

# Standing up for a Better Swansea

*Corporate Improvement Plan  
2013/17*

*Updated for 2014/15*



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## Introduction

The Welsh Government requires all Councils to publish their plans for improving what they do and how they do it. The purpose of this plan is to set out the Council's key priorities for improvement over the next four years; these are known as 'Improvement Objectives'.

The Plan also shows how the Council's Improvement Objectives contributes towards improving the wellbeing of people in Swansea as set out within the *One Swansea Plan* and delivers the relevant Policy Commitments the Council adopted in July 2012.

The Council and its partners through the Local Service Board have a shared ambition and vision for Swansea:

### *Our Ambition for Swansea*

- Swansea is a unique city by the sea. It is a green, safe, caring and friendly city that values learning and its public services and we want it to stay that way.
- Swansea is a city that is passionate about its sport, history and culture and these are things worth celebrating.
- But we also want Swansea to be a healthier, fairer and more economically active place, a city that offers more for children and young people.
- We want to work together to make Swansea a better place and improve community wellbeing in a way that is democratic, involves everyone and does not compromise the needs of future generations.

Our vision is that Swansea will be a desirable place to live, work and visit that:

- Capitalises on the distinctive relationship between its vibrant urban areas and outstanding rural and coastal environments
- Supports a competitive and prosperous economy that acts as a focal point for the wider Swansea Bay City Region
- Is a thriving city centre destination that offers excellent shopping facilities and supports leisure and business opportunities, capitalising on its proximity to the waterfront
- Promotes sustainable, distinct communities, in both urban and rural locations, that benefit from sufficient good quality accommodation, supporting infrastructure, community facilities and opportunities for recreation
- Celebrates and conserves its unique natural heritage and cultural and historic environments

### *Population Outcomes*

To compliment this vision for Swansea as a place, these are the population (shared) outcomes that the Council and its partners through the Local Service Board want to focus on through the *One Swansea Plan*; the conditions we want for our communities:

- A. Children have a good start in life
- B. People learn successfully
- C. Young people and adults have good jobs
- D. People have a decent standard of living

- E. People are healthy, safe and independent
- F. People have good places to live and work

*Challenges*

The Local Service Board has identified the following challenges as the most important things to focus on through its *One Swansea Plan* in order to make progress towards the population outcomes.

<b>Population Outcome</b>	<b>Challenges</b>
<b>A. Children Have a Good Start in Life</b>	<ul style="list-style-type: none"> <li>1. Low Birth Weight</li> <li>2. Domestic Abuse</li> <li>3. School Readiness</li> </ul>
<b>B. People Learn Successfully</b>	<ul style="list-style-type: none"> <li>1. School Attendance</li> <li>2. School Achievement</li> <li>3. Adult Qualifications</li> </ul>
<b>C. Young People and Adults Have Good Jobs</b>	<ul style="list-style-type: none"> <li>1. Youth Unemployment</li> <li>2. Economic Inactivity</li> <li>3. Average Earnings</li> <li>4. Economic Performance</li> </ul>
<b>D. People Have a Decent Standard of Living</b>	<ul style="list-style-type: none"> <li>1. Child Poverty</li> <li>2. Household Income</li> <li>3. Personal Debt</li> </ul>
<b>E. People are Healthy, Safe and Independent</b>	<ul style="list-style-type: none"> <li>1. Preventable Early Deaths</li> <li>2. Life Expectancy</li> <li>3. Older Peoples' Independence</li> <li>4. Crime</li> </ul>
<b>F. People Have Good Places to Live and Work</b>	<ul style="list-style-type: none"> <li>1. Public Transport</li> <li>2. Carbon Emissions</li> <li>3. Water Quality</li> <li>4. Housing Quality</li> </ul>

*Policy Commitments*<sup>1</sup>

The Council adopted its Policy Commitments at Council on the 26<sup>th</sup> July 2012. The Policy Commitments are the key policy pledges that the Council has identified for delivery during this electoral cycle.

<b>Policy Commitments</b>
<b>1. Standing Up for Strong Council Finances</b>
<b>2. Standing Up for Council Democracy</b> <ul style="list-style-type: none"> <li>• Standards of conduct of elected representatives</li> </ul>
<b>3. Standing Up for A City of Learning</b> <ul style="list-style-type: none"> <li>• A City of Learning</li> <li>• Ambitious for Swansea</li> <li>• High Performing Schools</li> <li>• A Flying Healthy Start for all Our Children</li> <li>• A Future for Our Young People</li> </ul>
<b>4. Standing Up for Jobs and Regeneration</b> <ul style="list-style-type: none"> <li>• A Creative Science City</li> <li>• A Healthy City Centre</li> <li>• Suburban Centres</li> <li>• Regeneration &amp; Anti-Poverty</li> <li>• Key Sectors</li> </ul>
<b>5. Standing Up for Strong Transport Links</b> <ul style="list-style-type: none"> <li>• Sustainable Transport</li> <li>• A Healthy, Greener Swansea</li> <li>• Public Transport</li> <li>• A Vibrant City Centre</li> <li>• Community Safety</li> </ul>
<b>6. Standing Up for High Quality Health and Social Services</b> <ul style="list-style-type: none"> <li>• Prevention, Not Failure</li> <li>• Localise Services</li> <li>• Working Together</li> <li>• Public Interest above Private Profit</li> <li>• Invest in Our People</li> </ul>

<sup>1</sup> The [Policy Commitments](#) were adopted by Council on 26<sup>th</sup> July 2012

## Policy Commitments

### 7. Standing Up for Better Housing

- Affordable Housing
- Putting People First
- Improving Housing Quality
- Empty Properties
- Community Regeneration

### 8. Standing Up for the Best in Art, Culture and Sport

- Cultural Capital of Wales
- City of Sport
- Creative City
- Dylan Thomas Centenary
- Heritage

### 9. Standing Up for Stronger and Safer Communities

- Community Action
- Young Citizenship
- Celebrate Diversity
- Promote Community Safety
- Anti-Social Behaviour

### 10. Standing Up for a Better Environment and Better Planning

- Valuing our Environment
- A 'Greener' Sustainable Swansea
- Value Our Parks and Open Spaces
- Greening our City
- Citizen and Community
- Engagement.

### *Corporate Improvement Objectives and Performance Measures*

This Corporate Improvement Plan describes the Council's priorities for improvement, called 'Improvement Objectives'. The Council's Improvement Objectives delivers the relevant Policy Commitments the Council adopted in July 2012 and shows the Council's contribution towards improving the wellbeing of people in Swansea as set out within the *One Swansea Plan*.

The delivery of each Improvement Objective is evidenced through a number of performance measures. The performance measures are measures of how much the Council is doing, how well the Council is delivering its services and, where this is

measurable and the most appropriate measure of success, if people who use Council services are better off:

Improvement Objective	Performance Measures
<p><b>1. Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress.</b></p>	<p>1. % attendance at Flying Start Settings                      2. % Flying Start Children assessed as performing at or above the developmental norm                      3. % of parents / carers that report a positive distance travelled (improvement) at the end of a Flying Start parenting programme.</p>
<p><b>2. To support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential</b></p>	<p>1. EDU/016 a and b - % attendance at primary and secondary schools.                      2. Attainment in English or Welsh at Foundation Phase, Key Stage 2, Key Stage 3 and Key Stage 4                      3. EDU/017 - % pupils achieving the Level 2 Threshold Inclusive of English/Welsh &amp; Maths</p>
<p><b>3. People are Safe, Well and supported to live independently (Child &amp; Family)</b></p>	<p>1. Number of children becoming looked after.                      2. Number of children looked after                      3. Rate of entry in Looked After Children (per 1000 pop 0-17 years).                      4. Rate of Looked After Children (per 1000 pop 0-17 years)                      5. SCC/010 - % of referrals that are re-referrals within 12 months                      6. Total number of children in need (open cases) in year.                      7. % of children on the Child Protection Register who have been de-registered and then re-registered.                      8. % of children who remain on the Child Protection Register for more than 1 year.                      9. % of children in mainstream Foster care who are placed with Foster Swansea.                      10. Number of children in residential care.                      11. % of children looked after in a family placement.</p>
<p><b>4. Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.</b></p>	<p>1. BBMA1 - Increase in the number of projects with social benefit clauses (<i>Beyond Bricks and Mortar</i>) in their contracts.                      2. WWC1 - No. of people entering employment as a result of participation in the Workways project.                      3. % of applicants and third parties satisfied or very satisfied with the Planning application service.                      4. % of all major and minor applications with an economic imperative that are approved.</p>



Improvement Objective	Performance Measures
<b>5. Promote affordable credit and savings options and help people maximise their income and entitlements</b>	1. No. of staff / workers trained in Welfare Rights / Benefits advice appropriate to their role. 2. No. of Council staff making saving contributions to the Credit Union. 3. No. of Council tenants joining the Credit Union. 4. % of eviction warrants for rent arrears raised against Council Tenants suspended due to support and financial assistance. 5. HHA/013 - % of all potentially homeless households for whom homelessness was prevented for at least 6 months.
<b>6. Help people adopt and develop healthy and sustainable lifestyles in order to improve health.</b>	1. % of 11 – 16 year olds attending 20 or more extra-curricular physical or sporting activities during the school year. 2. % of year 6 school children (11 years old) involved in the schools learn to swim programme who can swim to the required standard. 3. No. / % of GP referrals still engaging in physical activity after 12 months and indicating that their health has improved 4. No. of growing spaces. 5. % of pupils identified in the Pupil Level Annual School Census who take up free school lunch – primary / secondary schools.
<b>7. People are Safe, Well and supported to live independently (Adult Services)</b>	1. % of cases where the risk (safeguarding vulnerable adults) has been managed 2. %. of people supported to be independent 3. SSA2 - The average number of working days taken from completion of the care plan and / or installation of aids / equipment. 4. % of clients returning home following re-ablement
<b>8. Improve Housing and Housing supply in order to increase the availability of good quality, affordable housing</b>	1. No. of new affordable housing units provided / needed 2. HSG2 - No. of void (empty) Council homes 3. % of tenants staying in their Council tenancy for more than 2 years.
<b>9. Minimise waste and increase recycling through promotion, working with others and by targeting low participating areas</b>	1. WMT/004b - % of municipal waste sent to landfill. 2. WMT/009b - % of municipal waste being re-used, recycled and composted. 3. STS/006 - % of Fly tipping cleared within 5 working days

Table 1 on the next page below shows the links and dependencies between the *One Swansea Plan*, the Council's Policy Commitments and the Council's Improvement Objectives.

Table 1 – interdependencies between the outcomes and challenges outlined within the *One Swansea Plan*, the Council’s Policy Commitments and the Improvement Objectives described within the Council’s Corporate Improvement Plan.

One Swansea Plan		Corporate Improvement Plan	
Population Outcome	Shared Challenge	Policy Commitments	Improvement Objective
A. Children Have a Good Start in Life	1. Low Birth Weight 2. Domestic Abuse 3. School Readiness	<b>Para 6 - Standing up for a city of learning – A flying Healthy Start For All Our Children.</b>	<b>1. Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress.</b>
		<b>Para 9 - Standing Up for High Quality Health and Social Services – Prevention, Not Failure</b>	<b>2. People are Safe, Well and supported to live independently (Child &amp; Family)</b>
		<b>Performance Measures</b>	
			1. % attendance at Flying Start Settings 2. % Flying Start Children assessed as performing at or above the developmental norm 3. % of parents / carers that report a positive distance travelled (improvement) at the end of a Flying Start parenting programme.  1. Number of children becoming looked after. 2. Number of children looked after 3. Rate of entry in Looked After Children (per 1000 pop 0-17 years). 4. Rate of Looked After Children (per 1000 pop 0-17 years) 5. SCC/010 - % of referrals that are re-referrals within 12 months 6. Total number of children in need (open cases) in year. 7. % of children on the Child Protection Register who have been de-registered and then re-registered. 8. % of children who remain on the Child Protection Register for more than 1 year. 9. % of children in mainstream Foster care who are placed with Foster Swansea. 10. Number of children in residential care. 11. % of children looked after in a family placement.

Nb – **bold** represents direct correlations between the *One Swansea Plan* and the Corporate Improvement Plan.

One Swansea Plan		Corporate Improvement Plan	
Population Outcome	Shared Challenge	Policy Commitments	Improvement Objective
<b>B. People Learn Successfully</b>	<ol style="list-style-type: none"> <li>School Attendance</li> <li>School Achievement</li> <li>Adult Qualifications</li> </ol>	<p>Para 6 - Standing up for a city of learning – Ambitious for Swansea</p>	<ol style="list-style-type: none"> <li>To support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential</li> </ol>
<b>C. Young People and Adults Have Good Jobs</b>	<ol style="list-style-type: none"> <li>Youth Unemployment</li> <li>Economic Inactivity</li> <li>Average Earnings</li> <li>Economic Performance</li> </ol>	<p>Para 7 - Standing Up for Jobs and Regeneration</p>	<ol style="list-style-type: none"> <li>Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.</li> </ol>
<b>D. People Have a Decent Standard of Living</b>	<ol style="list-style-type: none"> <li>Child Poverty</li> <li>Household Income</li> <li>Personal Debt</li> </ol>	<p>Para 7 - Standing Up for Jobs and Regeneration – Regeneration &amp; Anti-Poverty</p>	<ol style="list-style-type: none"> <li>Promote affordable credit and savings options and help people maximise their income and entitlements</li> </ol>
			<p><b>Performance Measures</b></p> <ol style="list-style-type: none"> <li>EDU/016 a and b - % attendance at primary and secondary schools.</li> <li>Attainment in English or Welsh at Foundation Phase, Key Stage 2, Key Stage 3 and Key Stage 4.</li> <li>EDU/017 - % pupils achieving the Level 2 threshold inclusive of English / Welsh &amp; Maths</li> <li>BBMA1 - Increase in the number of projects with social benefit clauses (Beyond Bricks and Mortar) in their contracts.</li> <li>WWC1 - No. of people entering employment as a result of participation in the Workways project.</li> <li>% of applicants and third parties satisfied or very satisfied with the Planning application service.</li> <li>% of all major and minor applications with an economic imperative that are approved.</li> <li>No. of staff / workers trained in Welfare Rights / Benefits advice appropriate to their role.</li> <li>No. of Council staff making saving contributions to the Credit Union.</li> <li>No. of Council tenants joining the Credit Union.</li> <li>% of eviction warrants for rent arrears raised against Council Tenants suspended due to support and financial assistance.</li> <li>HHA/013 - % of all potentially homeless households for whom homelessness was prevented for at least 6 months.</li> </ol>

One Swansea Plan		Corporate Improvement Plan	
Population Outcome	Shared Challenge	Policy Commitments	Improvement Objective
E. People are Healthy, Safe and Independent	1. Preventable Early Deaths 2. Life Expectancy 3. Older Peoples' Independence 4. Crime	Para 11 - Standing Up for the Best in the Arts, Culture & Sport – City of Sport  Para 13 - Standing Up for a Better Environment and Better Planning – Value our Parks and Open Spaces	6. Help people adopt and develop healthy and sustainable lifestyles in order to improve health.
		Para 9 - Standing Up for High Quality Health and Social Services – Prevention, Not Failure	7. People are Safe, Well and supported to live independently (Adult Services)
		<b>Performance Measures</b>	
		1. % of 11 – 16 year olds attending 20 or more extra-curricular physical or sporting activities during the school year. 2. % of year 6 school children (11 years old) involved in the schools learn to swim programme who can swim to the required standard. 3. No./ % of GP referrals still engaging in physical activity after 12 months and indicating that their health has improved. 4. No. of growing spaces. 5. % of pupils identified in the Pupil Level Annual School Census who take up free school lunch – primary / secondary schools.	
		1. % of cases where the risk (safeguarding vulnerable adults) has been managed. 2. % of people supported to be independent. 3. SSA2 - The average number of working days taken from the completion of the care plan to provision and / or installation of aids / equipment. 4. % of clients returning home following re-ablement.	

