariant ar staffio dan y Safonau Llyfrgell.
- 4.7. Ni wnaethom ddiwallu QI9 ar ddeunydd darllen cyfredol: gwnaethom gaffael 154 eitem newydd (y targed yw 243), gan wario £1372 (targed £2180), am bob 1000 o'r boblogaeth.
- 4.8. Yn y dadansoddiad naratif o berfformiad Sir Ddinbych, mae'r adroddiad asesu yn ein canmol am barhau i adeiladu ar gryfderau a phrofi cynllunio ofalus. Gwelliannau pellach mewn sesiynau hyfforddiant defnyddiwr, bu i'r niferoedd helpu drwy hyfforddiant anffurfiol, ac mae presenoldeb mewn digwyddiadau wedi cynyddu.

- 4.9. Nid yw MALD yn cyhoeddi tabl data cymharol ledled Cymru, ond mae bob awdurdod yn cael ei restru yn ôl ei berfformiad yn erbyn y Dangosyddion Ansawdd (adran 2.4 yr adroddiad asesu). Yn 2018-19, o'r 22 awdurdodau Cymreig, Sir Ddinbych oedd y 1af i ddarparu hyfforddiant anffurfiol i ddefnyddwyr a mae'r nifer o lyfrau Cymraeg a fenthycwyd y pen, 5ed am y nifer o fenthycwyr gweithredol, a 6ed am y nifer o ymweliadau rhith i lyfrgelloedd a phresenoldeb mewn digwyddiadau, a 8fed am ymweliadau corfforol.
- 4.10. Mae'r adroddiad yn nodi gostyngiad o 12% yng nghyfanswm gwariant referniw (£1,176,261 yn 18-19) ond bod gwariant y pen yn parhau uwchben y lefel canolrif i Gymru.

#### **4.11. Diweddariad ar ddatblygiadau mwyaf diweddar**

- 4.12. Cyhoeddwyd Strategaeth Llyfrgell Sir Ddinbych 2019-22 ym mis Hydref 2019, a mae'n nodi gweledigaeth y gwasanaeth, meysydd strategol allweddol, a'i gynlluniau i ddarparu'r rhain a dangos sut y mae'n cyfrannu at Gynllun Corfforaethol y Cyngor a Strategaethau cenedlaethol ehangach.
- 4.13. Lanswyd ein Strategaeth Gwirfoddoli yn haf 2019, ac mae'n cynnig ystod o gyfleoedd gwirfoddoli penodol i oedolion a phobl ifanc mewn llyfrgelloedd, i'w galluogi i ddatblygu eu sgiliau eu hunain, cael profiad gwaith, neu roi rhywbeth yn ôl i'w cymunedau lleol. Rydym yn gweithio'n agos gyda Sir Ddinbych Yn Gweithio i ddarparu cyfleoedd ar gyfer eu cleientiaid i gael profiad gwaith. Mae'r rolau yn cynnwys gwirfoddolwr digidol, gwirfoddolwr digwyddiadau a gweithgareddau, gwirfoddolwr ifanc, gwirfoddolwr stoc a gwirfoddolwr hanes lleol. Mae 19 gwirfoddolwyr gweithredol ar hyn o bryd yn ein llyfrgelloedd.
- 4.14. Mae gweithgaredd gwasanaeth yn y maes lechyd a Lles yn parhau i fod yn ffocws penodol ac mae cynnydd sylweddol wedi bod yn ystod y flwyddyn. Lanswyd Llyfrau Darllen yn Well ar Bresgripsiwn: Cynllun Iechyd Meddwl yng Nghymru ym mis Gorffennaf 2019, a mae'r gwasanaeth wedi manteisio ar y cyfle i ymestyn i wasanaethau iechyd a gofal cymdeithasol i godi ymwybyddiaeth o gynlluniau Darllen yn Well a'r cyfraniad y mae llyfrgelloedd yn eu gwneud i iechyd a lles a chydnerthu cymunedol. Gan weithio mewn partneriaeth agos â Iechyd Cyhoeddus Cymru, mae'r gwasanaeth wedi rhoi nifer o gyflwyniadau i wasanaethau a thimau Bwrdd Iechyd Prifysgol Betsi

Cadwaladr. Canlyniad yr ymdrech cydunol hwn yw bod llyfrgelloedd yn cael eu gweld fel partneriaid allweddol yn yr agenda ataliol.

- 4.15. Mewn partneriaeth â Llyfrgelloedd Conwy ac Age Connect, mae'r gwasanaeth wedi'i ddyfarnu â chyllid yn ddiweddar gan Raglen Drawsnewid Cymru iachach ar gyfer iechyd meddwl am brosiect i gynnwys cynllun Darllen yn well i iechyd meddwl i arferion gofal sylfaenol, ac i ddatblygu'r sgiliau'r gweithlu Llyfrgell i ddarparu gwasanaethau i bobl sydd yn delio â phroblemau iechyd meddwl, gan alinio â strategaeth ICAN Bwrdd Iechyd Prifysgol Betsi Cadwaladr i ddarparu cefnogaeth o fewn cymunedau.
- 4.16. Sicrhaodd y gwasanaeth gyllid gan gynllun Ymwybodol o Ddementia Sir Ddinbych Cyngor Gwasanaethau Gwirfoddol Sir Ddinbych i greu pecynnau cof Dementia i deuluoedd a gofalwyr eu benthyg, gweithio mewn partneriaeth â TIDE. Cynhaliodd Llyfrgell Dinbych lansiad Gogledd Cymru o ardystiad fferyllfeydd Boots ar y cynllun Dementia Darllen Llyfrau yn Well ar Bresgripsiwn.
- 4.17. Mae'r gwasanaeth yn parhau i ddatblygu ei ystod o gyfleoedd ymgysylltu a chymdeithasol i annog cydlyniant cymunedol ac i fynd i'r afael ag arwahanrwydd ac unigedd - mae'r rhain yn amrywio o grwpiau darllen a sesiynau crefft greadigol i glybiau hanes teulu, amser rhigwm i deuluoedd a phlant bach, a chlybiau lego i blant hŷn.
- 4.18. Cymerodd 2,918 o blant ran yn Sialens Ddarllen yr Haf 2019 – gan gyrraedd 26.6% o'r boblogaeth 4-12 oed, yr uchaf yng Nghymru (cyfartaledd Cymru oedd 10.7%).
- 4.19. Mae datblygiad staff yn parhau i fod yn flaenoriaeth. Bu i holl staff fynychu cynhadledd ym mis Medi gan ffocysu ar iechyd a lles, a iechyd meddwl yn arbennig. Mae unigolion a thimau hefyd wedi cymryd rhan mewn hyfforddiant mewn cymorth cyntaf iechyd meddwl, ymwybyddiaeth awtistiaeth a chyfryngau cymdeithasol. Mae 3 aelod o staff yn cyflawni cyrsiau Lefel 3 Gwasanaethau Llyfrgell a Gwybodaeth gyda Grŵp Llandrillo Menai, a mae 15 wedi dod yn Llysgenhadon Twristiaeth. Mae Rheolwyr hefyd wedi cymryd rhan mewn ystod o weithgareddau datblygu gan gynnwys cwrs Sbringfwrdd Academi Cymru, cynadleddau CILIP, a mae'r Prif Lyfrgellydd yn cyflawni ILM mewn Hyfforddi.

## **5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?**

5.1. Mae gan yr Awdurdod gyfrifoldeb statudol i'r Gwasanaeth Llyfrgell, ac mae ei ddarpariaeth gwasanaeth yn cyfrannu at sawl blaenoriaeth gorfforaethol megis maethu cydnerth cymunedol, moderneiddio gwasanaeth, cynhwysiant digidol, llythrennedd, dysgu gydol oes ac ymgysylltu â'r gymuned.

## **6. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?**

6.1. Bydd trawsnewid llyfrgelloedd yn ganolbwyntiau cymunedol yn galluogi i ystod eang o wasanaethau a phartneriaid y cyngor gysylltu â chymunedau lleol drwy'r rhwydwaith o safleoedd a chyfleusterau presennol. Nid oes unrhyw gynnig ariannol ynghlwm â'r adroddiad hwn.

## **7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?**

7.1. Nid ydym wedi cynnal Asesiad o Effaith ar Les, ond mae'r 6ed Fframwaith o Safonau Llyfrgell wedi'i osod i arddangos bod gan lyfrgelloedd gyfraniad amlwg i'w wneud at saith amcan lles Deddf Cenedlaethau'r Dyfodol.

## **8. Pa ymgynghoriadau sydd wedi eu cynnal gyda Chraffu ac eraill?**

8.1. Ym mis Ionawr 2019, ystyriodd y Pwyllgor Craffu Perfformiad yr Asesiad o berfformiad Gwasanaeth Llyfrgell yn 2017-18 gan Lywodraeth Cymru. Nid oes unrhyw ymgynghoriad pellach wedi bod o ran yr adroddiad penodol hwn.

## **9. Datganiad y Prif Swyddog Cyllid**

9.1. Amherthnasol

## **10. Pa risgiau sydd yna ac a oes unrhyw beth y gallwn ei wneud i'w lleihau nhw?**

10.1. Amherthnasol

## **11. Pŵer i wneud y Penderfyniad**

11.1. Mae Adran 7.4.2(b) Cyfansoddiad y Cyngor yn gosod amod y gall y Pwyllgor Craffu “adolygu a chraffu ar berfformiad y Cyngor mewn perthynas â'i amcanion polisi, targedau perfformiad a/neu feysydd gwasanaeth arbennig”.

# Safonau Llyfrgelloedd Cyhoeddus Cymru 2017-2020: Sir Ddinbych

## Adroddiad Asesu Blynyddol 2018/19

Lluniwyd yr adroddiad hwn ar sail yr wybodaeth a ddarparwyd yn y datganiad blynyddol, yr astudiaethau achos a'r adroddiad naratif a gyflwynwyd gan Sir Ddinbych i Isadrannau Amgueddfeydd, Archifau a Llyfrgelloedd Llywodraeth Cymru.

### 1 Crynodeb gweithredol

Mae Sir Ddinbych yn bodloni pob un o'r 12 hawl graidd yn llawn erbyn hyn.

O'r 10 dangosydd ansawdd sy'n cynnwys targedau, cyflawnodd Sir Ddinbych 8 ohonynt yn llawn, 1 ohonynt yn rhannol, a methodd â chyflawni 1 ohonynt.

Mae gwasanaeth llyfrgell Sir Ddinbych wedi parhau i adeiladu ar ei gryfderau yn ystod ail flwyddyn y chweched fframwaith, gan ddarparu datganiad manwl a thrylwyr gyda thystiolaeth o gynllunio ofalus. Mae perfformiad o ran darparu hyfforddiant a mynychu digwyddiadau a gweithgareddau yn parhau i fod yn uchel, gyda phwyslais cynyddol ar weithio mewn partneriaeth yn adlewyrchu'r nod strategol i lyfrgelloedd ddod yn ganolbwynt ar gyfer defnyddio amrywiaeth eang o wasanaethau cymunedol. Mae cau llyfrgelloedd er mwyn eu hailwampio yn dal i fod yn ffactor sy'n dylanwadu ar lefelau defnydd ffisegol, ond bu gwelliant yn y niferoedd sy'n defnyddio gwasanaethau digidol. Mae gwariant ar y gwasanaeth wedi gostwng eto yn 2018/19 yn sgil pwysau ar gyllidebau, ond mae'r gwasanaeth wedi cynllunio'n ofalus er mwyn targedu arbedion mewn meysydd nad ydynt yn effeithio ar wasanaeth uniongyrchol i gwsmeriaid. Mae ffocws strategol o'r newydd ar ddatblygu'r gweithlu a gwirfoddoli wedi cael effaith amlwg, gydag ymgynghoriad ar y gweill ar Strategaeth Llyfrgelloedd newydd ar gyfer 2019-22. Fodd bynnag, bydd cael yr adnoddau digonol yn hanfodol er mwyn sicrhau y gall y gwasanaeth gynnal ei gyflawniadau ac adeiladu arnynt, a pharhau i gyflawni'n effeithiol er budd ei gymunedau.

- Mae pob man gwasanaeth sefydlog yn parhau i ddarparu ystod lawn o gymorth ar gyfer datblygiad unigol, ac ar gyfer iechyd a lles.
- Mae'r niferoedd sy'n mynychu sesiynau hyfforddiant i ddefnyddwyr a drefnwyd ymlaen llaw wedi parhau i wella, ac mae'r niferoedd a gafodd eu helpu drwy hyfforddiant anffurfiol wedi cynyddu hefyd, gyda'r perfformiad o ran hyn bellach wedi cyrraedd y lefel uchaf y pen o'r boblogaeth yng Nghymru.
- Mae'r niferoedd sy'n mynychu digwyddiadau yn y llyfrgell wedi gwella eto yn 2018/19 hefyd, gan adlewyrchu cynnydd mewn gwaith partneriaeth fel rhan o'r gwasanaethau cymunedol ychwanegol a gynnigir.
- Mae ffigurau defnydd eraill wedi gostwng ychydig, a briodolir i'r penderfyniad i gau un llyfrgell fel rhan o raglen adnewyddu llyfrgelloedd Sir Ddinbych, ond mae e-lawrlythiadau wedi cynyddu'n sylweddol.
- Mae buddsoddiad mewn adnoddau Cymraeg yn dal yn uchel, gyda'r gwasanaeth yn cofnodi'r lefel uchaf o eitemau Cymraeg a fenthycir y pen o'r boblogaeth.
- Mae lefelau staffio cyffredinol wedi gostwng ychydig yn 2018/19, ond mae nifer y staff proffesiynol wedi cynyddu ac mae pob un o'r rolau proffesiynol / rheoli bellach wedi'u llenwi gan staff â chymwysterau priodol. Er na chyflawnir y targedau o ran hyn, mae Strategaeth i'r Gweithlu bellach ar waith gyda phwyslais o'r newydd ar ddatblygu'r staff a hyfforddiant proffesiynol.

- Mae cyfanswm y gwariant referniw wedi gostwng ymhellach ers 2017/18, ond mae gwariant y pen o'r boblogaeth ychydig uwchlaw'r lefel ganolrifol.

## 2 Perfformiad yn erbyn y safonau

Mae'r fframwaith safonau yn cynnwys hawliau craidd, dangosyddion ansawdd â thargedau, dangosyddion ansawdd â meincnodau a mesurau effaith. Mae Adran 2 yn crynhoi'r llwyddiannau yn erbyn y meysydd hyn. Darperir adroddiad naratif o berfformiad yr awdurdod yn Adran 3.

### 2.1 Hawliau craidd

Mae Sir Ddinbych yn cyflawni pob un o'r 12 hawl graidd yn llawn bellach, yn sgil cyhoeddi ei Strategaeth Llyfrgelloedd ddrafft ar gyfer 2019-22, ond nodir y bydd angen cynnal ymgynghoriad â rhanddeiliaid a'r cyhoedd cyn llunio'r fersiwn derfynol. Mae'r gwasanaeth wedi ymrwymo o'r newydd i broffesiynoli ei weithlu, gan sicrhau bod y sgiliau a'r wybodaeth sydd eu hangen i gefnogi defnyddwyr llyfrgelloedd ar gael iddo. Mae cysylltiadau â phartneriaid iechyd a lles hefyd wedi cael eu blaenoriaethu er mwyn ehangu'r amrywiaeth o wasanaethau, gweithgareddau ac adnoddau sydd ar gael yn y maes hwn.

### 2.2 Dangosyddion ansawdd sydd â thargedau

Mae 16 o ddangosyddion ansawdd (DA) yn y fframwaith, a deg ohonynt yn cynnwys targedau. O'r rhain, mae Sir Ddinbych yn cyflawni 8 yn llawn, 1 yn rhannol ac yn methu â chyflawni 1 o'r dangosyddion.

| Dangosydd Ansawdd                                                                                               | Cyflawni? |                  |
|-----------------------------------------------------------------------------------------------------------------|-----------|------------------|
| DA 3 – Cefnogaeth ar gyfer datblygiad unigol                                                                    |           | Cyflawni'n llawn |
| a) Cymorth TGCh                                                                                                 | ✓         |                  |
| b) Hyfforddiant sgiliau a llythrennedd gwybodaeth                                                               | ✓         |                  |
| c) Cymorth e-lywodraeth                                                                                         | ✓         |                  |
| d) Datblygu darllenwyr                                                                                          | ✓         |                  |
| DA 4 (a) Cefnogaeth ar gyfer iechyd a lles                                                                      |           | Cyflawni'n llawn |
| i) Cynllun Presgripsiwn Llyfrau                                                                                 | ✓         |                  |
| ii) Cynllun Llyfrau Llesol                                                                                      | ✓         |                  |
| iii) Casgliad penodol i iechyd a lles                                                                           | ✓         |                  |
| iv) Gwybodaeth am ymddygiadau a ffyrdd o fyw                                                                    | ✓         |                  |
| v) Arwyddbyst at wasanaethau iechyd a lles                                                                      | ✓         |                  |
| DA 6 – Pob man gwasanaeth sefydlog yn cynnig digwyddiadau/gweithgareddau i ddefnyddwyr sydd â gofynion arbennig | ✓         | Cyflawni'n llawn |
| DA 7 – Lleoliad manau gwasanaeth                                                                                | ✓         | Cyflawni'n llawn |
| DA 9 – Deunydd darllen cyfoes a phriodol                                                                        |           | Heb ei gyflawni  |
| Derbyniadau y pen o'r boblogaeth                                                                                | x         |                  |
| <u>neu</u> Wariant ar ddeunyddiau'r pen o'r boblogaeth                                                          | x         |                  |



|                                                      |   |                    |
|------------------------------------------------------|---|--------------------|
| DA 10 – Adnoddau Cymraeg                             |   | Cyflawni'n llawn   |
| % y gyllideb deunyddiau wedi'i gwario ar y Gymraeg   | ✓ |                    |
| <u>neu</u> Wariant ar y Gymraeg y pen o'r boblogaeth | ✓ |                    |
| DA 11 – Mynediad ar-lein:                            |   | Cyflawni'n llawn   |
| a) i) Mynediad cyhoeddus i'r Rhyngrwyd               | ✓ |                    |
| ii) Darpariaeth Wi-Fi                                | ✓ |                    |
| DA 12 – Cyflenwi ceisiadau                           |   | Cyflawni'n llawn   |
| a) % y ceisiadau wedi'i chyflenwi o fewn 7 diwrnod   | ✓ |                    |
| b) % y ceisiadau wedi'i chyflenwi o fewn 15 diwrnod  | ✓ |                    |
| DA 13 – Lefelau staffio a chymwysterau:              |   | Cyflawni'n rhannol |
| i) Staff y pen o'r boblogaeth                        | x |                    |
| ii) Staff cymwysedig y pen o'r boblogaeth            | x |                    |
| iii) Cymwysterau/hyfforddiant pennaeth y gwasanaeth  | ✓ |                    |
| iv) Canran DPP                                       | ✓ |                    |
| DA 16 – Oriau agor y pen o'r boblogaeth              | ✓ | Cyflawni'n llawn   |

Mae perfformiad Sir Ddinbych wedi gwella ychydig yn 2018/19 gyda'r gwasanaeth yn cyflawni'r ddau darged caffael ar gyfer DA 10.

### 2.3 Mesur effaith

Mae'r fframwaith yn cynnwys tri dangosydd sy'n ceisio asesu'r effaith y mae defnyddio'r gwasanaeth llyfrgell yn ei chael ar fywydau pobl. Nid oes targedau i'r dangosyddion hyn, a dim ond unwaith yn ystod cyfnod tair blynedd y fframwaith y mae gofyn i awdurdodau gynnal arolygon defnyddwyr ar gyfer Dangosyddion Ansawdd 1. Mae'r ffigurau crynhoi isod (isaf, canolrif ac uchaf) felly yn seiliedig ar yr awdurdodau hynny sy'n nodi eu bod wedi cwblhau eu harolygon defnyddwyr yn ystod 2017/18 neu 2018/19. Mae'r safleoedd yn adlewyrchu nifer yr ymatebwyr, ac 1 yw'r awdurdod sydd â'r sgôr uchaf.