One Swansea Plan		Corporate Improvement Plan	
Population Outcome	Shared Challenge	Policy Commitments	Improvement Objective
F. People Have Good Places to Live and Work	1. Public Transport 2. Carbon Emissions 3. Water Quality	<b>Para 10 - Standing Up for Better Housing</b>	<b>8. Improve Housing and Housing supply in order to increase the availability of good quality, affordable housing.</b>
	<b>4. Housing Quality</b>	<b>Para 13 - Standing Up for a Better Environment and Better Planning</b>	<b>9. Minimise waste and increase recycling through promotion, working with others and targeting low participating areas</b>
		Performance Measures	
		<ol style="list-style-type: none"> <li>No. of new affordable housing units provided / needed</li> <li>HSG2 - No. of void (empty) Council homes</li> <li>% of tenants staying in their Council tenancy for more than 2 years.</li> </ol>	
		<ol style="list-style-type: none"> <li>WMT/004b - % of municipal waste sent to landfill</li> <li>WMT/009b - % of municipal waste being re-used, recycled and composted.</li> <li>STS/006 - % of Fly tipping cleared within 5 working days</li> </ol>	

### *Equalities*

In line with the Equality Act 2010 and new Public Sector Equality Duty for Wales, all public authorities must produce a Strategic Equality Plan containing set Equality Objectives.

The City & County of Swansea's Strategic Equality Plan (initially for the period 2012-2016) was formally adopted by the Council on 15 March 2012 and sets out how we will build on our previous Equality and Diversity Scheme and our arrangements for meeting the new legislative duties.

Our Equality Objectives (included within the Plan) are based on information from local, regional and national sources and highlight areas of inequality in service provision, service take-up or attainment for or by specific groups with protected characteristics as defined in the Equality Act.

These characteristics are

- **Age**
- **Disability**
- **Gender Re-assignment**
- **Marriage and Civil Partnership**
- **Pregnancy and Maternity**
- **Race**
- **Religion or Belief (including non-belief)**
- **Sex**
- **Sexual Orientation.**

Issues regarding **Welsh language** usage are dealt with under the Council's Welsh Language Scheme.

Each Equality Objective contains actions to achieve specific, measurable outcomes to reduce inequalities across all of the protected characteristics.

Table 2 on the next page shows the links between the Council's Improvement and the relevant Equality Objectives.

### *Sustainable Development*

Swansea Council is committed to sustainable development and a greener, more sustainable Swansea.

More information can be found on the Council's website: [www.swansea.gov.uk](http://www.swansea.gov.uk)

Table 2 – interdependencies Council’s Improvement and relevant Equality Objectives.

Our Improvement Objectives	Strategic Equality Plan
<p><b>Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress</b></p>	<p><b>Equality Objective 14</b> - reduce the inequalities that exist in the health, education and economic outcomes for children living in poverty, by improving the outcomes of the poorest.</p>
<p><b>People are Safe, Well and supported to live independently (Child &amp; Family)</b></p>	<p><b>Equality Objective 18</b> - Improve access to Social Services provision, ensuring that the service user’s needs are at the centre of all planning and commissioning activities.</p>
<p><b>Support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential</b></p>	<p><b>Equality Objective 10</b> - Maintain improving trends in assessment of boys and girls at Key Stage 2 and Key Stage 3. Close the performance gap between boys and girls.  <b>Equality Objective 14</b> - Increase primary and secondary school attendance in target areas. Increase the average All Wales Reading Test scores for 6-7yr olds and 10-11 yr olds in target areas. Increase the proportion of 15-16 yr olds achieving Level 2 threshold including English, or Welsh and Maths.</p>
<p><b>Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.</b></p>	<p><b>Equality Objective 1</b> - Establish a focused Officer Group made up of representatives from Access to Services Team and Economic Regeneration and Planning Department in order to help address key equality issues arising from consultation on ongoing work programmes.</p>
<p><b>Promote affordable credit and savings options and help people maximise their income and entitlements</b></p>	<p><b>Equality Objective 2</b> - Provide a welfare rights advice line 3 days per week to support staff from CCS and partner organisations to negotiate the significant changes to the benefits system resulting from Welfare Reform.</p>

<b>Our Improvement Objectives</b>	<b>Our Equality Objectives</b>
<p><b>Help people adopt and develop healthy and sustainable lifestyles in order to improve health.</b></p>	<p><b>Equality Objective 17</b> - Encourage greater participation and improve access to cultural, leisure and sporting services/facilities.</p>
<p><b>People are Safe, Well and supported to live independently (Adult Services)</b></p>	<p><b>Equality Objective 18</b> - Improve access to Social Services provision, ensuring that the service user's needs are at the centre of all planning and commissioning activities.</p>
<p><b>Improve Housing and Housing supply in order to increase the availability of good quality, affordable housing.</b></p>	<p><b>Equality Objective 15</b> – Improve customer access to Housing services.</p>
<p><b>Minimise waste and increase recycling through promotion, working with others and by targeting low participating areas</b></p>	<p><b>Equality Objective 26</b> – Assisted waste collections for disabled people and older people.</p>



*Key Messages from the Improvement Plan Consultation 2013*

The following key messages summarise the findings from the consultation:

- The Council consulted on its working Improvement Objectives using two main methods:
  1. An internet based survey.
  2. Focus group meetings with particular user groups.
- The internet based consultation showed there was broad support for all the Council's working Improvement Objectives; between 57% and 94% agreed with the Improvement Objectives subsequently included within this Plan.
- The level of support given to each Improvement Objectives as being most agreed with from the internet consultation were as follows:

<b>Working Improvement Objectives</b>	<b>Strongly Agree or Agree</b>
1. Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.	94%
2. Improve school attendance and attainment of all learners aged 3 to 19 years so each individual can reach their potential.	93%
3. Help people adopt and develop healthy and sustainable lifestyles in order to improve health.	89%
4. People are safe, well and supported to live independently.	86%
5. Provide support for children in early years in Swansea so they are ready for learning and make developmental progress.	84%

- The percentage of survey respondents who disagreed with the Council's proposed Improvement Objectives was very low, ranging from 0% (no disagreement) to just 7%.
- The percentage of respondents who neither agreed nor disagreed with the working objectives ranged from between 4% to 36%.
- The Council also consulted with:
  1. The 50+ Network – a group aimed at older people having an effective voice on a wide range of participative and planning issues.
  2. Swansea Business Forum – a forum for the Council and business sectors to engage with each other.
  3. A group of young people who are Not in Education, Employment or Training (NEET) and who were also formerly looked after by the Council.

The key points coming out of this consultation process were as follows:

### **50+ Network Consultation**

- Debt counselling is important.
- Promote self-sufficiency.
- The impact of Welfare reform needs to be monitored.
- The Credit Union needs to be promoted to deal with the impact of Pay day loan companies.
- Prioritise introduction of living wage.
- Freeze council tax
- Evaluate and monitor success of initiatives dealing with poverty.
- Encourage economic growth.
- Increase job security.
- Improve local transport.
- Spend money held in reserve.
- Training and skills should be taught in schools.
- Fast track planning permission for affordable housing
- Don't cut sport / music in schools
- Free access to leisure centres needs to be promoted and advertised in bus shelters
- LAC family involvement in early stages when child identified as being at risk.
- The Council to provide as much residential and nursing homes as possible.
- Prioritise support for people to live in their own homes for as long as possible.
- Provide adaptations at the right time to enable people to stay safe at home.
- Better communication between departments, carers and cared for to alleviate problems and concerns.
- Need more of the right community staff who are on good wages and have the time needed to do their job.
- More nursery provision needed.
- Promote parental responsibility.
- Promote positive role models for children.
- Improve school attendance.
- Extend recycling collection to include more types of waste.
- Review charges for waste collections – large objects.
- Help disabled and elderly people deal with refuse collections / recycling.
- Target specific groups who do not recycle to encourage them to recycle.
- Make people aware of energy efficiency schemes.

### **Swansea Business Forum Consultation**

- Concentrate efforts on what the Council can affect and change.
- Work with others, including the private sector, to achieve objectives.
- Home care is not always the best option – residential care is sometimes necessary.
- More engagement is needed with the private sector on what educational assistance the University and business can offer school age children.
- Recycling centre's need to be open for longer hours to help working people.

### **Young People (NEET / former LAC) focus group Consultation**

- The 5 Improvement Objectives most agreed with by this group were:

1. Provide support for children in early years in Swansea so they are ready for learning and make developmental progress.
  2. Improve housing and housing supply in order to increase the availability of good quality affordable housing and provide people with work and training opportunities.
  3. People are safe, well and supported to live independently.
  4. Improve school attendance and attainment of all learners aged 3 to 19 years so each individual can reach their potential.
  5. Target resources into the poorest areas of Swansea in order to help reduce the impact of poverty.
- More support needed for young people with tenancies and becoming independent.
  - There needs to be more accommodation suited for young people.
  - Early prevention and intervention were considered to be very important by the group.
  - Reducing looked after children numbers has to be done safely.
  - Management of care system needs improving and appropriate support provided whatever stage you were at.
  - Managing the impact of welfare reform, providing debt and benefits advice and a Living Wage is important.
  - Healthy food perceived as being too expensive.
  - School attendance – young people as well as parents need to take responsibility.
  - Although important, people should not be forced or coerced into adopting healthy lifestyles.

Most of the consultations responses correspond with or are dealt with by the Corporate Improvement Plan and no significant changes to the plan were required as a result of the consultation. The working Improvement Objective relating to Carbon Reduction was not included within the Plan this year pending consideration being given to further developmental work. The outcome from the consultations was also issued to Heads of Service for their information and consideration.

### **2014 survey**

A follow up internet based consultation on the Council's Improvement Objectives was undertaken during 2014. The survey found that 4 of the 5 Improvement Objectives that people agreed or strongly agreed with in 2013 were again identified as the most important Improvement Objectives in 2014. The exception was the objective around Healthy Lifestyles, which fell to least important and was replaced in 5<sup>th</sup> place by the improvement objective concerning promoting affordable credit and savings options and help people maximise their income and entitlements.

#### *How will the Council meet its duty to Improve?*

The Council has a duty to put arrangements in place to secure continuous improvement. In discharging this duty, the Council must have regard to:

- Making progress towards community objectives.
- Improving the quality of services.
- Improving the availability of services.

- Improving fairness.
- Contributing to the sustainable development of an area.
- Improving the efficiency of services and functions.
- Innovation and change which contributes to improvement.

Each of the Council's priorities for improvement will deliver one or more of these aspects. This is detailed in the pages that follow.

#### *How did we select the Council's Improvement Objectives?*

The Council's Improvement Objectives were determined with due reference to the *One Swansea Plan* and the Council's Policy Commitments and in consultation with Council staff, elected Members and the general public. This involved an internet based survey and face-to-face consultations with representatives of various groups.

#### *Results Based Accountability*

The Corporate Improvement Plan was developed using the Results Based Accountability (RBA) method. Each Improvement Objective was developed and performance measures identified by answering the following questions:

1. **How can we measure how much do we do?**
2. **How can we measure if we are delivering services well?**
3. **How can we measure if our customers are better off?**
4. **What are the most important measures and how are we doing?**
5. **What works well now to improve?**
6. **What are we going to do to improve?**

The *One Swansea Plan* is primarily concerned with the community challenges that the Council and its partners through the Local Service Board are tackling together. The Corporate Improvement Plan on the other hand is mainly about performance accountability for the services delivered mostly by the Council. The Corporate Improvement Plan is largely about improving the Council's services to its direct customers or its contribution to the shared challenges outlined within the *One Swansea Plan*.

**A note on measuring service based 'outcomes'** – the Council has sought through its use of RBA to identify appropriate performance measures, particularly to determine '*is anyone better off?*'. There are some areas where this approach is quite straightforward and the 'outcome' is identified and measured. There is however a number of issues for consideration when trying to measure service based outcomes.

Firstly, it is difficult to measure the 'outcome' from some of the Council's services that are strategic and enabling and where performance affecting the end user is delivered by another agency or set of agencies working together. For example, while the Council has a role to play in the development of key sectors of the local economy, the Council largely achieves this through strategic frameworks, through its planning function and through working with others so that it is difficult to isolate and measure the Council's impact on the outcome; yet few would argue that the Council should not have a priority around developing the local economy.

Secondly, the complexity of some of the 'people' based services means that measuring outcomes and making provision and projections for incremental improvement is not necessarily straightforward. For example, while it might be desirable and possible to measure developmental progress of Flying Start children at

age 2 and again at age 3, it is difficult to determine and predict benchmarks and incremental improvements each year when each different cohort of children measured is made up of different individual individuals with different starting points and needs.

Thirdly, some services have statutory direction and guidance in place which determines service priorities. For example, Councils' in Wales have statutory targets set by the Welsh Government for reducing landfill and increasing the recycling of waste. Failure to meet these statutory targets will result in payment of landfill tax and fines. This means that the Council's waste management services are designed to meet these statutory targets; the Council is therefore mainly concerned with how well it is doing in meeting these targets rather than any consideration of whether or not anyone is better off (although this is part of the strategy to convince people to recycle).