Cwblhaodd Sir Ddinbych ei arolwg o ddefnyddwyr sy'n oedolion ym mis Tachwedd 2018; nodir bod y fethodoleg wedi defnyddio ffurflenni ar-lein, ac fel y cyfryw efallai nad oes modd cymharu'n uniongyrchol â'r rhai o'r pumed fframwaith. Nid yw'r awdurdod wedi cynnal arolwg i blant eto o fewn y fframwaith presennol.

| Dangosydd perfformiad                                                                                        |      | Safle  | Isaf | Canolrif | Uchaf |
|--------------------------------------------------------------------------------------------------------------|------|--------|------|----------|-------|
| DA 1 – Gwneud gwahaniaeth                                                                                    |      |        |      |          |       |
| b) % y plant sy'n meddwl bod y llyfrgell yn eu helpu i ddysgu a chael gwybod pethau:                         | dd/b |        | 60%  | 94%      | 97%   |
| e) % yr oedolion sy'n credu bod y llyfrgell wedi gwneud gwahaniaeth i'w bywydau:                             | 78%  | 14/15  | 38%  | 88%      | 95%   |
| DA 5 b) % mynychwyr sesiynau hyfforddi a ddywedodd fod yr hyfforddiant wedi'u helpu i gyflawni eu hamcanion: | 94%  | =13/20 | 80%  | 97%      | 100%  |

Gofynnir i awdurdodau hefyd gyflwyno hyd at bedair astudiaeth achos yn disgrifio'r effaith y mae'r gwasanaeth llyfrgell wedi'i chael ar unigolyn neu grŵp o unigolion yn ystod y flwyddyn. Cyflwynodd Sir Ddinbych dair astudiaeth achos o'r fath:

- Dileu Rhwystrau - gwerth gofod y llyfrgell i un defnyddiwr anabl, fel man sy'n cynnig annibyniaeth, cyswllt cymdeithasol, a mynediad at wybodaeth a darllen er mwynhad iddi. Mae ei hadborth yn rhoi pwys arbennig ar y cymorth y mae staff y llyfrgell yn ei roi iddi, a'u hyblygrwydd o ran dileu rhwystrau posibl i fynediad iddi.
- Cymorth Awtistiaeth - gofod llyfrgell sy'n cynnig amgylchedd cymunedol cyfarwydd a diogel i ddarparu Gwasanaeth Awtistiaeth Integredig Gogledd Cymru, gan gynnwys sesiynau galw heibio, apwyntiadau unigol, a digwyddiadau llesiant a chymunedol ehangach.
- Cefnogi Pobl Hŷn – gweithio gyda Llyw-wyr Cymunedol lleol i helpu pobl hŷn i ddefnyddio'r Gwasanaeth Llyfrgell Cartref. Yn achos un ddynes hŷn â chyflyrau iechyd cyfyngol y cyflwynwyd y gwasanaeth iddi mae wedi cynnig byd newydd o adnoddau sain iddi; mae adborth arall yn cyfeirio at y gwasanaeth hollbwysig a ddarperir, pwysigrwydd llyfrau sain, a chyfraniad gwerthfawr staff y gwasanaeth.

## 2.4 Dangosyddion perfformiad a meincnodau ansawdd

Nid oes targedau i'r dangosyddion sy'n weddill, ond maent yn fodd i wasanaethau fonitro a meincnodi eu perfformiad dros amser, a chymharu ag awdurdodau eraill. Mae'r tabl canlynol yn crynhoi safle Sir Ddinbych ar gyfer 2018/19. Mae safle'r awdurdod wedi'i roi allan o 22, sef 1 yw'r uchaf a 22 yw'r awdurdod sydd â'r sgôr isaf, oni nodir yn wahanol. Mae dangosyddion lle mae llai na 22 awdurdod wedi cyflenwi data ar eu cyfer yn ddangosyddion lle nad oedd yr elfennau data perthnasol ar gael i rai awdurdodau. Mae ffigurau o flwyddyn gyntaf y chweched fframwaith neu arolygon blaenorol perthnasol hefyd wedi'u cynnwys at ddibenion cymharu. Caiff dangosyddion 'y pen o'r boblogaeth' eu cyfrifo fesul 1,000 o'r boblogaeth oni nodir fel arall.

| Dangosydd perfformiad                                                                         | Safle | Isaf   | Canolrif | Uchaf | 2017/18        |     |
|-----------------------------------------------------------------------------------------------|-------|--------|----------|-------|----------------|-----|
| DA 1 – Gwneud gwahaniaeth                                                                     |       |        |          |       | [Fframwaith 5] |     |
| a) % yr oedolion sy'n credu bod defnyddio'r llyfrgell wedi'u helpu i ddatblygu sgiliau newydd | 55%   | 14/15  | 24%      | 82%   | 96%            | 58% |
| c) iechyd a lles                                                                              | 44%   | 14/15  | 33%      | 62%   | 94%            | 58% |
| d) lle diogel a chroesawgar                                                                   | 93%   | 14/15  | 90%      | 97%   | 100%           | 93% |
| DA 2 – Boddhad cwsmeriaid                                                                     |       |        |          |       | [Fframwaith 5] |     |
| a) dewis 'da iawn' neu 'da' o lyfrau                                                          | 82%   | 13/14  | 81%      | 91%   | 98%            | 90% |
| b) gofal cwsmeriaid 'da iawn' neu 'da'                                                        | 96%   | 12/14  | 93%      | 99%   | 100%           | 98% |
| c) cyfleusterau TG 'da iawn' neu 'da'                                                         | 65%   | 13/13  | 65%      | 91%   | 95%            |     |
| d) 'da iawn' neu 'da' yn gyffredinol                                                          | 94%   | =12/14 | 93%      | 97%   | 99%            | 98% |
| e) sgôr allan o ddeg gan ddefnyddwyr 16 oed ac iau                                            | dd/b  |        | 8.5      | 9.3   | 9.5            | 8.7 |
| DA 5 – Hyfforddiant i ddefnyddwyr                                                             |       |        |          |       |                |     |
| a) mynychwyr y pen o'r boblogaeth                                                             | 28    | =13/22 | 13       | 30    | 208            | 23  |
| c) hyfforddiant anffurfiol y pen o'r boblogaeth                                               | 433   | 1/22   | 15       | 199   | 433            | 385 |
| DA 6 – Mynychwyr mewn digwyddiadau y pen o'r boblogaeth                                       | 370   | 6/22   | 91       | 295   | 689            | 335 |

|                                                                           |         |       |        |         |         |         |
|---------------------------------------------------------------------------|---------|-------|--------|---------|---------|---------|
| DA 8 – Defnyddio'r llyfrgell <sup>1</sup>                                 |         |       |        |         |         |         |
| a) ymweliadau y pen o'r boblogaeth                                        | 4,216*  | 8/22  | 2,596  | 3,969   | 7,170*  | 4,321   |
| b) rhith-ymweliadau y pen o'r boblogaeth                                  | 1,318   | 6/22  | 345    | 885     | 2,205   | 1,255   |
| c) benthycwyr gweithredol y pen o'r boblogaeth                            | 192     | 5/22  | 58     | 150     | 251     | 202     |
| DA 10 – Benthyciadau Cymraeg y pen o'r boblogaeth <sup>2</sup>            | 1,424   | 1/22  | 95     | 602     | 1,424   | 1,462   |
| DA 11 – Mynediad ar-lein                                                  |         |       |        |         |         |         |
| b) cyfrifiaduron y pen o'r boblogaeth <sup>3</sup>                        | 10      | 10/22 | 5      | 10      | 14      | 10      |
| c) % yr amser sydd ar gael i'w defnyddio gan y cyhoedd                    | 23%     | 13/22 | 14%    | 25%     | 63%     | 25%     |
| DA 13 – Lefelau staffio a chymwysterau                                    |         |       |        |         |         |         |
| (v) a) cyfanswm gwirfoddolwyr                                             | 44      | 8/21  | 3      | 30      | 214     | 28      |
| b) cyfanswm oriau gwirfoddolwyr                                           | 1,326   | 14/21 | 90     | 1,477   | 9,806   | 529     |
| DA 14 – Gwariant gweithredol                                              |         |       |        |         |         |         |
| a) cyfanswm gwariant y pen o'r boblogaeth                                 | £12,361 | 10/22 | £7,181 | £12,145 | £19,449 | £14,073 |
| b) % ar staff                                                             | 61%     | 12/22 | 47%    | 62%     | 78%     | 60%     |
| % ar adnoddau gwybodaeth                                                  | 11%     | 15/22 | 8%     | 13%     | 21%     | 9%      |
| % ar offer ac adeiladau                                                   | 5%      | 9/22  | 0.4%   | 4%      | 25%     | 7%      |
| % ar gostau gweithredol eraill                                            | 23%     | 9/22  | 0.3%   | 16%     | 37%     | 24%     |
| c) gwariant cyfalaf y pen o'r boblogaeth                                  | £5,740  | 3/22  | £0     | £467    | £8,829  | £2,699  |
| DA 15 – Cost net am bob ymweliad                                          | £1.80   | 12/22 | £1.18  | £1.82   | £2.52   | £1.92   |
| DA 16 – Oriau agor <sup>4</sup>                                           |         |       |        |         |         |         |
| (iii) a) % oriau cau manau gwasanaeth sefydlog heb gynllunio gwneud hynny | 0.00%   | =1/22 | 0.00%  | 0.00%   | 0.25%   | 0.00%   |
| b) % arosfannau'r llyfrgell deithiol / danfon i'r cartref a fethwyd       | 0.00%   | =1/20 | 0.00%  | 0.28%   | 7.99%   | 0.00%   |

<sup>1</sup> rhoddir seren wrth ymyl ffigurau ar gyfer gwasanaethau sydd wedi'u cyd-leoli; mae perfformiad y gwasanaethau hyn yn debygol o adlewyrchu'r ffaith bod mwy o bobl yn ymweld â nhw, ac felly ni ellir eu cymharu'n uniongyrchol â darpariaeth llyfrgell ar wahân

<sup>2</sup> fesul 1,000 o'r boblogaeth breswyl sy'n siarad Cymraeg; ffigurau o adroddiadau 2017/18 wedi'u cywiro yn dilyn gwall cyfrifo

<sup>3</sup> fesul 10,000 o'r boblogaeth breswyl <sup>4</sup> Mae'r safleoedd yma wedi'u troi i'r gwrthwyneb, felly 1 yw'r awdurdod â'r sgôr isaf (yr awdurdod sy'n perfformio orau).

### 3 Dadansoddi perfformiad

Mae'r hawliau craidd a'r dangosyddion ansawdd wedi'u rhannu yn bedwar maes allweddol. Mae'r adran hon yn yr adroddiad yn amlinellu perfformiad yn y meysydd hyn, ac yn cymharu'r perfformiad hwn â blwyddyn gyntaf y chweched fframwaith (2017/18).

#### 3.1 Ateb anghenion cwsmeriaid (DA 1-5)

Cwblhaodd Sir Ddinbych ei arolwg o ddefnyddwyr sy'n oedolion ym mis Tachwedd 2018, ond nodir bod y fethodoleg wedi defnyddio ffurflenni ar-lein ac wedi targedu sylfaen ymateb ehangach, ac felly efallai nad oes modd cymharu'r canfyddiadau'n uniongyrchol â'r rhai a gafwyd o dan y pumed fframwaith. Mae ffigurau ar gyfer boddhad cwsmeriaid yn dal ar lefel uchel, ond yn amlwg is ar gyfer darpariaeth TG, ac nid yw'r awdurdod wedi cynnal arolwg i blant eto o fewn y fframwaith presennol. Mae pob un o'r llyfrgelloedd sefydlog wedi parhau i ddarparu'r ystod lawn o gymorth ar gyfer datblygiad unigol ac iechyd a lles, ond arweiniodd methodoleg yr arolwg at ganlyniadau is o ran hyn nag y gellid bod wedi'i ddisgwyl. Mae'r niferoedd sy'n mynychu sesiynau hyfforddiant i ddefnyddwyr a drefnwyd ymlaen llaw wedi parhau i wella, ac mae'r niferoedd a gafodd eu helpu drwy hyfforddiant anffurfiol wedi cynyddu hefyd (sy'n adlewyrchu'r twf yn y galw am

gymorth y staff gyda TG), gyda'r perfformiad o ran hyn bellach wedi cyrraedd y lefel uchaf y pen o'r boblogaeth yng Nghymru.

### **3.2 Mynediad a defnydd (DA 6-8)**

Mae Sir Ddinbych yn parhau i gyflawni'r targed ar gyfer mynediad hawdd at fannau gwasanaeth, ac yn cynnig digwyddiadau / gweithgareddau i ddefnyddwyr sydd â gofynion arbennig ym mhob un o'r llyfrgelloedd sefydlog. Mae'r niferoedd sy'n mynychu digwyddiadau yn y llyfrgell wedi gwella eto yn 2018/19 hefyd, gan adlewyrchu cynnydd mewn gwaith partneriaeth fel rhan o'r gwasanaethau cymunedol ychwanegol a gynigir. Er bod ffigurau ar gyfer llawer o feysydd eraill o ddefnyddio llyfrgelloedd wedi gostwng ers 2017/18, gellir priodoli hyn yn rhannol i gau un man gwasanaeth dros dro (am gyfnod o dri mis). Yn debyg i'r rhan fwyaf o'r awdurdodau eraill yng Nghymru, mae rhith-ymweliadau wedi cynyddu, a hefyd lawrlwythiadau electronig, lle mae'r gwasanaeth wedi gweld cynnydd o 61%.

### **3.3 Cyfleusterau a gwasanaethau (DA 9-12)<sup>i</sup>**

Mae gwariant ar adnoddau wedi cynyddu yn 2018/19, gyda'r gyllideb ar gyfer adnoddau yn cael ei gwario'n llawn, ond nid yw'r naill darged caffael na'r llall o dan DA 9 yn cael eu cyflawni. Mae buddsoddiad mewn adnoddau Cymraeg wedi cynyddu hefyd, ac mae'r holl ofynion ar gyfer DA 10 wedi'u bodloni ac adlewyrchir y perfformiad o ran hyn yn nifer yr eitemau Cymraeg a fenthycir, sef yr uchaf y pen o'r boblogaeth yng Nghymru bellach. Mae'r ddarpariaeth o gyfrifiaduron personol wedi cynyddu ychydig ers 2017/18, ond mae'r defnydd a wneir ohonynt wedi lleihau ychydig, ond nodir bod lefelau defnyddio yn sylweddol uwch mewn canghennau sy'n gwasanaethu ardaloedd mwy poblog. Mae gofynion o ran cyflenwi ceisiadau, a gofnodir o fewn yr awdurdod bellach yn hytrach na ledled Gogledd Cymru, yn cael eu bodloni'n llawn.

### **3.4 Arbenigedd a chapasiti (DA 13-16)**

Mae lefelau staffio cyffredinol wedi gostwng ychydig yn 2018/19 gyda phwysau ar y gyllideb yn arwain at ddileu rhai swyddi a gweithio llai o oriau'n wirfoddol. Fodd bynnag, mae nifer y staff proffesiynol wedi cynyddu, gyda'r holl swyddi perthnasol bellach wedi'u llenwi gan staff cymwysedig; nid yw'r targedau o ran hyn yn y naill achos na'r llall yn cael eu cyflawni. Mae arweinyddiaeth gymwysedig yn ei lle ac mae'r gwasanaeth yn bodloni'r gofynion o ran neilltuo amser ar gyfer datblygiad proffesiynol, a hynny ar lefel uwch, yn sgil rhoi ei Strategaeth i'r Gweithlu ar waith a phwyslais o'r newydd ar hyfforddiant proffesiynol. Mae'r gwasanaeth hefyd wedi gweld cynnydd yng nghyfraniad gwirfoddolwyr dros 2018/19, yn unol â'i Strategaeth Wirfoddoli, gyda 44 o unigolion yn cyfrannu dros 30 awr yr un i'r gwasanaeth ar gyfartaledd.

Mae cyfanswm y gwariant refeniw wedi gostwng ymhellach ers 2017/18, sy'n adlewyrchir pwysau ar y gyllideb, ond mae gwariant y pen o'r boblogaeth yn dal ychydig uwchlaw'r lefel ganolrifol. Nodir bod y gwasanaeth wedi cynllunio'n ofalus i dargedu arbedion mewn meysydd nad ydynt yn effeithio ar wasanaethau uniongyrchol i gwsmeriaid. Mae cyfanswm yr oriau agor blynyddol wedi parhau i gynyddu, heb unrhyw achosion o amharu ar y gwasanaeth sefydlog na'r gwasanaeth cartref.

## 4 Cyd-destun strategol

Fel rhan o'r datganiad, gofynnir i'r awdurdodau roi gwybod sut mae'r gwasanaeth llyfrgell yn cyfrannu at flaenoriaethau a nodau strategol ehangach Llywodraeth Cymru. Mae naratif Sir Ddinbych yn ailddatgan ei gyfraniad i ystod o flaenoriaethau strategol perthnasol, gan gynnwys: y blynyddoedd cynnar a llythrennedd; tai; gofal cymdeithasol; iechyd meddwl; sgiliau a chyflogadwyedd; cymorth i'r Gymraeg; a chydnerthu cymunedol. Cyfeirir at ddatblygiadau newydd o ran rôl y gwasanaeth i gefnogi Cynllun Gweithredu Dementia yr awdurdod.

## 5 Cyfeiriad i'r dyfodol

Yn ei adroddiad ar gyfeiriad yr awdurdod yn y dyfodol a'i gynlluniau ar gyfer y gwasanaeth llyfrgell dros y flwyddyn ganlynol, nodir cyfraniad y gwasanaeth i gyflawni Cynllun Corfforaethol 2018-2022 Sir Ddinbych unwaith eto. Cyfeirir at weithgareddau cysylltiedig a datblygiadau o Gynllun Busnes y Gwasanaeth Cyfathrebu â Chwsmeriaid a Marchnata, gan gynnwys: datblygu'r ddarpariaeth iechyd a lles ymhellach, rhoi strategaeth cyfathrebu a marchnata ar waith, a chyflawni strategaethau gwirfoddoli a datblygu'r gweithlu. Hefyd, amlinellir cynlluniau i adolygu'r Gwasanaeth Llyfrgell Cartref er mwyn rhoi cymaint o gymorth â phosibl i oedolion sy'n agored i niwed a datblygu cyfleusterau llyfrgell ymhellach drwy gysyniad Lolfa Llyfrgell, ochr yn ochr ag ymrwymiad i gyflawni'r Strategaeth Llyfrgelloedd newydd ar gyfer 2019-22.

## 6 Casgliad

Mae gwasanaeth llyfrgell Sir Ddinbych wedi parhau i adeiladu ar ei gryfderau yn ystod ail flwyddyn y chweched fframwaith, gan ddarparu datganiad manwl a thrylwyr gyda thystiolaeth o gynllunio ofalus. Mae perfformiad o ran darparu hyfforddiant a mynychu digwyddiadau a gweithgareddau yn parhau i fod yn uchel, gyda phwyslais cynyddol ar weithio mewn partneriaeth yn adlewyrchu'r nod strategol i lyfrgelloedd ddod yn ganolbwynt ar gyfer defnyddio amrywiaeth eang o wasanaethau cymunedol. Mae cau llyfrgelloedd er mwyn eu hailwampio yn dal i fod yn ffactor sy'n dylanwadu ar lefelau defnydd ffisegol, ond bu gwelliant yn y niferoedd sy'n defnyddio gwasanaethau digidol. Mae gwariant ar y gwasanaeth wedi gostwng eto yn 2018/19 yn sgil pwysau ar gyllidebau, ond mae'r gwasanaeth wedi cynllunio'n ofalus er mwyn targedu arbedion mewn meysydd nad ydynt yn effeithio ar wasanaeth uniongyrchol i gwsmeriaid. Mae ffocws strategol o'r newydd ar ddatblygu'r gweithlu a gwirfoddoli wedi cael effaith amlwg, gydag ymgynghoriad ar y gweill ar Strategaeth Llyfrgelloedd newydd ar gyfer 2019-22. Fodd bynnag, bydd cael yr adnoddau digonol yn hanfodol er mwyn sicrhau y gall y gwasanaeth gynnal ei gyflawniadau ac adeiladu arnynt, a pharhau i gyflawni'n effeithiol er budd ei gymunedau.