Fourthly, it is sometimes difficult to extrapolate the Council's impact delivering a service when the outcomes may not become apparent for some time, they may be affected by other factors outside of the Council's control or where the outcomes may be obvious and where measuring them may not be worthwhile. For example, the Council is aiming to increase the number of growing spaces and allotments so that people can grow their own fresh vegetables, providing them with a healthy pastime and healthy food while potentially saving them money. The impact of this policy on people's health may be difficult to measure in the short term and may be affected by other factors associated with people's lifestyles; yet few would argue that increasing the number of growing spaces will not have health and other benefits.

#### *How will we monitor and report progress?*

The performance measures included within this Plan will be monitored on a monthly, quarterly or annual basis at departmental meetings, at Corporate Improvement Board and by elected Members. The Council's Improvement Objectives will be reflected within service and departmental Business Plans. Performance will be evaluated using the latest available data. Consideration will be given to the story behind current performance and progress since the last reporting cycle. We will try and understand what are the causes of current performance so that we can do better. The Council will publish an Annual Review of Performance in 2014-15 accounting for its success delivering the Improvement Objectives outlined within this plan during 2013-14.

#### *Revisions to the Plan*

This plan contains new local performance measures and work will continue to further refine and embed them into the Council's performance management systems. During this process and due to other external influences it may be necessary to add to, change or further refine the objectives, performance measures, projections and other content included within this plan. Any changes will be captured in the annual review of the Corporate Improvement Plan and revisions will be published.

#### *Other business critical issues*

The Council has a number of other business critical concerns such as dealing with dog fouling and making improvements to highways maintenance, which will be addressed through service Business Plans and monitored through the Council's strategic programme.

There is plenty of evidence to suggest that there are significant differentials between communities in the City & County in terms of wealth, income, health and aspiration. The Policy Commitments Statement adopted by Council on 26th July identifies the intent to develop a 'Target Area' approach, "bringing together council departments, the NHS and other agencies, pooling resources and finance, to work together, across boundaries to tackle the transgenerational causes of poverty and deprivation...". The Improvement Objectives outlined within this plan are universal, although their application will be entirely consistent with this targeted approach.

*How can you get involved and propose new Improvement Objectives during the year?*

The Council has created a partnership consultation database to enable residents to easily access consultations that are being conducted by, or on behalf of the City and County of Swansea Council and its partners. Here you can view the consultation, find out more details on how you can get involved in providing feedback. When a consultation is complete you will be able to download any relevant results/newsletters.

Please follow the link to access the Consultation Database: [Consultation Database](#)

Should you have any questions or queries about the Consultation Database, or you are experiencing trouble using it, please contact the Consultation Co-ordinator on 01792 636732 or fax 01792 637206 or e-mail [consultation@swansea.gov.uk](mailto:consultation@swansea.gov.uk)

You can also get involved through the Council's Scrutiny Boards, which are open to the public ([Scrutiny in Swansea](#)) or you can contact the Council's Access to Services Team to get involved on tel: 636907 or email [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

If you wish to propose new Improvement Objectives for 2013-17, you can contact the Council at any time by: Email to [improvement@swansea.gov.uk](mailto:improvement@swansea.gov.uk) Telephone 01792 636852.

# **Standing up for a Better Swansea**

*Corporate Improvement Plan  
2013-17*

*Updated for 2014/15*

***Part 1 Executive Summary***

## Executive Summary – Improvement Objectives

**A. Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• At least maintain attendance levels at Flying Start settings.</li> <li>• Measure the distance parents / carers have travelled in how they perceive they have improved their parenting during the intervention.</li> <li>• Understand % of Flying Start children assessed at or above their developmental norm.</li> </ul>	<ul style="list-style-type: none"> <li>• So that as many eligible children and their families as possible benefit from the educational and social support.</li> <li>• An important measure of the progress parents and carers perceive they have made during the intervention in improving their parenting skills, children's behaviour and self-esteem and confidence.</li> <li>• So that professionals working with children and their families can respond appropriately to help improve outcomes.</li> </ul>

**B. Support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Improve school attendance.</li> <li>• Improve children's literacy and reading skills.</li> <li>• Increase the percentage of pupils achieving the Level 2 Threshold inclusive of English / Welsh and Maths.</li> </ul>	<ul style="list-style-type: none"> <li>• If children do not attend school regularly then they will not fulfil their educational potential.</li> <li>• Increasing the percentage of pupils perform well in the assessment of English or Welsh will contribute to meeting every learner's need to be able to read, write and be numerate in order to achieve success in schools and beyond.</li> <li>• To provide pupils with opportunities in schools which help them to improve the basic skills that every learner needs so that all pupils are able to read, write and be numerate.</li> </ul>



**C. People are safe, well and supported to live independently (Child & Family Services).**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Safely reduce the number of children becoming looked after.</li> <li>• Reduce the rate of re-referrals to Child &amp; Family Services and numbers of children in need requiring social services intervention.</li> <li>• Improve services to children and young people who may be at risk of becoming looked after.</li> <li>• Increase the percentage of children looked after in Swansea who are supported in a family placement and foster care instead of residential care.</li> </ul>	<ul style="list-style-type: none"> <li>• So that children only enter the looked after system when this is genuinely the best or only option to safeguard or promote their health or well-being.</li> <li>• To ensure that the most effective work carried out by Child &amp; Family Services is being done with children, young people and families who are most in need.</li> <li>• So that children avoid the necessity to come into care and are supported through safe and appropriate alternatives.</li> <li>• To achieve the right placement at the right time and achieve better outcomes for children.</li> </ul>

**D. Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Increase the numbers of projects that have social benefit clauses and Beyond Bricks and Mortar in their contracts.</li> <li>• Increase the numbers of people entering employment as a result of participation in the Workways project.</li> <li>• Increase applicants and third parties satisfaction with the planning application service.</li> <li>• Increase the percentage of all major and minor applications with an economic imperative that are approved</li> </ul>	<ul style="list-style-type: none"> <li>• To give the unemployed and economically inactive opportunities for work experience, training and employment.</li> <li>• To engage with the economically inactive and long term unemployed and to help support them back into employment.</li> <li>• A high quality planning service is important in giving developers and investors the confidence to invest in Swansea in order to develop key sectors of the local economy.</li> <li>• Successfully bring forward schemes that assist economic development.</li> </ul>

**E. Promote affordable credit and savings options and help people maximise their income and entitlements.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Train more Council staff / workers in Welfare Rights / Benefits advice appropriate to their role.</li> <li>• Increase the number of Council staff making saving contributions to the Credit Union</li> <li>• Encourage more Council tenants to join the Credit Union.</li> <li>• Decrease the percentage of warrants executed against Council tenants by offering support and financial assistance</li> <li>• Increase the percentage of potentially homeless households for whom homelessness was prevented for 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• So that a greater proportion of the residents of Swansea receive advice and support to ensure they are better able to access their benefit entitlement.</li> <li>• Help build the financial capability of the Credit Union and encourage more of the people of Swansea to join so that more people can access and benefit from a more sustainable and affordable credit and savings option.</li> <li>• Help tenants manage their money and pay their rent or bills promptly in a bid to prevent them falling into rent arrears and financial difficulties.</li> <li>• To help tenants who are faced with eviction as a result of rent arrears exacerbated by debt.</li> <li>• Help people maintain stability and security for their families, safeguard their health and well-being and prevent social exclusion while reducing the costs associated with providing Bed &amp; Breakfast and temporary accommodation.</li> </ul>

**F. Improve Housing and Housing supply in order to increase the availability of good quality, affordable housing.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• An increase in the number of new affordable housing units.</li> <li>• Reduce the number of void (empty) Council homes</li> </ul>	<ul style="list-style-type: none"> <li>• To meet established need for affordable housing and contribute towards reducing homelessness and people having to continue to live in unsuitable and / or unaffordable accommodation.</li> <li>• To make the best use of its Housing stock so that it is as fully occupied as</li> </ul>

<ul style="list-style-type: none"> <li>• Increase the percentage of tenants staying in their Council tenancy for more than 2 years.</li> </ul>	<p>possible, helping to meet the need for affordable housing.</p> <ul style="list-style-type: none"> <li>• To make the best use of the housing stock and help tenants to sustain their tenancies and provide their families with more stability and cohesive communities in which to live.</li> </ul>
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**G. Help people adopt and develop healthy and sustainable lifestyles in order to improve health.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Increase the percentage of 11-16 year olds attending 20 or more extra curricular physical or sporting activities during the school year.</li> <li>• Increase the percentage of year 6 school children who can swim to the required standard at age 11</li> <li>• Increase the percentage of people referred to the Council by Health professionals to still be active after 12 months and indicating that their health has improved.</li> <li>• Increase the number of available growing spaces.</li> <li>• Increase the percentage of pupils identified in the Pupil Level Annual School Census (PLASC) who take up free school lunch</li> </ul>	<ul style="list-style-type: none"> <li>• To encourage more 11 to 16 year olds to continue their physical or sporting activities outside of the school curriculum in order to improve sustained participation and promote healthier lifestyles.</li> <li>• Children will be safer near water and will learn a life skill that will be fun and contribute towards adopting a healthy lifestyle.</li> <li>• To demonstrate that participants have adopted a healthier lifestyle.</li> <li>• To encourage people to grow their own food, deal with rising food prices and help tackle poverty. This will also encourage self-sufficiency, strengthen communities and provide a healthy activity whilst promoting healthier eating.</li> <li>• To assist learning and help secure the future well-being of school pupils.</li> </ul>

**H. People are safe, well and supported to live independently (Adult Services).**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Increase the percentage of cases where the risk safeguarding vulnerable adults has been managed.</li> <li>• Increase the percentage of people that are supported to be independent.</li> <li>• Reduce the time taken to taken between the completion of the care plan and provision / installation of aids / equipment.</li> <li>• Help clients return home following a period of reablement.</li> </ul>	<ul style="list-style-type: none"> <li>• To foster a collective responsibility to safeguarding across all of our staff and increase resilience to cope with the increased demands from an ageing population.</li> <li>• To promote the independence, safety and dignity of service users.</li> <li>• To reduce the need for admission to hospital or residential care.</li> <li>• To provide high quality person-centred care and better outcomes for service users that is also more financially sustainable than long-term residential care.</li> </ul>

**I. Minimise waste and increase recycling through promotion, working with others and by targeting low participating areas.**

1. What do we want to achieve?	2. Why is this important?
<ul style="list-style-type: none"> <li>• Increase the percentage of waste recycled and reduce the percentage of waste sent to landfill.</li> <li>• Increase the % of reported fly tipping incidents cleared within 5 working days</li> </ul>	<ul style="list-style-type: none"> <li>• To meet Welsh Government waste targets, avoid financial penalties and help contribute to protecting finite resources.</li> <li>• Improving arrangements for collecting and recycling waste should have a beneficial impact on reducing the incidents of fly tipping and should improve the speed with which incidents are dealt with.</li> </ul>

# Standing up for a Better Swansea

*Corporate Improvement Plan  
2013-17*

*Updated for 2014/15*

***Part 2***

## **A. Provide support for children in the early years in Swansea so that they are ready for learning and make developmental progress.**

### **Why this is an Improvement Objective**

There is evidence to show that good early years care and education can have beneficial outcomes for children and their families.

#### **1. Early years provision**

- Children have a right, spelled out in the United Nations Convention on the Rights of the Child to provision that enables them to develop their personalities, talents & abilities irrespective of ethnicity, culture or religion, home language, family background, learning difficulties, disability or gender.
- There is a great deal of research evidence which points to the educational and social benefits for children and society, particularly for children from disadvantaged areas, of good quality provision in the early years.
- Research findings suggest that good early years care and education lead to improvements in children's language development, educational performance in mathematics and reading and a reduction in aggressive behaviour.
- Children who attend early years settings are more independent and concentrate on their play for longer and, on entry to school, are more co-operative and are better prepared for the challenges they meet.
- Research also demonstrates that the quality of the provision has a marked impact on the outcomes for children.
- Children who experience good quality provision at an early age are more likely to go on to attend higher education institutions and have well paid jobs.

#### **2. Flying Start**

- Flying Start is a multi-agency Programme aimed at improving outcomes for children under 4 years in the most deprived areas.
- Children and their families living in the eligible areas can access a menu of services, which include:
  - Additional Health Visiting;
  - Family Partnership support via delivery of group programmes and/or 1-2-1 individual interventions;
  - Early Language development support;
  - Free quality part time Childcare for all 2 year olds 2.5 hours a day, 5 days a week 39 weeks of the year & 15 days of childcare/activities during school holidays.
- Swansea's model of delivery is centred around the establishment of dedicated Flying Start settings set within primary schools ensuring the co-location of

staff and achieving seamless provision into the Foundation Phase. As stated in the Interim Evaluation of Flying Start – SQW 2010.

*"multi-agency/joint working has significantly aided effectiveness and assisted in achieving the programme's overall aims. It was seen not only to improve access to services through co-location and joint delivery but also to bring together and coordinate the necessary range of skills, knowledge and perspectives to enable the programme to identify and meet needs – providing tailored interventions and responses to ensure that the most appropriate services and support are in place."*

- The Flying Start Programme is currently undergoing a significant phase of expansion, which will double the number of children who will benefit. By 2015 the Flying Start initiative in Swansea will benefit 2,659 0-3 year olds living in the eligible areas with approximately 600 childcare places being provided for the 2 year olds. A Phase 3 expansion is also anticipated however full details are yet to be confirmed by Welsh Government.
- Due to the scale of the expansion improving upon or even maintaining results is now a massive challenge. Service projections have been revised to reflect this.

#### **The Council's contribution towards improvement**

- Early Years is a Council priority and is within the One Swansea Plan (Outcome A: children have a good start in life; Outcome B: children and young people learn successfully) and our Outcome agreement (Outcome 2: Improving Early Years' Experience) with the Welsh Government.
- Flying Start is a Welsh Government Programme which makes a contribution to the range of services provided to support children during their early years.
- The co-ordination of the Flying Start Programme is led by the Council, which involves:
  - bringing together different services and disciplines across the local authority, the Health Board, Schools and the Third Sector to develop tailored programmes to meet the individual needs of young children and their families.
  - establishing and extending the Flying Start Programme in new areas,
  - Directly delivering some of the services.
- The Council and its partners work to encourage as many eligible families to access the Flying Start services including the childcare place for all 2 year olds as ensuring high levels of attendance at the childcare setting will support children to reach their developmental potential.

## A1. Attendance at Flying Start settings

**Aim:** To at least maintain attendance at Flying Start settings.

**Measure:** % attendance at Flying Start settings.

Past Performance					Projection		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	79%	<b>TBC</b>	<b>80%</b>	<b>80%</b>	<b>80%</b>

### Why this is important:

- Maintaining and gradually improving attendance at Flying Start settings is important so that as many eligible children and their families as possible benefit from the educational and social support.