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<sup>1</sup>Mae e-adnoddau a brynwyd drwy danysgrifiadau a ariennir yn ganolog wedi cael eu heithrio o'r ffigurau caffael ar gyfer DA 9 yn 2018/19 er mwyn sicrhau bod y safon yn adlewyrchu strategaeth, buddsoddiad a pherfformiad unigol yr awdurdod yn gywir. Mewn rhai achosion, mae hyn wedi effeithio ar gyflawniad yn erbyn y safon o gymharu â 2017/18. Mae Ffurflenni Ystadegau CIPFA yn parhau i gynnwys ffigurau ar gyfer adnoddau a gynhyrchir yn ganolog.

Mae tudalen hwn yn fwriadol wag

|                           |                                       |
|---------------------------|---------------------------------------|
| <b>Adroddiad i'r</b>      | <b>Pwyllgor Craffu Perfformiad</b>    |
| <b>Dyddiad y Cyfarfod</b> | <b>30 Ionawr 2020</b>                 |
| <b>Swyddog Arweiniol</b>  | <b>Rhian Evans, Cydlynnydd Craffu</b> |
| <b>Awdur yr Adroddiad</b> | <b>Rhian Evans, Cydlynnydd Craffu</b> |
| <b>Teitl</b>              | <b>Rhaglen Waith Craffu</b>           |

## **1. Am beth mae'r adroddiad yn sôn?**

Mae'r adroddiad yn cyflwyno drafft rhaglen waith i'r dyfodol y Pwyllgor Craffu Perfformiad i'r aelodau ei hystyried

## **2. Beth yw'r rheswm dros lunio'r adroddiad hwn?**

Gofyn i'r Pwyllgor adolygu a chytuno ar ei raglen waith i'r dyfodol, a rhoi'r wybodaeth ddiweddaraf i aelodau ar faterion perthnasol.

## **3. Beth yw'r Argymhellion?**

Bod y Pwyllgor yn:

- 3.1 ystyried yr wybodaeth a ddarparwyd ac yn cymeradwyo, diwygio neu'n newid ei raglen gwaith i'r dyfodol fel y gwêl yn briodol; ac
- 3.2 cytuno ar y prif bwyntiau neu'r themau o'r cyfarfod hwn y dymuna dynnu sylw atynt trwy'r wasg a/neu'r cyfryngau cymdeithasol.

## 4. Manylion am yr adroddiad

- 4.1 Mae Adran 7 o Gyfansoddiad Cyngor Sir Ddinbych yn nodi cylch gorchwyl, swyddogaethau ac aelodaeth pob Pwyllgor Craffu. Mae'r Adran hon hefyd yn cynnwys rheolau gweithdrefnau a thrafodaeth ar gyfer cyfarfodydd pwyllgorau.
- 4.2 Mae'r Cyfansoddiad yn amodi bod yn rhaid i bwyllgorau craffu'r Cyngor baratoi ac adolygu rhaglen ar gyfer eu gwaith i'r dyfodol. Drwy adolygu a blaenoriaethu materion mae modd i aelodau sicrhau fod y rhaglen waith yn cyflwyno rhaglen dan arweiniad yr aelodau.
- 4.3 Arfer sydd wedi'i fabwysiadu yn Sir Ddinbych ers nifer o flynyddoedd yw bod pwyllgorau craffu'n cyfyngu ar nifer yr adroddiadau a ystyrir mewn unrhyw gyfarfod i uchafswm o bedwar, yn ogystal ag adroddiad rhaglen waith y Pwyllgor ei hun. Nod y dull hwn yw hwyluso cael trafodaeth fanwl ac effeithiol ar bob pwnc.
- 4.4 Yn y blynyddoedd diweddar mae Llywodraeth Cymru a Swyddfa Archwilio Cymru wedi tynnu sylw at yr angen i gryfhau rôl craffu ar draws llywodraeth leol a gwasanaethau cyhoeddus yng Nghymru, gan gynnwys defnyddio craffu fel modd o ymgysylltu â phreswylwyr a defnyddwyr gwasanaeth. O hyn ymlaen disgwylir i graffu ymgysylltu'n well ac yn amlach â'r cyhoedd gyda golwg ar sicrhau penderfyniadau gwell a fydd yn y pen draw yn arwain at well canlyniadau i ddinasyddion. Bydd Swyddfa Archwilio Cymru yn mesur effeithiolrwydd craffu wrth gyflawni'r disgwyliadau hyn.
- 4.5 Gan ystyried y weledigaeth genedlaethol ar gyfer craffu ac ar yr un pryd ganolbwyntio ar flaenoriaethau lleol, argymhellodd y Grŵp Cadeiryddion ac Is-gadeiryddion Craffu (GCIGC) y dylai pwyllgorau craffu'r Cyngor, wrth benderfynu ar eu rhaglenni gwaith, ganolbwyntio ar y meysydd allweddol canlynol:
- arbedion ar y gyllideb;
  - cyflawni amcanion y Cynllun Corfforaethol (gyda phwyslais arbennig ar y modd o'u cyflawni yn ystod cyfnod o galedi ariannol);
  - unrhyw eitemau eraill a gytunwyd gan y Pwyllgor Craffu (neu'r GCIGC) fel blaenoriaeth uchel (yn seiliedig ar y meini prawf profion 'PAPER' - gweler ochr gefn y 'ffurflen gynnig aelodau' yn Atodiad 2 ) a;



- Materion brys, materion na ellir eu rhagweld neu faterion â blaenoriaeth uchel

#### Ffurflenni Cynnig ar gyfer Craffu

- 4.6 Fel y crybwyllwyd ym mharagraff 4.2 uchod, mae Cyfansoddiad y Cyngor yn gofyn i bwyllgorau craffu baratoi ac adolygu rhaglen ar gyfer eu gwaith i'r dyfodol. Er mwyn cynorthwyo'r broses o flaenoriaethu adroddiadau, os yw'r swyddogion o'r farn fod pwnc yn haeddu'r amser i gael ei drafod ar agenda fusnes y Pwyllgor, mae'n rhaid iddynt wneud cais ffurfiol i'r Pwyllgor i ystyried derbyn adroddiad ar y pwnc hwnnw. Gwneir hyn trwy gyflwyno 'ffurflen gynnig' sy'n egluro pwrpas, pwysigrwydd a chanlyniadau posibl y pynciau a awgrymir. Does dim un ffurflen gynnig wedi dod i law oddi wrth swyddog i'w ystyried yn y cyfarfod cyfredol.
- 4.7 Er mwyn gwneud gwell defnydd o amser craffu drwy ganolbwyntio adnoddau pwyllgorau i graffu testunau'n fanwl, gan ychwanegu gwerth drwy'r broses o wneud penderfyniadau a sicrhau gwell canlyniadau ar gyfer preswylwyr, penderfynodd y GCIGC y dylai'r aelodau, yn ogystal â swyddogion, gwblhau 'ffurflenni cynnig ar gyfer craffu' yn amlinellu pam eu bod yn credu y byddai'r testun yn elwa o fewnbwn craffu. Gellir gweld copi o 'ffurflen gynnig' yn Atodiad 2. Mae ochr gefn y ffurflen hon yn cynnwys siart lif sy'n rhestru'r cwestiynau y dylai aelodau eu hystyried wrth baratoi i gynnig eitem ar gyfer craffu, ac y dylai pwyllgorau eu gofyn wrth benderfynu ar addasrwydd testun arfaethedig i'w gynnwys ar raglen gwaith i'r dyfodol craffu. Os, ar ôl cwblhau'r broses hon, y penderfynir nad yw'r testun yn addas i'w graffu'n ffurfiol gan bwyllgor craffu, yna gellir ystyried dulliau eraill o rannu'r wybodaeth neu graffu ar y mater e.e. darparu 'adroddiad gwybodaeth', neu os yw'r mater yn un o natur leol gellir ei ystyried gan y Grŵp Aelodau Ardal (GAA) perthnasol. Ni ddylai unrhyw eitemau gael eu cynnwys ar raglen gwaith i'r dyfodol heb i 'ffurflen gynnig ar gyfer craffu' gael ei chwblhau, ac i'r testun gael ei gymeradwyo i'w gynnwys ar y rhaglen gan un ai'r Pwyllgor neu'r GCIGC. Mae cymorth ar gael i lenwi'r ffurflenni gan y Cydlynnydd Craffu.

#### Rhaglen Waith i'r Dyfodol y Cabinet

- 4.8 Wrth benderfynu ar eu rhaglen waith i'r dyfodol mae'n bwysig fod pwyllgorau craffu yn ystyried amserlen rhaglen waith y Cabinet. Ar gyfer y diben hwn, mae rhaglen waith y Cabinet wedi ei chynnwys yn Atodiad 3.

## Datblygiad Penderfyniadau'r Pwyllgor

- 4.9 Yn Atodiad 4 mae tabl yn crynhoi penderfyniadau diweddar y Pwyllgor ac yn cynghori aelodau am eu gweithrediad.

## **5. Grŵp Cadeiryddion ac Is-Gadeiryddion Craffu**

Dan drefniadau craffu'r Cyngor mae'r Grŵp Cadeiryddion ac Is-Gadeiryddion Craffu (GCIGC) yn gweithredu fel pwyllgor cydlynu. Cyfarfu'r Grŵp ar yr 19 Rhagfyr 2019, yn ystod y cyfarfod hwnnw ni chyfeiriwyd unrhyw bynciau ar gyfer ystyriaeth y Pwyllor hwn. Cynhelir cyfarfod nesaf y Grŵp yn ystod prynhawn 30 Ionawr 2020.

## **6. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?**

Bydd craffu effeithiol yn gymorth i'r Cyngor gynnal y blaenoriaethau corfforaethol yn unol ag anghenion cymunedau a dymuniadau trigolion. Bydd datblygu ac adolygu'r rhaglen waith gydlynol yn barhaus yn cynorthwyo'r Cyngor i ddarparu ei flaenoriaethau corfforaethol, i wella canlyniadau i breswylwyr tra hefyd yn dygymod â thoriadau llym yn y gyllideb.

## **7. Faint fydd hyn yn costio a sut bydd yn effeithio ar wasanaethau eraill?**

Mae'n bosib y bydd yn rhaid i wasanaethau neilltuo amser swyddog i gynorthwyo'r Pwyllgor gyda'r eitemau a nodwyd yn y rhaglen waith a chydag unrhyw gam gweithredu yn dilyn ystyried yr eitemau hynny.

## **8. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?**

Nid oes Asesiad o Effaith ar Les wedi ei wneud mewn perthynas â phwrpas neu gynnwys yr adroddiad hwn. Ond bydd y Pwyllgor Craffu, drwy ei waith yn craffu darpariaeth gwasanaethau, polisïau, gweithdrefnau ac argymhellion, yn ystyried eu heffaith neu eu heffaith posib ar yr egwyddor o ddatblygu cynaliadwy a'r amcanion o ran lles a nodir yn Neddff Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.

## 9. Pa ymgynghori sydd wedi digwydd?

Does dim angen cynnal ymgynghoriad ar yr adroddiad hwn. Fodd bynnag, mae'r adroddiad ei hun a'r ystyriaeth a roir gan y Pwyllgor i'w raglen waith ar gyfer y dyfodol yn gyfystyr ag ymgynghoriad gyda'r Pwyllgor o ran ei raglen waith.

## 10. Pa risgiau sy'n bodoli ac a oes unrhyw beth y gallwn ei wneud i'w lleihau?

Nid oes risg wedi ei ganfod o ran y Pwyllgor yn ystyried ei raglen waith. Fodd bynnag, wrth adolygu ei raglen waith yn rheolaidd gall y Pwyllgor sicrhau bod meysydd sy'n peri pryder yn cael eu hystyried a'u craffu arnynt fel y maent yn dod i'r amlwg a bod argymhellion yn cael eu gwneud er mwyn mynd i'r afael â nhw.

## 11. Grym i wneud Penderfyniad

Mae Adran 7.11 o Gyfansoddiad y Cyngor yn amodi fod y pwyllgorau Craffu a/neu Grŵp Cadeiryddion ac Is-Gadeiryddion Craffu yn gyfrifol am osod eu rhaglenni gwaith ac y dylent, pan yn penderfynu ar eu rhaglenni roi ystyriaeth i ddymuniadau yr Aelodau hynny o'r Pwyllgor nad ydynt yn aelodau o'r grŵp gwleidyddol mwyaf ar y Cyngor.

### **Swyddog Cyswllt:**

Rhian Evans, Cydlynnydd Craffu

Rhif ffôn: (01824) 712554

e-bost: [rhian.evans@sirddinbych.gov.uk](mailto:rhian.evans@sirddinbych.gov.uk)

Mae tudalen hwn yn fwriadol wag

**Note: Any items entered in italics have not been approved for inclusion at the meeting shown by the Committee. Such reports are listed here for information, pending formal approval.**

| Meeting  | Lead Member(s)                               | Item (description / title)                                                | Purpose of report                                                                                                                                                                                                                 | Expected Outcomes                                                                                                                                                                                                                  | Author                                   | Date Entered                                   |
|----------|----------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------------------------|
| 19 March | <b>Cllr. Julian Thompson -Hill</b>           | 1. Corporate Risk Register                                                | To consider the latest version of the Council's Corporate Risk Register                                                                                                                                                           | Effective monitoring and management of identified risk to reduce risks to residents and the Authority                                                                                                                              | Alan Smith/lolo McGregor/Emma Horan      | May 2019                                       |
|          | <b>Cllrs. Bobby Feeley &amp; Tony Thomas</b> | 2. Housing Strategy Review and Housing & Homelessness Action Plan Refresh | To consider the proposed revisions to the Housing Strategy and the amalgamation of the Homelessness Strategy within it                                                                                                            | Formulation of recommendations to strengthen the revised Strategy and associated action plans to ensure that the support the delivery of the Corporate Plan and corporate priorities relating to Housing and Resilient Communities | Emlyn Jones/ Angela Loftus               | By SCVCG July 2019 (rescheduled November 2019) |
|          | <b>Cllr. Huw Hilditch-Roberts</b>            | 3. Customer Relationship Manager (CRM) System                             | To review the implementation of the new CRM/360 system and its performance in delivering efficient and effective customer focussed services in line with the product specification and the Council's expectations                 | An efficient and effective customer enquiries system that deals with enquiries quickly, to a high level of customer satisfaction, whilst realising value for money for the Authority                                               | Liz Grieve/Ffion Angharad                | September 2018 (rescheduled November 2019)     |
| 30 April | <b>Cllr. Brian Jones</b>                     | 1. <i>Commercial Waste Service Evaluation Plan</i>                        | To consider an the results of an evaluation exercise of the entire commercial waste service, including the performance of the Veolia contract and Waste Technical Team (including proposals for service changes and improvements) | Assurances that the Service is performing well and provides value for money in order to ensure that it aligns to the new waste operating model                                                                                     | <i>Tony Ward/Tara Dumas/Alan Roberts</i> | <i>By SCVCG January 2019</i>                   |

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| Meeting   | Lead Member(s)                    | Item (description / title)                                                      | Purpose of report                                                                                                                                                                                                                                                                                                                                                             | Expected Outcomes                                                                                                                                                                                                        | Author                                           | Date Entered                                              |
|-----------|-----------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------|
|           | <b>Cllr. Bobby Feeley</b>         | 2. Cefndy Healthcare                                                            | To consider the findings of the Project Board's work in drawing up an options appraisal for future delivery of the company's business                                                                                                                                                                                                                                         | To formulate recommendations in relation to a future business model that will support the delivery of the Council's priority relating to Resilient Communities                                                           | Phil Gilroy/Ann Lloyd/Simon Rowlands/Nick Bowles | September 2019                                            |
| 11 June   | <b>Cllr. Bobby Feeley</b>         | 1. Draft Director of Social Services Annual Report for 2019/20                  | To scrutinise the content of the draft annual report to ensure it provides a fair and clear evaluation of performance in 2019/20 and clearly articulates future plans                                                                                                                                                                                                         | Identification of any specific performance issues which require further scrutiny by the committee in future                                                                                                              | Nicola Stubbins                                  | June 2019                                                 |
|           | <b>Cllr. Julian Thompson-Hill</b> | 2. Annual Performance Review 2019-20                                            | To monitor the Council's progress in delivering the Corporate Plan 2019-20                                                                                                                                                                                                                                                                                                    | Ensuring that the Council meets its targets to deliver its Corporate Plan and the Council's services in line with its aspirations and to the satisfaction of local residents                                             | Alan Smith/Iolo McGregor/Heidi Barton-Price      | June 2019                                                 |
| 16 July   | <b>Cllr. Brian Jones</b>          | 1. Draft Sustainable Travel Plan                                                | To consider the draft sustainable travel plan (including the Council's role in facilitating the locating of vehicle charging points across the county, its work with other local authorities and stakeholders with respect of their availability and in relation to other potential alternative travel modes, and in supporting the community to switch to sustainable fuels) | To provide observations and recommendations that will support the delivery of the corporate priorities relating to the environment and connected communities by reducing CO2 emissions and improving travel connectivity | Emlyn Jones/Mike Jones                           | By SCVCG June 2018 (rescheduled February & November 2019) |
| 1 October | <b>Cllr. Huw Hilditch-Roberts</b> | 1. Provisional External Examinations and Teacher Assessments <b>[Education]</b> | To review the performance of schools and that of looked after children                                                                                                                                                                                                                                                                                                        | Scrutiny of performance leading to recommendations for improvement                                                                                                                                                       | Karen Evans/Julian Molloy/GwE                    | September 2019                                            |

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| Meeting                 | Lead Member(s)                    | Item (description / title)                                                            | Purpose of report                                                                                                                                                                                                                                                  | Expected Outcomes                                                                                                                                                                                                                                                                                                                                            | Author                                           | Date Entered   |
|-------------------------|-----------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------|
|                         | <b>Cllr. Bobby Feeley</b>         | 2. Hafan Deg, Rhyl<br><br><b>Representatives from KL Care to be invited to attend</b> | To monitor the effectiveness of the transfer of the facility and services to an external provider and the provider's progress in growing and expanding the services available at the centre<br><br>(the report to include an updated Well-being Impact Assessment) | To evaluate the impact of the transfer of the facility and services on all stakeholders and to assess whether the services provided at Hafan Deg are in line with the contract specification, support the Council's vision for adult social care and the five ways to well-being and the requirements of the Social Services and Well-being (Wales) Act 2014 | Phil Gilroy/Ann Lloyd/Katie Newe/Dawn Wynne      | September 2019 |
|                         | <b>Cllr. Bobby Feeley</b>         | 3. Cefndy Healthcare Annual Report 2019/20 and Annual Plan 2020/21                    | To consider the company's performance during 2019/20 and its Annual Plan for 2020/21                                                                                                                                                                               | An assessment of the company's performance in delivering its business within budget and meeting targets will assist with the identification of future trends and requirements and support the delivery of the Council's priority relating to Resilient Communities                                                                                           | Phil Gilroy/Ann Lloyd/Simon Rowlands/Nick Bowles | September 2019 |
| 26 November             | <b>Cllr. Julian Thompson-Hill</b> | 1. Corporate Risk Register                                                            | To consider the latest version of the Council's Corporate Risk Register and risk appetite statement                                                                                                                                                                | Effective monitoring and management of identified risk to reduce risks to residents and the Authority                                                                                                                                                                                                                                                        | Alan Smith/Iolo McGregor/Emma Horan              | May 2019       |
| January 2021 (date tbc) | <b>Cllr. Huw Hilditch-Roberts</b> | 1. Verified External Examinations <b>[Education]</b>                                  | To review the performance of schools and that of looked after children; and GwE's impact on the educational attainment of the County's pupils.<br><br>The report to include actual figures in addition to percentages                                              | Scrutiny of performance leading to recommendations for improvement                                                                                                                                                                                                                                                                                           | Karen Evans/Julian Molloy/GwE                    | September 2019 |

| Meeting | Lead Member(s) | Item (description / title) | Purpose of report                                                                                                                                                                                       | Expected Outcomes | Author | Date Entered |
|---------|----------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|--------|--------------|
|         |                |                            | <p>along with school absenteeism and exclusion data.</p> <p>The report to incorporate GwE's Annual report and information on the 5 year trend in relation to educational attainment in Denbighshire</p> |                   |        |              |