### The story behind past performance and expected trends:

- Attendance at Flying Start childcare settings is not compulsory; however it provides young children with the opportunity to enhance their development during the year leading up to their admission to Nursery.
- Throughout the newly expanded areas the initial hurdle will be to engage families within these areas. Also by expanding into areas of less deprivation/higher % working parents than phase 1 areas, it is anticipated that a lot of parents will already have childcare arrangements in place and therefore will not want to, or need to take up the Flying Start childcare.
- The main reason for non-attendance is due to illnesses, particularly those with an incubation period including Chicken Pox and Measles, school inset days and the summer holidays.
- It is not expected that there will be a year on year improvement in attendance as there will be different children eligible by age (2yrs – 3yr) attending childcare each year.
- During the last year there has been a further reduction in unauthorised absence.
  - In 12/13 4% of spaces available were unauthorised absences. This was identified as an issue in some settings and addressed directly with all managers in the regular managers' meetings so that good practice was shared and a consistent process adopted.
  - By Term 1 13/14 this had reduced to 3%
  - By Term 2 13/14 this had reduced further to 2%.
- The Welsh Government is content with the attendance levels at Flying Start settings in Swansea. We believe this can be attributed mainly to the model of dedicated settings achieving high quality provision as well as other services being available within the same location.



- Due to the expected factors that impact on pre-school attendance and the expansion into new areas the future focus is to try to maintain the level of attendance achieved during 2014/15. Ideally the plan would be to also make small advances to improve the performance which will include targeting persistent non attendees.
- However it is anticipated that this may not be achieved until the Programme has been fully established and all childcare settings fully operational. For example in the newly expanded settings childcare places are made available to parents on a phased approach and it takes time for new childcare settings to reach their full operating potential including staff and parents adjusting to the new services being offered. It has been the case that as new childcare settings are established, staff from existing childcare settings apply for new posts being advertised in the new settings; this affects the stability of the existing childcare settings whilst new staff are being recruited.

**What works well now:**

- Having school based dedicated childcare settings with staff located together from other teams.
- Following up non-attendance with the family with a phone call or text message before a home visit by the Childcare Manager and/or Health Visitor.
- Completing the developmental tracker assessment for each child to record their individual development.
- Regular Childcare Managers Meetings to share good practice, identify issues that need to be addressed.
- The new termly Quality Assurance meetings and monthly monitoring meetings using multi-agency approach in each Flying Start setting. In these meetings they discuss and plan individual cases which would include considering families where access is problematic, or where a child's attendance is a concern. The team problem solve the issues including finding creative approaches.
- The new monthly Flying Start team meetings held in each area to ensure effective multi-agency working across the childcare setting, Family Partnership Team, Speech and Language Therapist and Health Visitor.

**What we are going to do:**

What?	Why?
Implementation of Capita SIMS software for childcare settings to record attendance. To measure a child's attendance and have an accessible record of this Flying Start onwards.	This will enable robust and timely attendance reporting and tracking as the child moves through his/her education career.

What?	Why?
Use some of the learning from the Quality Assurance meetings to inform improvement in the services.	Evidence based improvements.
Review provision for children with a diagnosed or emerging disability	To ensure that the children receive the most appropriate childcare service within Flying Start to meet their needs.
Introduction of a Core Children's Record & Attendance Guidance for all childcare settings.	To further ensure consistency across settings in order to improve staff record keeping and also improve the process of managing attendance.
Children's development is recorded on individual 'Trackers' to show the distance travelled during their time at a Flying Start setting. A 'Developmental Tracker Analysis' is being introduced electronically.	To provide a clear picture of distance travelled for each individual child to ensure their needs are being met, to aid transition to Nursery and to enable comparisons of developmental areas.

## A2. Improved Parenting

**Aim:** To measure the distance parents have travelled and how they perceive they have improved their parenting during the intervention. For parents to improve their skills when supporting their child/children.

**Measure:** % of parents carers that report a positive distance travelled (improvement) at the end of a Flying Start Parenting Programme

	Baseline Data					Projection		
	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Self-esteem and confidence	30%	21%	15%	13%	<b>TBC</b>	<b>TBC</b>		
Parenting skills	26%	26%	10%	12%				
Children's behaviour	25%	21%	15%	9%				

### Why this is important:

- Building resilience factors within families is one of the main aims and objectives of the service. The Wellbeing and Behaviour Outcome Star, (A Welsh Government validated tool that shows how far someone has come and provides a better view of how parents perceive the changes in their family after intervention and activities) will provide us with indicators that support better understanding of how parents perceive the changes within their family following the intervention. For each family we will focus on parenting skills, children's behaviour and self-esteem and confidence.

**The story behind past performance and expected trends:**

- During the last year the outcome tool used has been changed to bring the service in line with the Team Around the Family approach in order to provide a seamless transition when additional services are needed. For example this means that families are not being asked the same information twice where there is additional need identified and that there is a consistency of delivery across services.
- The parenting element of Flying Start tries to provide families with the knowledge, skills and tools to solve problems and better manage their own and their children's behaviour. Parents identify improved self-esteem and confidence as the most significant change they have experienced.
- During 2013/14 the focus has been on developing the service and some new elements have been introduced. For example all programmes will now cover the United Nations Convention on the Rights of the Child to improve parental understanding of its key principles.
- As the Programme expands into new areas the initial hurdle will be to engage families within these areas. Introducing a new service into a new area takes time.
- Distance travelled will differ from year to year as families will start from differing points on the scale. For example, a recent quality assurance meeting in one of the new Flying Start areas identified that issues and levels of need of families were generally less concerning and the emotional literacy, parental confidence and parenting skills were greater than those generally found in other Flying Start areas. Families in this area will score themselves far higher and the intervention will be far shorter than those in other areas who receive a longer more intensive service.
- 2013-2014 data will be analysed following year end and this will help further develop and adapt Flying Start provision for 2014/15 and beyond.
- Despite making advances in recent years within Flying Start, Early Language Development continues to be one of the key issues for children in target areas of Swansea. The link between the different services within Flying Start is therefore of vital importance.

**What works well now:**

- A variety of programmes delivered by the parenting team and partners offering service users support that can be tailored to meet the needs of individual families.
- Ensuring that staff have access to training that provides them with the skills, knowledge and tools to support families effectively.

- Termly Quality Assurance meetings and monthly monitoring meetings using a multi –agency approach in each Flying Start setting. These provide the opportunity to discuss and plan individual cases so that a team approach can be developed to support identified issues that will help improve outcomes for young children and their families.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Further expansion in new targeted areas and engagement with families in these areas. Embed the multi-agency approach in the Flying Start expansion programme and review and build upon the joint planning meetings.	Improving outcomes for children and their families by focusing on engaging families at the earliest point in their parenting career in order to build resilience factors and preventing the need for families to require statutory services.
Launch Flying Start Website	To provide parents/carers easy access to Flying Start information and promote new expansion areas.
Embed and analyse the new distance travelled tools measuring improvements to parental skills, children’s behaviour and confidence.	So that we can measure the impact of the services on improving outcomes for young children and their families.
To develop a pathway of support for parents to promote Early Language Development and enhance parent and child attachment. All Flying Start teams will work in partnership in order to build a calendar of programmes that will be easily accessed by all families both antenatal and following birth. Pilot to be started in the targeted area of Townhill.	To allow early identification and a targeted response to intensive early language development support. This will also provide a pathway of support for all families within Flying Start ensuring that children receive the best available support for them at the right time.

### A3. Flying Start children at or above the developmental norm

**Aim:** To help Flying Start children realise their potential with regard to the developmental norm. Every child should achieve a certain level of skills and abilities at particular ages.

**Measure:** % of Flying Start children assessed at or above their developmental norm.

	Past Performance					Projection		
	2009-10	2010-11	2011-12 <sup>2</sup>	2012-13	2013-14	2014-15	2015-16	2016-17
Age 2	-	-	43.78%	52%	TBC	<b>In future there is not an expectation that there will necessarily be a year on year improvement since each cohort of children from year to year is made up of different children with different individual needs.</b>		
Age 3	-	-	53.57%	64%	TBC			

#### Why this is important:

- It is important that children's development during their earliest years is assessed at suitable points so that professionals working with children and their families can respond appropriately to help improve outcomes.

#### The story behind past performance and expected trends:

- In line with Welsh Government Flying Start strategic guidance, all Flying Start eligible children have a robust developmental assessment at 2 years and 3 years as a minimum. This demonstrates the child's actual developmental against what it should be for that age. In future we will not necessarily expect a year on year improvement since each cohort of children from year to year is made up of different children with different individual needs
- The assessment at both 2 and 3 years will help the Health Visitor identify those that need targeted support and will prompt a referral to a particular service. E.g. Speech & Language Therapy.
- For the financial year 2011/12 there is not a full complement of data for the SOGS (Schedule of Growing Skills) developmental assessment so complete data is only available from 2012/13. It is not expected that there will be a full complement of robust data available until the Programme has reached steady state due to the complexities for expanding such a large scale in a short period of time and the challenges, particularly during expansion periods, for assessments to be completed within the national Flying Start timescale.

<sup>2</sup> 2011/12 result is based upon incomplete data from the Schedule of Growing Skills developmental assessment

- The developmental norms in 2012/13 have been republished by the Welsh Government due to an error with clarity in guidance. Therefore the figures in the table above have been reworked to fall in line with the new guidance.
- Despite making advances in recent years within Flying Start, Early Language Development continues to be one of the key issues for children in target areas of Swansea. The link between the different services within Flying Start is therefore of vital importance.
- The Welsh Government intends to procure the development of an all Wales Early Years Development Assessment Framework from birth to seven years of age. This may impact on the ability to compare data from one year to the next.

**What works well now:**

- After completion of the Schedule of Growing Skills at age 2 years any concerns/objectives/actions identified for individual children are shared with the Child Care Manager of the Flying Start setting that the child attends.
- Regular discussions are held between the Health Visitor and Child Care Manager to discuss progress. Co-location of the Health Visitor and Child Care Manager aids this communication, which is pivotal to improving the child's developmental attainment.
- Termly Quality Assurance meetings and monthly monitoring meetings using a multi-agency approach in each Flying Start setting. These provide the opportunity to discuss and plan individual cases so that a team approach can be developed to support identified issues that will help improve outcomes for young children and their families.

**What we are going to do:**

What?	Why?
Continue regular meetings to ensure the SOGS data is robust.	So that any discrepancies / anomalies are identified early and an action plan formulated accordingly.
To develop a pathway of support for parents to promote Early Language Development and enhance parent and child attachment. All Flying Start teams will work in partnership in order to build a calendar of programmes that will be easily accessed by all families both antenatal and following birth. Pilot to be started in the targeted area of Townhill.	To allow early identification and a targeted response to intensive early language development support. This will also provide a pathway of support for all families within Flying Start ensuring that children receive the best available support for them at the right time.

## **B. Support improvement to school attendance and attainment of all learners aged 3 – 19 years so that each can achieve their potential.**

### **Why this is an Improvement Objective**

There are key issues that have implications for the need to improve school attendance and attainment.

#### **1. School attendance:**

- There is a strong link which shows that children who attend school regularly improve their chances of raising their attainment and achieving their full potential.
- There was an improvement in Swansea's attendance figures for both Primary and Secondary phases in 2011-12 academic year. However, the national ranking for Primary attendance slipped.
- As a result, schools with low attendance have been targeted for support by the Education Welfare Service and the school's local authority link adviser.
- Nationally, all local authorities have entered into dialogue with the Schools Standard Unit on attendance with analysis and actions being provided for each authority.

#### **2. Educational attainment:**

- There has been good improvement in achievement and attainment in Swansea over the last 5 years but deprivation factors will continue to affect performance unless the focus on improvement is sustained.
- Ensuring children and young people have good literacy (and numeracy) skills is key to their chances of success.

### **The Council's contribution towards improvement**

- Children and young people need the best circumstances and chances to achieve a full and rounded education in order to reach their potential. Failure to ensure this can lead to children and young people leaving school without recognised qualifications, which can see them drift into anti-social behaviour, become unemployed with poor prospects and fall into poverty.
- The first step to avoid this is to ensure that children and young people attend school regularly in the first place and that they have the necessary support and conditions at home in order to succeed.
- Once in school, children should be engaged using effective teaching and learning practices aimed at improving literacy and numeracy skills.
- These actions will help to reduce the number of young people who leave schools with no qualifications, or with poor qualifications, and increase the number who go on to further education, employment or training, helping to break the cycle of social exclusion and poverty

## B1. School Attendance

**Aim:** To see an increase in school attendance

**Measure: (EDU/016 a and b)** % of pupil attendance in a) primary b) secondary schools

	Past performance					Projection			
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Primary	92.4%	92.33%	92.93%	93.3%	93.5% Actual 93.0%	<b>94.1%</b>	<b>94.2%</b>	<b>94.3%</b>	<b>94.4%</b>
Secondary	90.7%	90.6%	91%	92%	92.2% Actual 92.3%	<b>93.3%</b>	<b>93.4%</b>	<b>93.5%</b>	<b>93.6%</b>

### Why this is important:

- If children do not attend school regularly then they will not fulfil their educational potential.

### The story behind past performance and expected trends:

- Improvement can only be achieved through hard work on the part of schools, well developed systems and support from parents/carers.
- Improvements are often small in percentage terms and can easily be affected by things like people taking their children out of school for holidays, or events such as a measles outbreak.
- In recent years there has been a real emphasis on improving school attendance at a national, local authority and school level. There has been a much greater emphasis on analysis of data and comparative performance. In 2011-2012 Swansea showed good improvements in both Primary and Secondary attendance. However, authorities as a whole are showing improvement and at a faster rate than Swansea. In 2012-13, Secondary Attendance improved yet its ranking compared to the rest of Wales stayed the same. Primary Attendance fell and its ranking fell to joint last place.



- Swansea secondary schools generally show a positive trend in attendance over the past five years whereas many primary schools, over the same period, show a relatively flat trend. Swansea's relative position in comparison with Welsh authorities for 2011-12 and 2012-13 was 15th for secondary attendance. For primary attendance the relative position was 17th in 2011-12 and joint 20th (last) in 2012-13.
- In terms of performance in comparison with their group of similar schools, 36% (5/14) of secondary schools were in the top half of their group in 2012-13 which was a reduction from 60% (8/14) in the top half in the previous year.
- Only 22% (17/78) of primary schools' attendance were in the top half of their group of similar schools across Wales. That means that 78% (61) of primary schools are in the bottom half of their group with 52.6% (41) currently in the bottom 25%.
- The local authority and some schools know the kind of actions that lead to improved attendance. Good practice is shared amongst schools and practitioners, for example, at Improving Attendance seminars and through informal linkages between schools.
- Over the past three years the Welsh Government has produced detailed analysis of attendance data at a national, local authority and school level in the annual Attendance Analysis Framework. This data and attendant analysis contributes to schools having a better understanding of their patterns of attendance and provides an additional focus on the topic for both schools and the local authority.
- Revised codes for school attendance were introduced in 2010 (June). These have supported a better understanding of the coding of school attendance throughout Wales resulting in greater consistency between schools and local authorities. School attendance is one of the elements contributing to a secondary school's national performance banding.
- In summary, there is a greater focus on attendance now at all levels. This is combined with the availability of more sophisticated data and analysis enabling schools and local authority support services to target and plan more effectively. Early signs in 2013-14 academic year show a positive upward trend in primary and secondary attendance.