**Future Issues**

| Item (description / title)                                                                                                                                                                                       | Purpose of report                                                                                                                             | Expected Outcomes                                                                                                                                                                                                                                                                                                                          | Author                                        | Date Entered         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|----------------------|
| Dolwen Residential Care Home                                                                                                                                                                                     | To consider the Task and Finish Group's recommendations relating to the future provision of services at Dolwen Residential Care Home, Denbigh | Pre-decision scrutiny of the task and finish group's findings and the formulation of recommendations for presentation to Cabinet with respect of the future provision of services at Dolwen with a view to ensuring that everyone is supported to live in homes that meet their needs and are able to live independent and resilient lives | Task and Finish Group/Phil Gilroy/Abbe Harvey | July 2018            |
| <i>School Improvement Plans</i><br><b>[Education]</b>                                                                                                                                                            | <i>To discuss with representatives of particular schools their progress in achieving their improvement plans</i>                              | <i>Provision of support to the schools to ensure they deliver their plans and improve outcomes for their pupils and the school as a whole</i>                                                                                                                                                                                              | <i>Karen Evans/Julian Molloy</i>              | <i>February 2018</i> |
| Implementation of the Donaldson Report 'Successful Futures' – Independent Review of Curriculum and Assessment Arrangements in Wales<br><b>[Education]</b><br><br><b>Dependent upon the legislative timetable</b> | To consider and monitor the plans to implement the agreed measures adopted by WG following the consultation on the review's findings          | Better outcomes for learners to equip them with jobs market skills                                                                                                                                                                                                                                                                         | Karen Evans                                   | April 2015           |

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Information/Consultation Reports

| Date                                                                      | Item (description / title)                                                                                                                                                 | Purpose of report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Author                                                     | Date Entered          |
|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-----------------------|
| <p><b>March &amp; September 2020</b></p> <p>[Information]</p>             | <p>Corporate Plan 2017/22 (Q3) 2019/20</p> <p>&amp;</p> <p>Corporate Plan 2017/22 Q1 2020/21</p> <p>To monitor the Council's progress in delivering the Corporate Plan</p> | <p>Ensuring that the Council meets its targets and delivers its Corporate Plan and the Council's services in line with its aspirations and to the satisfaction of local residents</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>Alan Smith/lolo<br/>McGregor/Heidi<br/>Barton-Price</p> | <p>September 2018</p> |
| <p><b>Feb/May/Sept/November each year</b></p> <p>[Information]</p>        | <p>Quarterly 'Your Voice' complaints performance to include social services complaints</p>                                                                                 | <p>To scrutinise Services' performance in complying with the Council's complaints and identify areas of poor performance with a view to the development of recommendations to address weaknesses. The report to include:</p> <ul style="list-style-type: none"> <li>(i) a comprehensive explanation on why targets have not been met when dealing with specific complaints, reasons for non-compliance, and measures taken to rectify the failures and to ensure that future complaints will be dealt with within the specified timeframe;</li> <li>(ii) how services encourage feedback and use it to redesign or change the way they deliver services; and</li> <li>(iii) details of complaints which have been upheld or partially upheld and the lessons learnt from them.</li> </ul> <p><b><i>Consideration of the information provided will assist the Committee to determine whether any issues merit detailed scrutiny</i></b></p> | <p>Kevin Roberts/Ann<br/>Lloyd/Phil Gilroy</p>             | <p>November 2018</p>  |
| <p>Information Report</p> <p>(6 monthly <b>March &amp; September</b>)</p> | <p>Customer Effort Dashboard</p>                                                                                                                                           | <p>To monitor the progress achieved in relation to developing the Customer Effort Dashboard. The feedback trend received from the system and how it is used to benefit residents in relation to assisting them to easily access</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <p>Liz Grieve/Ffion<br/>Angharad</p>                       | <p>November 2018</p>  |

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|                                              |                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                     |            |
|----------------------------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------|
|                                              |                                                                                              | required services and consequently improving the customer satisfaction experience of the Council<br><br><b><i>Consideration of the information provided will assist the Committee to determine whether any issues merit detailed scrutiny</i></b>                                                                                                                                                                                                                                                                                |                                     |            |
| Information Report<br><b>(February 2020)</b> | Management of School Governing Bodies                                                        | To update the Committee on the progress made in relation to filling vacant school governor and clerk posts, securing School Governing Bodies' compliance with completing mandatory training courses and ensuring that all schools' governor information packs contain full details of the role and responsibilities of governors, anticipated time commitments for the role and information on the availability governor allowances to cover specific costs and travel expenses that may be incurred in order to fulfil the role | Karen Evans/Geraint Davies/Ian Land |            |
| Information Report<br><b>(June 2020)</b>     | Housing Services – Review of the effectiveness of the new working model for Housing Officers | To review the effectiveness and impact of the new Housing Officer model in delivering personal advice and support to tenants, particularly those who reside in older people's schemes                                                                                                                                                                                                                                                                                                                                            | Geoff Davies/Jane Moore             | March 2019 |

**Note for officers – Committee Report Deadlines**

| Meeting  | Deadline       | Meeting  | Deadline        | Meeting | Deadline      |
|----------|----------------|----------|-----------------|---------|---------------|
| 19 March | <b>5 March</b> | 30 April | <b>16 April</b> | 11 June | <b>28 May</b> |

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 Updated 16/01/2020 RhE

| <b>Ffurflen Gynnig ar gyfer Rhaglen Gwaith i'r Dyfodol Craffu</b>                                                                                                    |                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>ENW'R PWYLLGOR CRAFFU</b>                                                                                                                                         |                    |
| <b>AMSERLEN I'W HYSTYRIED</b>                                                                                                                                        |                    |
| <b>TESTUN</b>                                                                                                                                                        |                    |
| <b>Beth sydd angen ei graffu arno (a pham)?</b>                                                                                                                      |                    |
| <b>Ydi'r mater yn un o bwys i drigolion/busnesau lleol?</b>                                                                                                          | <b>YDI/NAC YDI</b> |
| <b>Ydi craffu yn gallu dylanwadu ar bethau a'u newid?</b><br>(Os 'ydi' nodwch sut rydych chi'n meddwl y gall craffu ddylanwadu neu newid pethau)                     | <b>YDI/NAC YDI</b> |
| <b>Ydi'r mater yn ymwneud â gwasanaeth neu faes sy'n tanberfformio?</b>                                                                                              | <b>YDI/NAC YDI</b> |
| <b>Ydi'r mater yn effeithio ar nifer fawr o drigolion neu ardal fawr o'r Sir?</b><br>(Os 'ydi', rhowch syniad o faint y grŵp neu'r ardal yr effeithir arni)          | <b>YDI/NAC YDI</b> |
| <b>Ydi'r mater yn gysylltiedig â blaenoriaethau corfforaethol y Cyngor?</b><br>(Os 'ydi' nodwch pa flaenoriaethau)                                                   | <b>YDI/NAC YDI</b> |
| <b>Hyd y gwyddoch, oes yna rywun arall yn edrych ar y mater hwn?</b><br>(Os 'oes', nodwch pwy sy'n edrych arno)                                                      | <b>OES/NAC OES</b> |
| <b>Os derbynnir y testun ar gyfer craffu, pwy fyddai arnoch chi eisiau eu gwahodd e.e. Aelod Arweiniol, swyddogion, arbenigwyr allanol, defnyddwyr y gwasanaeth?</b> |                    |
| <b>Enw'r Cynghorydd/Aelod Cyfetholedig</b>                                                                                                                           |                    |

|         |  |
|---------|--|
| Dyddiad |  |
|---------|--|

## Ystyried addasrwydd pwnc ar gyfer craffu

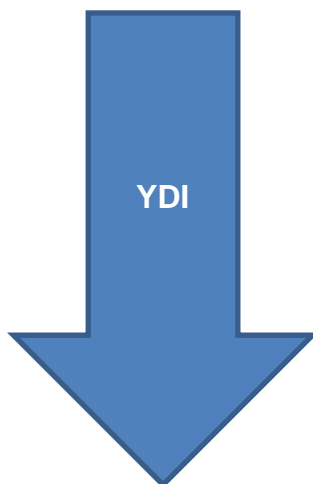
### Ffurflen Gynnig / Cais a dderbyniwyd

(dylid rhoi ystyriaeth ofalus i'r rhesymau dros wneud cais)



### Ydi o'n bodloni'r gofynion canlynol?

- **Diddordeb Cyhoeddus** – ydi'r mater o bwys i drigolion?
- **Effaith**– fedr craffu yn gael effaith ar bethau a'u newid?
- **Perfformiad** – ydi o'n wasanaeth neu faes sy'n tanberfformio?
- **Graddfa** – ydi o'n effeithio ar nifer o drigolion neu ardal ddaearyddol fawr?
- **Ailadrodd** – ydi'r mater yn destun craffu/ymchwiliad gan berson neu gorff arall?



Dim gweithredu pellach gan y Pwyllgor Craffu. Gellir ei gyfeirio at gorff arall neu ofyn am adroddiad er gwybodaeth.

- Penderfynu ar y canlyniadau a ddymunir
- Penderfynu ar gwmpas a swmp y gwaith craffu sydd ei angen a'r dull mwyaf priodol o graffu (h.y. adroddiad pwyllgor, ymchwiliad grŵp tasg a gorffen neu aelod cyswllt ac ati)
- Os penderfynir sefydlu grŵp tasg a gorffen, dylid penderfynu ar amserlen yr ymchwiliad, pwy fydd yn rhannu'r ymchwiliad, beth yw'r gofynion ymchwilio, a oes angen cyngor arbenigol a thystion, a beth yw'r trefniadau adrodd ac ati.