**What works well now:**

- Attendance is a now clear focus and priority within schools, aided by the new Estyn focus on attendance in school inspections;
- Schools are clearer about their own absolute and relative attendance performance;
- Schools have reviewed their attendance procedures using the Attendance Self Evaluation and have completed Attendance Action plans in line with guidance.
- Schools are clearer about what they need to do to improve attendance through data, information and sharing of good practice;
- In many schools there are good relationships between schools, parents, pupils and other agencies which contributes to improved attendance;
- Welsh Government and the Local Authority have produced more comprehensive and sophisticated data analysis and evaluation;
- Guidance for schools has been issued on new Attendance Codes to ensure correct recording; and
- targeted work by Education Welfare Officers and project workers to support schools and pupils with attendance issues has led to improvement in a number of primary schools.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Improve attendance in primary and secondary schools.	To help improve school attendance.
Reduce the number of schools in the lower half of their group of similar schools.	
Continue to work closely with schools to set agreed and challenging attendance targets	
Continue to provide schools with clear data and analysis on their attendance performance in both relative and absolute terms.	
System Leaders will challenge schools on their attendance performance in their individual work with schools.	

<b>What?</b>	<b>Why?</b>
Share good practice between schools via individual dialogue with headteachers	To help improve school attendance.
Provide training for school governors in relation to attendance.	
Identify the schools with the lowest performance and conduct joint reviews of their attendance self-assessments, action plans and systems.	
Introduce Penalty Notices for parents in respect of unauthorised absence from school in accordance with Welsh Government guidance.	

## B2. Improving literacy

**Aim:** To see an increase in children's literacy rates

**Measure:** Attainment in English or Welsh at Foundation Phase, Key Stage 2, Key Stage 3 and Key Stage 4

	Past Performance				Projections		
<b>ENGLISH</b>	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Foundation Phase</b>	-	81.3%	81.6%	<b>83.4%</b>	<b>84.4%</b>	<b>85.4%</b>	<b>86.4%</b>
<b>KS2 Level 4+</b>	83.8%	86.2%	87.4%	<b>89.4%</b>	<b>90.4%</b>	<b>91.4%</b>	<b>91.4%</b>
<b>KS3 Level 5+</b>	76.8%	80.2%	82.3%	<b>85.8%</b>	<b>86.8%</b>	<b>87.8%</b>	<b>88.8%</b>
<b>KS4 Level 2 (A*-C)</b>	63.0%	64.7%	63.1%	<b>63.1%</b>	<b>63.6%</b>	<b>64.1%</b>	<b>64.6%</b>

	Past Performance				Projections		
<b>WELSH</b>	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Foundation Phase</b>	93.3%	85.8%	89.4%	<b>89.6%</b>	<b>89.8%</b>	<b>90.0%</b>	<b>90.0%</b>
<b>KS2 Level 4+</b>	84.2%	90.6%	91.2%	<b>91.7%</b>	<b>91.7%</b>	<b>91.7%</b>	<b>91.7%</b>
<b>KS3 Level 5+</b>	82.0%	88.6%	87.6%	<b>86.0%</b>	<b>86.0%</b>	<b>86.0%</b>	<b>86.0%</b>
<b>KS4 Level 2 (A*-C)</b>	86.1%	87.8%	87.2%	<b>87.2%</b>	<b>87.4%</b>	<b>87.6%</b>	<b>87.6%</b>

### Why this is important:

- Increasing the percentage of pupils perform well in the assessment of English or Welsh will contribute to meeting every learner's need to be able to read, write and be numerate in order to achieve success in schools and beyond.

### The story behind past performance and expected trends:

- There has been a sustained focus in Swansea on improving Literacy and Numeracy since the end of the 1990s as a response to concerns about the performance of Swansea pupils and the link between deprivation and low literacy levels.
- In the last three years Swansea developed a local school-based literacy strategy, the *8 Reading Behaviours*, which is proving to be very effective; the strategy aims to provide pupils with all the skills needed to be a fluent reader.

- There are also complementary strategies for improving readiness to read in very young pupils, improving writing and helping pupils who are just below the expected level of performance to 'catch-up'.
- These strategies are weighted to provide a greater level of support to schools and pupils in the target areas of high deprivation and the School Effectiveness Grant funding is also being focused by schools on literacy (and numeracy). All literacy strategies are boy-friendly and schools have reported improved eagerness to read and write amongst boys. In addition, the Pupil Development Grant (PDG) has doubled in value for 2014-15. It will be targeted to support pupils in receipt of free school meals, with particular emphasis on improving boys achievement.
- The Welsh Government has recently introduced a Literacy (& Numeracy) Framework which shifts the focus of what is tested away from 'English' to literacy.
- There are now annual national literacy (and numeracy) tests for all pupils. The reading test in 2013 was not reliable so a new baseline to measure success will now be set in summer 2014. Until then no comparisons with literacy levels in other local authorities can be made. For this reason, the measure associated with this Aim has been changed from one on reading tests to nationally published performance in English and Welsh at four key points during formal education.
- More robust assessment and moderation processes at Key Stage 2 and Key Stage 3 will help increase the rate of improvement in performance

**What works well now:**

- The local literacy strategy has contributed to the good performance at Key Stage 4.
- The 8 Reading Behaviours and other strategies on developing early literacy skills in nursery and improving writing across all schools.
- School inspections by Estyn have been positive in respect of Literacy and Numeracy, with no issues reported.
- Welsh literacy is good and compares very well nationally.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Target resources to need e.g. to schools with the highest level of overall concern, to areas/schools where literacy and numeracy are at a significantly low level, to pupils with greatest need within schools	So that every child and young person has the opportunity to be literate, to access the curriculum and go on to achieve their potential.
Instigate more regional reviews of literacy (and numeracy) in targeted schools.	
Support schools and clusters to improve assessment processes at Foundation Phase, Key Stage 2 and Key Stage 3.	
Improve tracking of pupils beyond the end of an intervention in order to assess continuing progress. (Estyn Recommendation)	
Train teachers and support staff on national, regional and local literacy and numeracy strategies	
Support the development of the national Literacy & Numeracy Framework by sharing effective practice on improving skills and performance across schools.	

### B3. Improving attainment

**Aim:** To see an increase in the percentage of pupils achieving the Level 2 Threshold including English / Welsh and Maths.

**Measure: (EDU/017)** % of pupils achieving the Level 2 Threshold inclusive of English / Welsh and Maths

Past Performance (Welsh Government stats)						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
49.2%	52.1%	53.2%	54.6% WG published result for 2012	55% Actual 55.3%	<b>56%</b>	<b>57%</b>	<b>58%</b>	<b>59%</b>

#### Why this is important:

- The Council would like to provide pupils with opportunities in schools which help them to improve the basic skills that every learner needs so that all pupils are able to read, write and be numerate.

#### The story behind past performance and expected trends:

- Since the 'Level 2 threshold Inclusive' (5 GCSEs or their equivalents achieved at grades A\*-C including English/Welsh and Maths.) first became a national indicator in 2008, Swansea's improving performance and place in the national rankings have been good and well above the expected level which shows that the focus on literacy (and numeracy) over the last 15 years has been effective. In 2012/13 Swansea was placed 9th out of all the Welsh authorities with a result of 55.3% compared to 52.7% for Wales.
- The English language GCSE results fell in Swansea and in Wales in 2012/13. Prior to that there had been a good improving trend with Swansea ranked 6<sup>th</sup> in Wales in 2011/12. For Maths there has been an upward trend in pupils achieving A\* - C over the past 5 years which has been consistently above the Wales average.
- In 2013 the All Wales Reading Test score for pupils age 11 (Year 7) rose to 100.3 points (99.4 in 2012) but the score for pupils aged 7 (Year 2) fell slightly to 95.9 (96.4 in 2012) although an upward trend was maintained. Boys' average scores were typically about 3 points below girls. One-off tests in 2012 had shown that the Literacy strategy is effective with significant improvement recorded by targeted pupils.
- There have been strategies for improving literacy since the end of the 1990s and in the last four years Swansea has developed a local school-based literacy strategy, the 8 Reading Behaviours, which has proved to be very effective and was praised by Estyn when they inspected the authority in June 2013. The strategy aims to provide pupils with all the skills needed to be a fluent reader.

- There are also complementary strategies for improving readiness to read in very young children, improving writing and helping pupils who are below the expected level of performance to 'catch-up'. These strategies are weighted to provide a greater level of support to schools and pupils in the target areas of high deprivation. The School Effectiveness Grant funding is being focused by schools on literacy and numeracy.
- All literacy strategies are boy-friendly and schools have reported improved eagerness to read and write amongst boys. In addition, the Pupil Development Grant (PDG) has doubled in value for 2014-15. It will be targeted to support pupils in receipt of free school meals, with particular emphasis on improving boys achievement.
- The Welsh Government has introduced a Literacy & Numeracy Framework which shifts the focus from 'English' to development of literacy skills across the curriculum and similarly from 'Maths' to numeracy skills development.
- New annual national reading and numeracy tests began in 2013 for all pupils. However, there were issues with the standardisation of the national reading test so a new baseline to measure success will now be set in summer 2014.
- The authority will continue to develop the local Literacy Strategy alongside the national Literacy & Numeracy Framework in order to help improve literacy and educational attainment. The development of the local Strategy is directed by the Cluster Headteacher group.

**What works well now:**

- In autumn 2013 Estyn acknowledged improved standards, especially at Key Stage 4, in Swansea. The expected level of performance had been achieved or exceeded. Estyn also praised the local literacy strategy.
- Swansea secondary schools were used as models of good practice by Estyn in conferences and documentation in 2013.
- The authority is adopting the new Welsh Government's Literacy & Numeracy Framework and embedding the effective local school-based literacy strategy and other strategies across all schools to help drive up literacy standards.
- There are also more regional literacy and numeracy reviews for targeted schools and Swansea is using funding effectively to prioritise schools.



**What we are going to do:**

<b>What?</b>	<b>Why?</b>
<p>Improve the consistency of challenge to schools in order that they raise standards.</p>	<p>To comply with the recommendation from Estyn.</p>
<p>Reduce the number of secondary schools in the bottom 50% of their group of similar schools (3 in 2012-13) by setting appropriately challenging targets.</p>	
<p>Target resources to need e.g. to schools with the highest level of overall concern, to areas/schools where literacy and numeracy are at a significantly low level, to pupils with greatest need within schools</p>	
<p>Train teachers and support staff on literacy and numeracy strategies</p>	
<p>Enable school-to-school support so that effective practice on improving skills and performance is shared across schools and authorities.</p>	

## C. People are safe, well and supported to live independently (Child & Family Services)

### Why this is an Improvement Objective

There are key issues that have implications for the need to improve children's social services.

#### 1. Local context:

- Swansea has the second highest overall population of the 22 Welsh Unitary Authorities. The overall population of children and young people (0-17 years) in Swansea is 46,808, which is approximately 20% of the total population. This population is growing fast and is projected to rise:
  - by 2% between 2013 and 2020, and
  - by 5% between 2011 and 2030.
- The overall population growth is likely higher in Swansea than rest of Wales. Also Swansea has 12% of its local areas in the 10% most deprived in Wales, and 25% of Swansea's local areas are among the 20% most deprived in Wales. More children are being raised in high levels of poverty, as families are experiencing the harsh social and economic conditions related to austerity measures and welfare reforms.
- Each of these changes are likely to lead to significantly higher demand for all children and young people services, including children with complex social care needs, over the coming years.
- A recent independent review (May 2013) concluded that Swansea has been:
  - Highly successful at reducing the rate of referrals and re-referrals to Children's Social Care.
  - Successful at managing the rate of children in need.
  - Successful at keeping the number of Children on the Child Protection Register relatively low and steady when elsewhere in the UK, these numbers have been growing significantly.
  - Successful in supporting looked after children to find a range of stable, including permanent, placements.
- We still need to focus our efforts on reducing the overall number of looked after children and young people looked after, to be in a better position to help children in need, through more preventative and early intervention services.
- There are some improvements to be made by Swansea Council and partners:
  - We aim to achieve the best possible outcomes for children in need. We continue our progress in key areas of Swansea's 5 Year Safe LAC Reduction strategy.
  - To monitor the children in need population and the impact of welfare reforms on families in Swansea.
  - Develop services for children and young people on the cusp of entering the care system.

- We improve services to looked after children who are approaching adulthood and care leavers

**The Council's contribution towards improvement:**

- The Council respects the rights of all children, as expressed by the UN Convention on the Rights of the Child, and seek to promote all the things that children and young people need to make sure they are healthy, happy and safe.
- The Council wants to achieve the best possible outcomes for children in need and children looked after in terms of each realising their full potential and the best possible life journey.
- The Council in acting as corporate parents wants to improve the health and enhance the well-being of all children looked after.
- The Council want children to become responsible citizens, and to fulfil the goals and ambitions they have for themselves and ultimately provide good parenting to their own children.
- The Council wants all children to enjoy learning and to benefit from the experience.
- The Council wants children to experience a positive set of relationships, and to feel valued and loved for who they are.

## C1. Reducing children in need coming into care

**Aim:** To reduce the number of children in need who then are coming into care.

**Measure:** Number / % of children becoming looked after per 10,000 child population

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 TBC	2014-15	2015-16	2016-17
<b>Number of children becoming LAC</b>	170	268	193	161	221	<b>167</b>	<b>160</b>	<b>150</b>	<b>140</b>
<b>% of entry in LAC (per 10000 pop 0-17)</b>	37.4	59.01	42.80	35.39	47.21	<b>34</b>	<b>32</b>	<b>30</b>	<b>28</b>

### Why this is important:

- The Council want all children to be healthy and to achieve well-being.
- The Council wants to support children where possible in need locally, as close to their home where we can support them to access services likely to the best outcomes.
- Children should only enter into the looked after system when this is genuinely the best or only option to safeguard or promote their health and wellbeing.
- The term 'looked after' is applied to a child for whom the Local Authority is providing care and accommodation, either by a Court Order or in agreement with the child's parent or guardian.
- Some children with disabilities are also classed as 'looked after'; for example when they receive either a specialist placement or regular short breaks requiring statutory support.
- A relatively small number of children, who have entered into the looked after system, are accessing a considerable proportion of the Council's resources..

### The story behind past performance and expected trends:

- Achieving fewer children becoming looked after this year is the culmination of considerable effort in taking the Safe LAC Reduction strategy forward. Progress is expected over the full 5 years but the step changes seen this year are not expected to be repeatable year on year as past performance suggests. There are still a number of children who continue to need to be cared for away from their natural families. We need to fully understand the factors that contribute to children becoming looked after, and the reasons behind their presenting needs. There are immediate causes to a child needing to be looked after, such as sexual abuse, emotional abuse, neglect, family conflict or behavioural difficulties, and cases are often typified by incidence of, and combinations of domestic violence, poverty, family substance misuse, and family breakdown.

- Our priority is always to ensure the child is safe and protected, and to ensure that a plan for achieving permanence in each looked after child's life is agreed at the earliest opportunity. Projections have been amended to reflect the considerable progress made this year, as well as the expected 2% increase in the child population (0-17 years in Swansea) by 2020.
- Since demand for Child and Family Services is frequently subject to such severe and sudden fluctuations, for example a large group of siblings may need to be found an emergency placement at short notice, it is essential to have an evidence based strategy. Also senior managers must be equipped with an updated and detailed knowledge about the nature of future demand, in order to ensure there is an available supply of suitable, high quality yet cost effective placements; to ensure we are managing our resources effectively. This year is year 2 of Swansea's Safe LAC Reduction strategy, and we are successfully turning the curve in the number of children becoming LAC.
- Overall the rate of looked after children is high in Swansea, although not as high as some comparator authorities. Our focus remains on those children entering the care system. Whilst we must ensure vulnerable children are safe and protected, we also recognise that the best outcomes are generally achieved within supportive families. Achieving these improvement targets requires a coordinated effort; through social workers working closely with families, other professional and agencies to ensure that root causes of children becoming looked after, such as child poverty, substance misuse and domestic violence, are being actively tackled.

**What works well now:**

- There is already a strategic approach ensuring the best possible outcomes for children in Swansea's Safe LAC Reduction Strategy.
- Through Signs of Safety and Solutions focused thinking, we are improving social worker's practice, and the skills of a range of professionals, to ensure the safety of the children and to build on the resilience in families.
- We are currently providing a range of high quality services aimed at managing demand for Child & Family Services in Swansea.
- Through the Children and Young People programme we have a strategic, joined up approach to ensuring the best possible outcomes for children in Swansea.
- Through our range of early intervention and prevention services we are best placed to reduce the risk of children entering the care system e.g. Integrated Family Support Service, Team Around the Family, Option2 and a range of Family Support Services
- These high quality services are now targeted at children & families in need, and those at the cusp of needing managed care.
- Through this change programme, we are well placed to implement the Social Services and Wellbeing (Wales) Bill.

**What we are going to do:**

What?	Why?
Continue to monitor the effectiveness of the Safe LAC Reduction strategy, and its success in achieving the best possible outcomes for this small group of children.	To improve outcomes for children looked after and safely reduce the need for children to become looked after.
We aim to support each looked after children to achieve permanence at the earliest opportunity.	
Children, where appropriate, will be placed within, or close to, their local area.	

**C2. Reducing re-referrals and Children in Need requiring Social Services intervention**

**Aim:** To reduce impact of population growth and welfare reforms on demand and the numbers of children in need, including looked after children services, over the next 2-10 years.

**Measures:** Rate of re-referrals received.  
Total number of children in need requiring social services intervention within Swansea.

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
						<b>TBC</b>			
SCC/010 Rate of Re-referrals	33.9	40.8	34.8	30.9	27.8	<b>20</b>	<b>18</b> <b>(25)</b>	<b>17</b> <b>(24)</b>	<b>16</b> <b>(22)</b>
Total No. of Children in need (open cases) in year	4586	3164	3504	4719	4921	<b>3494</b>	<b>Reduced Number</b>		

**Why this is important:**

- We aim to ensure that the most effective work by social services is being carried out with the children, young people and families who are most in need. This requires a continuous improvement in child protection and safeguarding practices across the whole council and health system.
- It is crucial that we all work together effectively, and that any strategies and service plans are focused on the prevention and early intervention of the most vulnerable children and families in need. We aim to reduce the occurrences where a formal social services intervention is required in support of a child's well-being.
- In Swansea there is a growing diversity of culture, ethnicity and religion. In all our work with children and families we must promote their diversity and cultural differences, religion and racial identity.

**The story behind past performance and expected trends:**

- Overall the number of children in need in the year has fallen back to similar levels of 2010/11. Whilst the number of referrals to Children's Social Care Services has fallen, the overall number of contacts remains fairly stable. The number of children in need with a disability in Swansea also appears to be just above the Wales average.
- As part of the Safe LAC Reduction strategy we are coordinating a consistent response to children in need. By work with partners to improve the effectiveness of their work with children in need, we are in a position to keep the number of referrals lower, and at the same time ensure that we are not delaying a formal intervention to protect a child in need. This year the rate of re-referrals has fallen also steadily which suggests our targeted interventions are being effective.

**What works well now:**

- Child and Family Services and the Children and Young People Programme are coordinating a range of high quality service efforts such as promoting inclusion, Integrated Family Support Service, Team Around the Family, Option 2 and other support service like supervised contact.
- Services such as 'Promoting Inclusion' provides support to children at risk of school exclusion by encourage work with children to help them remain at home, within their schools, through community based approaches to exclusion.
- We have remodelled the front door access arrangements to Child & Family Services to work effectively in managing contacts, referrals as well as consultations with other professionals concerned with child welfare.
- Children and young people receive a good and timely assessment of their needs.

- There are many examples of good preventative work and creative use of resources to achieve the best outcomes for children and young people through new approaches, such as solutions focused support planning in which social workers help children and families to agree support plans with their own strategies to managing problems at home.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue to align the social services 'front door', with wider range of family support services and Foster Swansea.	To extend the range of options available to children and families.
Target early intervention and prevention services, such as Team Around the Family (TAF) provided via Children and Young People programme, on children and families	To prevent escalating need for statutory social services involvement, and in particular recourse to LAC services
Hold consultations and make suitable referrals to the regional Integrated Family Support Service (IFSS) where intensive interventions can make the difference in families trying to make some big changes.	
Address the impact of welfare reforms on child poverty and families in need.	To promoting access to specialist advice and support at an early stage and to maximise income.
Continue to monitor any changes in the local population.	To review the impact on demand and the number of children in need, including looked after children services over the next 2-10 years.



### C3. Support for services and systems operating at just below the threshold for children's social care

**Aim:** To reduce demand for children's services for children in need and children looked after by targeting family support within a whole system approach.

**Measures:** Number of children looked after.  
Rate of looked after children per 1000 population 0-17 years.

	Past performance						Approx. Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 TBC	2014-15	2015-16	2016-17
<b>No of children looked after</b>	413	558	580	554	588	<b>537</b>	<b>513</b>	<b>500</b>	<b>488</b>
<b>Rate of LAC (per 10000 population 0-17)</b>	-	123	128	123	125	<b>114</b>	<b>108</b>	<b>104</b>	<b>102</b>

#### Why this is important:

- A child may be at risk of becoming looked after as a result of temporary or permanent problems facing their parents, as a result of abuse or neglect of the child or because of the child's behaviour, or where a child has no one to care for them.
- The Council will work in partnership with parents in meeting children's needs by focusing on their strengths and finding own solutions.
- We will work with parents and extended family members in order to enable them to meet their children's needs including their need for protection.
- There is strong evidence of the positive impact of targeted family support services and effective whole-systems such as Team around the Family (a preventative model aimed at stopping issues spiralling out of control and the need for social services intervention).
- When children cannot be looked after by their parents it is crucially important that we identify the next best alternative, such as a family and friends carer, or a matched placement with foster carer or through adoption.

#### The story behind past performance and expected trends:

- We are improving the take up and impact of services designed to reduce entry into care and/or to promote a swift return home (by need type and age). The children may be entering care temporarily or permanently following child protection proceedings and we would expect a child to be beginning a placement with a foster family or residential care placement with a plan for permanence in place.

- Swansea’s trend, in relation to the number and rate of looked after children, is now favourable to other comparable local authorities. Whilst the overall number to 2014 remains stable and falling, other local authorities have experienced very significant increases. The number of looked after children in Wales has increased by 24% per cent over the last five years, with a Wales average rate at 91 in 2013.
- The headlines in relation to the number of looked after children and young people in Swansea to date (Feb. 2014) are as follows:
  - The overall number of looked after children have fallen by 8% in the last year.
  - Children and young people who are becoming looked after in Swansea has fallen, for the first time in a few year, and by 20% which is the target set within Swansea’s Safe LAC Reduction Strategy.
  - Swansea’s population rate of LAC is now closer to Wales average at 114, compared to 125 last year.

**What works well now:**

- The Council has retained social workers who continue to develop their practice experience, skills and knowledge; and this is being applied in their direct work with children and families.
- Building strong, positive relations with children, families and communities through locality teams and coordinated multi agency working.
- Remodelling the range of services to support children and families to achieve permanence at the earliest opportunity.
- Bring placements for children closer to their home area to promote links with their families where appropriate and to improve access to services.

**What we are going to do:**

What?	Why?
With partners ensure the promoting inclusion programme services and activities are targeted at children who are on the cusp of social services involvement, or of entering the care system.	To improve outcomes and reduce the demand for children’s services for children in need and children looked after.

#### C4. Developing services to respond even better to children and young people on the cusp of care

**Aim:** To improve services to children and young people who may be at risk of becoming looked after

**Measures:** (Child Protection)

% of children on CPR who have been de-registered and then re-registered.

% children who remain on the CPR for more than 1 Year.

	Past performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 TBC	2014-15	2015-16	2016-17
% of children on CPR who have been de-registered and then re-registered	7%	7%	11%	5%	16%	20%	15%	10%	5%
% children who remain of the CPR for > 1 Year	25%	24%	18%	23%	14%	16.5%	16%	15%	14.5%

##### Why this is important:

- Our priority will always be to avoid the necessity of children having to come into care and we will always look for safe and appropriate alternatives.
- In Swansea we believe that children do best in family placements and it our responsibility to ensure that we secure care for children within a family home and whenever this is possible within the local area.
- The next best alternative to the child's own family or extended family is foster care.
- The Council contributes a significant amount of resources to supporting a relatively small number of looked after children through supported placement and managed care.
- There is strong evidence of the positive impact of targeted family support services and effective whole system approaches that supports children regardless of professional or organisational boundaries.

**The story behind past performance and expected trends:**

- Our primary concern is always to safeguard and to protect children at risk of significant harm and abuse. It is important that we keep a check on children who were subject of a child protection plan, and then taken off the Register, only to be the subject of a further concern sometime in the future.
- We considered whether to refocus the measure to Children re-registered within one year, as this could be a better indicator of whether the safety plans agreed in Conference, and through proceedings are being carried out effectively and in partnership with families and other professionals. We will continue to profile the children who are returning to the Child Protection Registers, and whether the factors associated in the new episode are linked to previous experiences, and practice interventions.
- We have made better than expected progress on ensuring that children do not remain on the Register for a longer than necessary period of time. Projections have been adjusted to reflect this in a way that ensures we are focused on children at risk, and who may be on the cusp of entering care temporarily or permanently following child protection proceedings.
- In Swansea, the number and rate of children on the child protection register has remained reasonably stable. The number of children on the Child Protection Register (CPR) in Swansea has hovered around the 200-250 mark for a number of years; although the figure has been slightly lower during most of this year.
- Recent changes in guidance on the Public Law Outline arrangements, has speeded up the time it takes to take a case through Court proceedings, and this may be impacting upon the numbers and targets in this area. Overall the rates of Child Protection work in Swansea are very similar to the Wales average, and to other comparable local authorities.

**What works well now:**

- Working with Corporate Legal team to ensure that public law outline arrangements are followed, and that we are achieving more registrations and deregistration by working effectively to support child and family in their safety and child protection plans.
- Changes within Service Quality Unit have improved quality and timeliness of Child Protection conferences, improving the quality of Child Protection plans, which are then followed up in timely reviews

**What we are going to do:**

What?	Why?
Continue to develop legal support to teams in implementing new public law arrangements.	To achieve more timely case closures for children on protection register.

<b>What?</b>	<b>Why?</b>
Streamlining multi-agency panels for discussing complex cases and targeting resources.	To safely divert children from recourse to looked after services by best ensuring use of services for children on the cusp of care.

## C5. Improving access to resources for looked after children and care leavers

**Aim:** To improve access to resources for children looked after and care leavers, and to support this by undertaking a more detailed analysis of spend by all partners on looked after children

**Measures:** % children looked after in Swansea who are supported in a family placement, versus residential care (balance of care)

At year end	Past performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 <b>TBC</b>	2014-15	2015-16	2016-17
% of children in Mainstream Foster Care placed with Foster Swansea	n/a	49%	45%	50%	53%	<b>57%</b>	<b>58%</b>	<b>60%</b>	<b>62.5%</b>
No. of children in residential care	n/a	43	46	55	62	<b>50</b>	<b>48</b>	<b>45</b>	<b>43</b>
% children looked after in a family placement	n/a	92%	92%	89%	88%	<b>92%</b>	<b>93%</b>	<b>94%</b>	<b>95%</b>

### Why this is important:

- Many children looked after are at greater risk of social exclusion than other children of a similar age.
- Having the right placement in the right place, at the right time, is a vital factor in improving the stability of placements for looked after children, which in turn is a critical success factor in relation to better outcomes for children who are looked after.
- Securing sufficient placements and accommodation that meets the needs of children who are looked after is a vital step in delivering improved outcomes for this vulnerable group.
- The Council are responsible as corporate parents for looked after children
- The Council expects that each looked after child will be registered with a local G.P., dentist and optician and regularly checked to make sure they remain healthy and that health outcomes are more achievable when the child is placed locally, and can access high quality services.

**The story behind past performance and expected trends:**

- Swansea has made considerable progress this year, towards the sustainable targets set within the 5 year Safe LAC Reduction Strategy. We have recruited more foster carers, matched and placed children into adoptions with families and now a far greater proportion of placements are now being made locally through Foster Swansea, rather than Independent Fostering Agencies.
- There are now far fewer children in residential placements, and those children who are in residential care are likely to be children with complex needs who are specialist placement, commissioned to meet very specific educational or disability needs or legal requirements. Children with complex needs will always have to be considered for specialist placements out of area, where these services do not exist locally.
- We always expect a child to be beginning a placement with a plan for permanence in place. Overall more children are now being supported within families, and to reflect this achievement, we are in a position to adjust the projections for future years.