## Cabinet Forward Work Plan

| Meeting            | Item (description / title) |                                                                                            | Purpose of report                                                                                                                                                                                               | Cabinet Decision required (yes/no) | Author – Lead member and contact officer                         |
|--------------------|----------------------------|--------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------------------------------------|
| <b>18 Feb 2020</b> | 1                          | Procurement of Care and support for the Extra Care Housing Scheme, Llys Y Dyffryn, Denbigh | To seek Cabinet authorisation to procure the care and support for the Extra Care Housing Scheme, Llys Y Dyffryn, Denbigh                                                                                        | Yes                                | Councillor Bobby Feeley / Phil Gilroy / Emily Jones-Davies       |
|                    | 2                          | Approval for the North Wales Regional Supported Living Agreement                           | To approve the acceptance / rejection of tenders in relation to a procurement exercise led by Denbighshire County Council on behalf of the six North Wales Councils and Betsi Cadwaladr University Health Board | Yes                                | Councillor Bobby Feeley / Phil Gilroy / Alison Heaton            |
|                    | 3                          | Recommendations of the Strategic Investment Group                                          | To recommend approval to Council.                                                                                                                                                                               | Yes                                | Councillor Julian Thompson-Hill / Steve Gadd / Richard Humphreys |
|                    | 4                          | Gypsy and Traveller Site Provision                                                         | To discuss and approve Council owned sites for submission through the LDP process for Gypsy and Traveller accommodation (transit).                                                                              | Yes                                | Councillor Mark Young / David Lorey / Angela Loftus              |

## Cabinet Forward Work Plan

| Meeting            | Item (description / title) |                                                                                                                                                                | Purpose of report                                                                                                                     | Cabinet Decision required (yes/no) | Author – Lead member and contact officer                                          |
|--------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------|
|                    | 5                          | Finance System Procurement                                                                                                                                     | To approve a new procurement process for a finance system                                                                             | Yes                                | Councillor Julian Thompson-Hill / Rhys Lloyd Jones / Helen Makin                  |
|                    | 6                          | Finance Report                                                                                                                                                 | To update Cabinet on the current financial position of the Council                                                                    | Tbc                                | Councillor Julian Thompson-Hill / Steve Gadd                                      |
|                    | 7                          | Items from Scrutiny Committees                                                                                                                                 | To consider any issues raised by Scrutiny for Cabinet's attention                                                                     | Tbc                                | Scrutiny Coordinator                                                              |
| <b>24 Mar 2020</b> | 1                          | Implementation of an Alternative Delivery Model (ADM) for various leisure related activities/functions: approval of contract award to Denbighshire Leisure Ltd | To seek approval of contract award to Denbighshire Leisure Ltd                                                                        | Yes                                | Councillors Bobby Feeley & Julian Thompson-Hill / Graham Boase / Siân Lloyd Price |
|                    | 2                          | Work Opportunity and Day Activity Services Review                                                                                                              | To seek approval to pursue proposals relating to the setting up of social firms relating to two activities carried out by the service | Yes                                | Councillor Bobby Feeley / Phil Gilroy / Alan Roberts                              |
|                    | 3                          | Finance Report                                                                                                                                                 | To update Cabinet on the current financial position of the Council                                                                    | Tbc                                | Councillor Julian Thompson-Hill / Steve Gadd                                      |

## Cabinet Forward Work Plan

| Meeting            | Item (description / title) |                                               | Purpose of report                                                                                                        | Cabinet Decision required (yes/no) | Author – Lead member and contact officer                   |
|--------------------|----------------------------|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------------------------------|
|                    | 4                          | Items from Scrutiny Committees                | To consider any issues raised by Scrutiny for Cabinet's attention                                                        | Tbc                                | Scrutiny Coordinator                                       |
|                    |                            |                                               |                                                                                                                          |                                    |                                                            |
| <b>28 Apr 2020</b> | 1                          | Contract Procedure Rules                      | To consider the reviewed contract procedures rules which will require adoption and form part of the council constitution | Tbc                                | Councillor Julian Thompson-Hill / Lisa Jones / Helen Makin |
|                    | 2                          | North Wales Growth Bid Governance Agreement 2 | To approve the governance arrangements in relation to the implementation of the growth deal                              | Yes                                | Councillor Hugh Evans / Graham Boase / Gary Williams       |
|                    | 3                          | Finance Report                                | To update Cabinet on the current financial position of the Council                                                       | Tbc                                | Councillor Julian Thompson-Hill / Steve Gadd               |
|                    | 4                          | Items from Scrutiny Committees                | To consider any issues raised by Scrutiny for Cabinet's attention                                                        | Tbc                                | Scrutiny Coordinator                                       |
|                    |                            |                                               |                                                                                                                          |                                    |                                                            |
| <b>26 May 2020</b> | 1                          | Finance Report                                | To update Cabinet on the current financial position of the Council                                                       | Tbc                                | Councillor Julian Thompson-Hill / Steve Gadd               |

## Cabinet Forward Work Plan

| Meeting            | Item (description / title) |                                | Purpose of report                                                  | Cabinet Decision required (yes/no) | Author – Lead member and contact officer     |
|--------------------|----------------------------|--------------------------------|--------------------------------------------------------------------|------------------------------------|----------------------------------------------|
|                    | 2                          | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention  | Tbc                                | Scrutiny Coordinator                         |
|                    |                            |                                |                                                                    |                                    |                                              |
|                    |                            |                                |                                                                    |                                    |                                              |
| <b>30 Jun 2020</b> | 1                          | Finance Report                 | To update Cabinet on the current financial position of the Council | Tbc                                | Councillor Julian Thompson-Hill / Steve Gadd |
|                    | 2                          | Items from Scrutiny Committees | To consider any issues raised by Scrutiny for Cabinet's attention  | Tbc                                | Scrutiny Coordinator                         |
|                    |                            |                                |                                                                    |                                    |                                              |
|                    |                            |                                |                                                                    |                                    |                                              |

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Note for officers – Cabinet Report Deadlines

| <i>Meeting</i> | <i>Deadline</i>  | <i>Meeting</i>  | <i>Deadline</i>   | <i>Meeting</i> | <i>Deadline</i> |
|----------------|------------------|-----------------|-------------------|----------------|-----------------|
|                |                  |                 |                   |                |                 |
| <b>January</b> | <b>7 January</b> | <b>February</b> | <b>4 February</b> | <b>March</b>   | <b>10 March</b> |

Updated 21/01/20 - KEJ

Cabinet Forward Work Programme.doc



## Progress with Committee Resolutions

| Date of Meeting  | Item number and title                                                              | Resolution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Progress                                                                                                                                                                                                                                                                                                      |
|------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 28 November 2019 | <b>5. SCHOOL PERFORMANCE AND PROVISIONAL L2 EXAMINATION RESULTS</b>                | <p><b>RESOLVED</b> –</p> <p>(a) <i>to acknowledge the information provided regarding the performance and monitoring of Denbighshire schools;</i></p> <p>(b) <i>to receive a report on the verified external examination results in January 2020 to also include school absenteeism and exclusion data, and</i></p> <p>(c) <i>to receive further comparative data as it became available in future years with regard to the provisional and verified performance results on an annual basis in September and February respectively.</i></p>                                                                                                                                                           | Lead Member and officers advised of the Committee's recommendations. Report on verified results and school absenteeism included on the agenda for the current meeting. Information on exclusion data will be presented at the meeting if published by then (usually published late January or early February) |
|                  | <b>6.AVOIDANCE AND REDUCTION OF PLATICS IN DENBIGHSHIRE COUNTY COUNCIL OFFICES</b> | <p><b>RESOLVED</b> that the Committee recommends –</p> <p>(a) <i>that the proposed recommendations/proposed action plan (Appendix 1 to the report) be submitted to County Council for consideration to ensure –</i></p> <ul style="list-style-type: none"> <li>• <i>an action plan for a reduction in the use of plastics within Denbighshire County Council offices will be implemented within the Council</i></li> <li>• <i>achievement of objectives within the action plan will demonstrate that the Council is taking a lead in Denbighshire in reducing the use of plastics</i></li> <li>• <i>a reduction in the use of plastics by Denbighshire County Council will contribute</i></li> </ul> | <p>Report and action plan is scheduled to be presented on behalf of this Committee to County Council on 28 January 2020.</p> <p>If approved all recommendations will be progressed.</p> <p>A verbal update on County Council's decision will be given</p>                                                     |

|  |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                 |
|--|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|  |                                                                     | <p><i>towards the Environmental Priority contained within the Corporate Plan</i></p> <p>(b) <i>that the Use of Plastics Members Task &amp; Finish Group continue its work for a further 12 months with a view to proposing further actions in the area of: School Catering (which is currently out of scope in this proposal) plus broader procurement around plastic, and</i></p> <p>(c) <i>the 'avoidance and reduction of plastics within the Council' be a work stream linked to the wider Climate Change and Ecological Emergency response.</i></p> | at the meeting on 30 January 2020                                                               |
|  | <b>7. HIGHWAYS CODE OF PRACTICE</b>                                 | <p><b>RESOLVED</b> <i>that the Committee –</i></p> <p>(a) <i>recommends the new Code of Practice (Appendix B to the report) to Cabinet for formal adoption so that the standards of maintenance can be applied in Denbighshire and the Council can use the Code of Practice in defence of claims against the authority, and</i></p> <p>(b) <i>confirms that it has read, understood and taken account of the Well-being Impact Assessment (Appendix A to the report) as part of its consideration.</i></p>                                               | Cabinet considered and approved the Highways Code of Practice at its meeting on 21 January 2020 |
|  | <b>8. CORPORATE PLAN PERFORMANCE REPORT QUARTER 2. 2019 TO 2020</b> | <p><b>RESOLVED</b> <i>that the content of the draft Corporate Plan Performance Report Quarter 2, 2019 to 2020 be agreed.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                         | Lead Member and officers informed of the Committee's recommendations                            |

|  |                                                         |                                                                                                                                                                                                   |                                                                     |
|--|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
|  | <b>9.CORPORATE RISK REGISTER REVIEW, SEPTEMBER 2019</b> | <b>RESOLVED:</b> - <i>having considered the amendments to the Corporate Risk Register, and subject to the provision of the above information, to receive the revised version of the register.</i> | Lead Member and officers advised of the Committee's recommendations |
|--|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|

Mae tudalen hwn yn fwiadol wag