**What works well now:**

- We are ensuring that children who are looked after have placement choices, by ensuring good quality foster care placements are available closer to home.
- We are recruiting and retaining a higher number of foster carers (Foster Swansea).
- By increasing the number of specialist foster carers, we are able to find placements to meet a wider range of needs; through family and friends, mainstream, therapeutic and short break carers.
- We are working with foster carers to ensure that they are well trained, supported and rewarded for their work in achieving positive outcomes with children they look after.
- Through regional commissioning we are ensuring that suitable placements are cost effective, and achieving high quality standards.

**What we are going to do:**

What?	Why?
Coordinate efforts with partners through a Safe LAC Reduction strategy.	To help children looked after achieve permanency and provide better outcomes for children at the earliest opportunity.

<b>What?</b>	<b>Why?</b>
<p>Work to ensure more children who are looked after are cared for in supportive families, achieve permanence, and the best outcomes through adoption, special guardianship orders or placements with family and friends.</p>	<p>To help children looked after achieve permanency and provide better outcomes for children at the earliest opportunity.</p>
<p>Commission both regionally and locally a wider range of services to support children with complex needs, and to ensure placements are available at lower cost and high quality.</p>	
<p>Improve our model of transition for young people aged 16 and over, who have complex needs, in planning and supporting their move from children's to adult services.</p>	
<p>Ensure that placements and supporting services provide adequate support for young people who may be at risk of offending and care leavers.</p>	



## **D. Develop partnerships, skills and infrastructure in order to attract and grow a knowledge based economy creating jobs grounded in key sectors.**

### **Why this is an Improvement Objective**

Swansea has some fundamental economic issues that it needs to deal with. The Council has a role in increasing social benefits from regeneration projects and setting the strategic planning framework to enable economic growth.

#### **1. Economy and Labour Market<sup>3</sup>:**

- Swansea has significant economic potential but faces a number of critical challenges to its future economic growth.
- The analysis undertaken as part of the Regional Economic Regeneration Strategy identifies Swansea's key role within the City Region, but illustrates that a number of structural weaknesses have to be overcome in order to drive new prosperity.
- Fundamental issues such as low productivity, high unemployment, economic inactivity, and deficiencies in skills are amongst the core concerns.
- Economic Activity and Employment Rates in Swansea are below the equivalent Wales and UK figures. Unemployment rates (survey-based) in Swansea are above Wales and UK rates, although claimant rates are lower.
- Other labour market statistics reinforce Swansea's role within the South West Wales sub-region and its position as a service sector-focussed economy with a high proportion of public sector jobs.

#### **2. Competitive Place Making:**

- The Council recognises that it has to collaborate with its partners in the private sector, government, academia and third sector to overcome Swansea's challenges and to drive growth within the region.
- This includes working jointly on a variety of initiatives and projects including the ambition of creating a distinctive place with competitive infrastructure that supports investment in high value knowledge based sectors.
- The Council's performance in its role as Planning Authority and also how it maximises employment and skills opportunities from large infrastructure projects are therefore central to the competitive place making challenge.

### **The Council's contribution towards improvement**

- Maximising the impact of regeneration projects through offering and facilitating linked training and work placements is an important way in which the City & County of Swansea can prepare citizens for the challenges that lie ahead.

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<sup>3</sup> Swansea Local Service Board (2013) *Strategic Needs Assessment*

- The City & County of Swansea is participating in two major schemes to help achieve this: Workways and Beyond Bricks and Mortar.
- The Beyond Bricks & Mortar (BB&M) scheme helps local businesses become part of the regeneration programme through the use of clauses in contracts that will provide social benefits in the form of opportunities for the long term unemployed and economically inactive.
- The Workways project involves Swansea working with three other local authorities within the region to engage with the economically inactive and long term unemployed and to help support them back into employment.
- Workways will provide tailored support to those taking part assessing their needs and putting them in touch with appropriate employers (Nb – The Workways project as at 2013/14 is subject to review by the Welsh Government).
- The economic wellbeing and regeneration of the City & County depends in part on the development of large projects, be they retail, housing or industrial.
- This is both in terms of the economic benefits of the finished development if it's commercial, and the employment & trade generated by the construction process.
- There needs to be a successful partnership of developer and local planning authority in bringing forward schemes to the planning approval stage that assist economic development.

## D1. Increasing projects with social benefit clauses

**Aim:** To increase the numbers of projects that have social benefit clauses and Beyond Bricks and Mortar in their contracts.

**Measure: (BBMA1)** Increase in the number of projects with social benefit clauses & Beyond Bricks and Mortar in their contracts.

Past Performance					Projection		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	9	12	17	<b>16</b>	<b>18</b>	<b>19</b>	<b>20</b>

### Why this is important:

- The Council would like to increase the number of its contracts with social benefit clauses in them through the Beyond Bricks and Mortar (BB&M) initiative. These clauses specify that the contractor needs to create opportunities for training, employment and work experience for the unemployed and economically inactive. This will improve the employment prospects and skills of people in Swansea.

**The story behind past performance and expected trends:**

- Austerity measures assumed a slowdown in Council spending, which resulted in a lower projection of contracts for this financial year.
- Since placing social benefit clauses within specific regeneration contracts became Council policy it has taken time to embed the initiative within the culture and practices of the Council.
- There are macro-economic influences, which the Council has little control over that also dictates whether or not finance will be made available and projects will come to fruition.
- Increased awareness of BB&M within the Council's procurement and project teams has helped progress the aims of the BB&M initiative by ensuring that new projects are highlighted to the team. This should have a positive impact on economic growth.
- In the absence of large regeneration projects, social benefit clauses have been put into smaller contracts, such as Housing refurbishment schemes, which have maximised the opportunities available overall.
- Although this year's targets have been met, in future years there could be less contracts available for social benefit clauses due to public sector spending cuts and framework contracting structures.

**What works well now:**

- Beyond Bricks & Mortar exists to ensure that money spent on public sector projects achieves social benefits for people and communities above and beyond the scope of what is actually being purchased.
- The scheme is supported by the Council's procurement team and departments that are letting suitable contracts, with whom Beyond Bricks and Mortar has built a relationship.
- Beyond Bricks and Mortar has built up experience in calculating the social benefit clauses in contracts to get the most benefit for the community.
- By working in partnership with training organisations and schemes that help the unemployed, Beyond Bricks and Mortar is able to fill the training places created with people who need the most help to get back to work. This year there have been 1500 weeks of training provided and 17 new people started training.
- Beyond Bricks and Mortar has been able to put clauses into smaller contracts as well as the Council's Property Development grant schemes, providing training and employment opportunities wherever possible.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
<p>Increase awareness and understanding of the aims of the Beyond Bricks and Mortar scheme and social benefit clauses.</p>	<p>So that any fears may be allayed, especially with project sponsors, in order to encourage participation in the scheme and ensure its success.</p> <p>Staff reductions and changes to Council structures means that further awareness raising of BB&amp;M will be needed to ensure staff pass on details of new contracts.</p> <p>Only by getting timely information from others can social benefit clauses be put into contracts.</p>
<p>Continue to place clauses into the Council's contracts, creating new ways to gain opportunities from the smaller contracts.</p>	<p>To maximise opportunities from all contracts, in the absence of larger regeneration contracts.</p>
<p>Increase networks within the public, private and third sectors and with those that engage with beneficiaries.</p> <p>Expanding the means of networking used by Beyond Bricks and Mortar, such as sharing information through the web portal 'Inform Swansea'.</p>	<p>To help ensure that the number of employment and training opportunities is increased and that there will be sufficient numbers of people who will be aware of them and ready to take them up.</p> <p>Training programmes change often and it is important to keep in touch with new and changing initiatives so the correct information can be given to contractors.</p>
<p>Support more service based contracts within the Beyond Bricks and Mortar scheme.</p>	<p>To maximise opportunities in a wider range of the Council's contracts.</p>
<p>Work with Cyfle, the shared apprenticeship scheme to widen the scope of the opportunities that we create.</p>	<p>So that short term contracts can play a bigger role in an individual's development through training, work experience and employment opportunities.</p>

## D2. People entering employment

**Aim:** To increase the numbers of people entering employment as a result of participation in the Workways project.

**Measure: (WWC1)** The number of people entering employment as a result of participation in the Workways project.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	201	287	<b>220 projected</b>	<b>300</b>	<b>375</b>	<b>400</b>

### Why this is important:

- The Workways project involves Swansea Council working with three other local authorities within the region to engage with the economically inactive and long term unemployed and to help support them back into employment.

### The story behind past performance and expected trends:

- Workways provides a blend of support that is proven to help people into employment and stay employed.
- The approach is one where the client's needs are recognised and placed at the forefront of an action plan aimed at making the return to the workplace much easier.
- Since its inception, Workways within Swansea has undergone a number of structural changes before reaching its present size and range of activities. Chief of these has been the introduction of a team dedicated to finding job opportunities.
- For a number of reasons this has been smaller than what is required but the critical mass of the project is still set to increase.
- 2013/2014 saw a number of staff losses for various reasons.
- A delay in receiving a formal approval letter from the Welsh European Funding Office resulted in a delay in the recruitment process, which has in turn, impacted in the number of outputs achieved during the period. Caseload numbers had to remain manageable for those staff members still working on the project.
- Ten new members of staff were recruited in December 2013/January 2014. Six additional vacancies were not filled at the time and recruitment will take place again in early 2014.

- During 2013/2014, the Genesis project closed and as part of the pilot project the remaining project participants and staff were due to join the Workways project. However, there were no staff and the number of participants was much lowered than anticipated. All of these factors again have contributed to lower than expected outputs.
- The project has requested for an extension to the end of the project to September 2014. Due to the delay in this approval, the project has had to put on hold any further approval of funded placements (Temporary Job Opportunities). A high percentage of these placements lead to jobs with the company so this has also had an impact on the output figures.

**What works well now:**

- Other schemes working with people refer their clients to Workways when it is felt that they are ready to consider employment.
- Awareness of the activities of the Swansea team ensures a good supply of new project participants.
- Refer participants and Businesses onto other suitable support organisations within the county.
- The Project's capacity to remove barriers for those desiring to return to work and provide temporary job opportunities as part of an individual's preparation in returning to permanent employment provides individuals with confidence and demonstrates to the employer the right attitude and aptitude within a potentially future employee.
- Due to the increase in staff numbers, additional outreach work has been able to take place. Job search classes are run in 5 locations on a weekly basis which provides support on how to job search, how to compile a CV and how to apply for jobs. In addition to this, bi-weekly sessions on interview techniques and mock interviews are run by project staff.

**What we are going to do:**

What?	Why?
Continue to increase the size of the Employment Liaison team to that of the Workways mentoring team.	This will increase the project's presence within the business community, increase the number and range of job opportunities available to those returning to work, often for the first time in many years, and the number of jobs secured for project clients.
Work with the Welsh Government as part of a pilot project that will seek to streamline efforts.	To gain more referrals and clarity for businesses on how they can play their part in a wider effort to fight poverty.

What?	Why?
Work closely with the Welsh European Funding Office and the Regional Learning Partnership to prepare and submit a bid for a new Employability and Skills project to run from 2014-2020.	Build on the success of the Workways project in Swansea to assist as many people as possible into work and as many businesses as possible with their recruitment needs

### D3. Satisfaction with Planning Service

**Aim:** To increase the % of applicants and third parties satisfied or very satisfied with the Planning application service.

**Measure:** % of applicants and third parties satisfied or very satisfied with the Planning application service.

Past Performance						Projection		
2008	2009	2010	2011	2012	2013	2014	2015	2016
88%	84%	87%	90%	93%	94%	<b>94%</b>	<b>95%</b>	<b>95%</b>

**Why this is important:**

- Improved satisfaction is an important measure of the quality of the Planning service; a high quality planning service is important in giving developers and investors the confidence to invest in Swansea in order to develop key sectors of the local economy.

**The story behind past performance and expected trends:**

- The Council is responsible for the processing and determination of applications for planning permission within the City & County.
- It is an important responsibility which affects the environment, Swansea residents and developers.
- It is one of the Council's aims to provide this service in a timely and professional fashion; a good measure of this is the satisfaction levels of users of the service.
- This measure is derived from a 100% post planning decision survey of applicants, agents & interested parties.
- Over the last years the Planning Service has worked with its users to improve the service.
- To this end, the contact with developers & interested parties has been improved, with the introduction of an improved user friendly web access interface and the introduction of a professional pre-application service being provided to developers & drop-in surgeries for householders.

- A large amount of negotiation is, however, undertaken at a late stage i.e. during the formal planning application process, as the take up of the pre-application advice service is not universal.
- It is anticipated that the in-hand ICT based business improvement measures will add speed to the current in-depth professional service, thus increasing satisfaction through frontloading the process and providing improved access to information and professional advice as early as possible. A pilot pre-application advice exercise has been undertaken to inform this process.
- There has, however, been disruption in service levels and access due to staff resource issues and technical difficulties associated with the introduction of the new web access interface which has been reflected in the customer satisfaction surveys, however, as the current levels of satisfaction with the service are high, the scope for improvement is small; but the Council needs to maintain this good performance.

**What works well now:**

- High levels of customer satisfaction demonstrate the professional level of competence of officers who negotiate with applicants and their agents.
- High levels of customer satisfaction also reflects the level of good sound technical and administrative advice given by the administration & technical officers to developers and their agents when making and viewing applications.
- The new web based interface allows better access to planning applications, information and procedures and has provided live access to the full planning application file, the ability to accurately track the status of an application and emerging issues. This has improved transparency, public, applicant and agent understanding and confidence in the process.

**What we are going to do:**

What?	Why?
Introduce business process change to “front load” the planning application process and provide an emphasis on pre-application advice.	To improve the quality of formal planning submissions and reduce conflict and delay during the formal planning application process to further improve applicant and third party satisfaction.
Increase the accessibility of the Council's professional officers to developers, their agents and interested parties.	To maintain awareness, improve understanding, manage expectations and further improve customer satisfaction.



#### D4. Planning applications with an economic imperative

**Aim:** To increase the % of all major and minor applications with an economic imperative that are approved.

**Measure:** The % of all major and minor applications with an economic imperative that are approved.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	-	86.8%	Actual=84.5%	<b>87%</b>	<b>88%</b>	<b>89%</b>

##### Why this is important:

- This measure reflects the success of negotiations between the Authority and the developer in bringing forward schemes to the planning approval stage that assist economic development.

##### The story behind past performance and expected trends:

- The economic wellbeing and regeneration of the City & County depends in part on the development of large projects, be they retail, housing or industrial.
- This is both in terms of the economic benefits of the finished development if it's commercial, and the employment & trade generated by the construction process.
- The in-hand ICT based business improvement measures identified in D3 are ongoing, which together with the adoption of design guides for large scale and small scale residential development have provided greater clarity, much earlier in the decision making process; however, service levels have experienced disruption as a result of staff resource issues and technical difficulties arising from the introduction of new web based software.
- This, together with the level of decisions overturned at Committee has affected performance.

##### What works well now:

- The pre-application guidance given to developers and their agents, together with the negotiations that take place with developers during the processing of applications gives rise to the high level of approval of these types of applications for example, the Liberty Stadium and the Swansea Metropolitan University extensions to the former Swansea Library, Alexandra Road.
- Adopted design guides for large scale & small scale residential development provide clarity on the Authority's required standards and greater certainty for developers and the decision making process.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Facilitate continued improvement in the quality of applications and the approval rate of major and minor planning applications that have an economic imperative through continuous improvement to the service identified.	To facilitate sustainable development, which contributes to the economic regeneration of the area.
Promote awareness and understanding of policy and adopted design guidance including those for large scale & small scale residential development.	To enable developers and their agents to prepare schemes that they know will be looked upon favourably by the Council, increasing certainty.

## E. Promote affordable credit and savings options and help people maximise their income and entitlements.

### Why this is an Improvement Objective

There are trends and future risks that may impact on people having access to a decent standard of living in Swansea.

#### 1. Worklessness, income and debt<sup>4</sup>

- Over the longer term (2007 to 2012), estimates suggest that the percentage of children living in workless households in Swansea initially increased, from 21.1% to 26.2% in 2009, but has since generally fallen, broadly in line with patterns in Wales and the UK.
- The headline Gross Disposable Household Income per head indices (where UK=100) measures the amount of money that households have available for spending or saving after deducting expenditure associated with income. The figures suggest that Swansea is narrowing the gap with the UK, albeit slowly.
- The total number of new personal insolvency cases by calendar year in Swansea has increased from 469 in 2008 to 530 in 2011, with the latest 2012 figures reporting a lower figure (469). This is in line with the general trend in the numbers of new cases in England and Wales, which have plateaued in 2009/10 and fallen in 2011 and 2012.
- The rate of total individual insolvencies per 10,000 adults in Swansea fell to 24.3 in 2012, having followed a generally increasing recent trend from 22.7 in 2007 to a peak of 32.1 reached in 2010.

#### 2. Welfare Reforms

- The Westminster Government's Welfare Reform is an ongoing re-configuration of the benefits system in the UK which will culminate in the roll out of Universal Credit which is estimated to take place in 2017.
- The introduction of Universal Credit - a single payment of all benefits to which a household is entitled made direct into the claimant's bank account could have a significant impact on income and debt levels.
- In the meantime current changes include the under-occupancy charge, which will see housing benefit reduced for those who are deemed to be under-occupying their homes based on UK Government criteria.
- Council Tax Benefit has been abolished to be replaced by Council Tax Reduction Scheme.
- Disability Living Allowance (DLA) is being replaced by Personal Independence Payments (PIP) on a rolling programme.
- New claims since June 2013 have been assessed under PIP

<sup>4</sup> Swansea Local Service Board (2013) *Strategic Needs Assessment*

- Since October 2013 existing DLA awards reporting a change in circumstances have been reassessed under PIP.
- Between October 2015 and October 2018 all other DLA awards will end and be reassessed under PIP.
- There is a risk that changes to the administration and payment of the new benefits could cause an increase in debt levels. The introduction of Universal Credit in particular may cause significant problems for households with little or no budgeting or money management skills, which could lead to an increase in rent arrears and homelessness.

### **3. Managing debt**

- In the last year we have experienced a significant increase in the demand for benefit and debt advice at a time when resources for advice provision within the public and third sector is already stretched.
- Feedback we are receiving from partner organisations that provide debt advice is there has been a significant increase in the number of people seeking debt advice who have multiple Pay Day Loans or doorstep loans.
- The Council continues to promote the local Credit Union - a financial co-operative that can offer accessible savings and access to low cost credit – as a sustainable alternative to Pay Day Loan companies and high interest lenders in a bid to help prevent people falling into debt.

### **The Council's contribution towards improvement**

- Increasing the number of Council staff and support workers trained in Welfare Rights advice appropriate to their role means that there is more capacity and capability to help people and clients claim their benefit entitlements, maximise their income and deal with benefit related issues as a result of Welfare Reform.
- Increasing the number of Council staff making savings contributions to the Credit Union will help build the financial capability of the Credit Union and encourage more people in Swansea to join so that more people can access and benefit from sustainable and affordable credit and savings options.
- Increasing the number of Council tenants joining the Credit Union will help them adapt to current changes under Welfare Reform and manage their money and pay their rent or bills promptly in a bid to prevent them falling into rent arrears and financial difficulties.
- This will become an increasing priority we prepare for the roll out of Universal Credit.
- Providing ongoing financial advice and support is a means to avoid tenants being faced with eviction as a result of rent arrears due to debt.
- Helping to prevent debt and homelessness will help people maintain stability and security for their families safeguard their health and well-being and

prevent social exclusion, as well as reducing the costs associated with temporary and Bed & Breakfast accommodation.

## E1. Staff trained in Welfare Rights and Benefits Advice

**Aim:** To train more Council staff / workers in Welfare Rights / Benefits advice appropriate to their role

**Measure:** Number of staff / workers trained in Welfare Rights / Benefits advice appropriate to their role.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
313	195	282	538	600	Actual= 595	<b>500</b>	<b>500</b>	<b>500</b>

### Why this is important:

- Increasing the number of Council staff and support workers able to provide Welfare Rights advice appropriate to their role means that a greater proportion of the residents of Swansea receive advice and support to ensure they are better able to access their benefit entitlement.

### The story behind past performance and expected trends:

- The Council provides a range of specialist support to assist front line workers to achieve its statutory and policy aims in respect of anti-poverty and social inclusion objectives; this includes Welfare Rights advice and training for staff and support workers to help them deal with related enquiries from the public and their clients.
- The target for 2013/14 was to train 650 staff. The actual figure was 595. There are several reasons for the target being missed. 680 places were offered across 24 training course and 2 Seminars this meant that 87.5% of places offered were taken up. Given the nature of the work that staff attending the training are involved in, it is not unusual for them to cancel on the day of training if a client is experiencing a crisis.
- 3 universal Credit course (60 places) were cancelled because of delays in implementation dates from the Department of Work & Pensions. It was decided to delay the training until there was a local implementation date to ensure staff are trained in the most up to date version of Universal Credit.
- Due to the unprecedented changes to the benefits system there has already been an increase in the number of residents of Swansea needing support to access their benefit entitlement. This is likely to increase even more when Universal Credit is rolled out in Swansea. The date for this has yet to be confirmed but is not likely to be before 2015.

- The increased demand for advice is further exacerbated by the fact that third sector advice providers are seeing a reduction in their funding.
- Almost 13,000 people have been in contact with the Council between March and May 2013 seeking advice and information about the Welfare changes.
- The Council will seek to train a wider group of staff / support workers so that the Council's dedicated welfare rights advisers are able to focus on the more complex advice cases.
- The amount of courses offered and the number of people trained will eventually reach saturation point in line with the Council's capacity and available resources to deliver advice and training.
- The introduction of 'mandatory reconsideration' (the requirement to make an initial request for a reconsideration of a benefit decision via the DWP office making the original decision before a request to appeal at a tribunal can be made) in October 2013 means that there may be less appeals going to tribunal, allowing the Council to take on more appointments for advice / training

**What works well now:**

- Providing training enhances staff/ support workers ability to ensure the early identification of benefits issues and prevents problems escalating.
- Supporting staff to implement what they have learned from the training sessions is important to reinforce learning and provide a better service to clients.
- Constant reinforcement of the advantages of early intervention in addressing benefits issues raises staff awareness of the issues and encourages them to take up available training.
- A challenge for the year ahead will be measuring the ongoing impact the training has on service delivery.

**What we are going to do:**

What?	Why?
Continue to raise awareness of the availability of Welfare Rights training and advice for Council staff and support workers.	To encourage more staff to be trained to support their clients.
Continue to provide a wider range of benefit specific training courses that reflect the changes within Welfare Reform,	Ensuring colleagues understand the impact the changes are likely to have on their clients' situations and enabling the early identification of potential issues.

What?	Why?
Continue to provide ongoing support to colleagues via the Welfare Rights Advice Line.	Enabling colleagues to have a point of contact for further advice and guidance as they implement the knowledge gained from the training activity. Ensuring they are as effective as can be when supporting their clients.
To develop an online post training staff survey	To enable the monitoring of the impact the training has on staff's confidence and competence in dealing with benefit issues.
Continue to review the delivery of the Welfare Rights service following the provision of additional training for staff and support workers.	To ensure that resources are properly targeted and used in the most effective way for the benefit of clients.
Continue to raise awareness of the availability of Welfare Rights training and advice for Council staff and support workers.	To encourage more staff to be trained to support their clients.

## E2. Council staff making saving contributions to the Credit Union

**Aim:** To increase the number of Council staff making saving contributions to the Credit Union

**Measure:** Number of Council staff making saving contributions to the Credit Union.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	53	56	Actual = 101	<b>150</b>	<b>250</b>	<b>350</b>

**Why this is important:**

- Increasing the number of Council staff making savings contributions to the Credit Union will help build the financial capacity and longer term sustainability of the Credit Union. Increasing the number of Credit Union members in Swansea will ensure people can access and benefit from a more sustainable and affordable credit and savings option.

**The story behind past performance and expected trends:**

- The local Credit Union is a financial co-operative, which means that it is owned by its members.
- Unlike a high street bank they have no external share-holders and profits are instead returned to their members.
- Credit unions can offer accessible savings and access to low cost credit with built in loan protection and life savings cover (with conditions).
- Historically, awareness of the Credit Union amongst Council staff and the people of Swansea has been relatively low and the current location of the Credit Union offices in Swansea is outside of the main shopping area.
- Following the adoption of a statement of Policy in February 2013 the Council has continued to work in partnership with the local Credit Union and other partner organisations to put in place better and more sustainable loan facilities and support services for the people of Swansea, particularly to discourage the activities of pay day loan companies, high interest lenders and opportunistic buyers who can often leave families in dire living circumstances and trapped in a dangerous cycle of debt.
- Whilst there has been a 55% increase in the number of staff saving via payroll deductions 2012/13 to 2013/4 the actual number rising from 56 to 101 is still relatively low.
- We are in the process of developing a Landing Page that will direct staff searching for Payday loan sites to the Credit Union as an ethical alternative as well as signposting to debt advice/support. The same will be available on the public access computers as well.

**What works well now:**

- All of the Council's Cabinet have become members of the Credit Union; promoting the Credit Union and making it easier to join should encourage more staff and public to become members.
- A small number of individual teams have received a presentation on the Credit Union at scheduled team meetings.
- Access to Payday Loan sites have been blocked from Council computers.



**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue to promote the Credit Union to Council staff through different channels, including the Council's internal communications mechanisms, the Swansea Leader and Trade Unions.	To encourage more Council staff to sign up and join the Credit Union.
Continue to deliver a series of presentations to staff via scheduled team meetings on the range of competitive financial products available from the Credit Union.	<p>To break the association Council staff may have of the Credit Union as being only for those experiencing poverty or hardship so that they see it as an option for them to join.</p> <p>Provide re-assurance to Council staff that the Credit Union is regulated by the FSA (Financial Services Authority) and all monies saved are covered by the FSCS (Financial Services Compensation Scheme) so that they are confident to join.</p>
Make it easier for Council staff to sign up to the Credit Union at the Council's Contact Centre or through payroll deductions to encourage membership.	The Credit Union office is located outside of the City Centre and therefore is generally accessible for staff. The ability to take out membership and save via workplace mechanisms will remove the geographic barrier.
Work with Trade Union colleagues to gain their support in promoting the Credit Union	Whilst the focus is on increasing savings amongst staff it has been identified that staff in financial difficulties will sometimes go to their Trade Union for advice & support can be a point of contact for their members requiring advice relating to financial circumstances.

### E3. Council tenants joining the Credit Union

**Aim:** To encourage more Council tenants to join the Credit Union

**Measure:** Number of Council tenants joining the Credit Union.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	-	-	89 @ 6.3.14	Cumulatively 150	Cumulatively 250	Cumulatively 350

#### Why this is important:

- Increasing the number of Council tenants joining the Credit Union will help them manage their money and pay their rent or bills promptly in a bid to prevent them falling into rent arrears and financial difficulties.

#### The story behind past performance and expected trends:

- Swansea's Credit Union is a financial co-operative, which means that it is owned by its members. Unlike a high street bank they have no external shareholders and profits are instead returned to their members.
- The Housing Service gave a commitment to the Swansea Credit Union (LASA) in 2013/14 that it would support it to help grow capacity. In order to achieve this, a pilot scheme was introduced to encourage tenants to join which included promoting the Credit Union to tenants and for those wishing to join the scheme the Housing Service paid the nominal joining fee.
- The scheme will be reviewed annually as any future decisions/changes made in relation to the implementation of Universal Credit (UC) may have an impact on the scheme. The intention is to continue the scheme into 2014/15.
- Credit unions can offer accessible savings and access to low cost credit with built in loan protection and life savings cover (with conditions). Encouraging tenants to look for more affordable credit is linked to the anti-poverty agenda. It is also the policy of the Council to promote LASA to all residents.
- A range of accounts will be offered to support Council tenants in preparation for some of the major changes to benefits being implemented through the introduction of Universal Credit (UC) by 2017.
- Whilst the number of tenants having their housing benefit reduced by the spare room subsidy (SRS) has fallen by 400 since April 2013, around 1900 continue to be affected. There is still capacity to promote the use of Credit Unions as these tenants will be affected by UC.

- Swansea's Credit Union will offer to help families manage their money and to pay their rent or bills promptly in a bid to prevent people falling into financial difficulties.
- The Council adopted a statement of Policy in March 2013 to work in partnership with the local Credit Union and other partner organisations to put in place better and more sustainable loan facilities and support services for the people of Swansea, particularly to discourage the activities of pay day loan companies, high interest lenders and opportunistic buyers who could leave vulnerable families with debt problems. This statement continues to be the case and therefore will be carried forward into 2014/15.
- Council tenants joining the scheme will be provided with a rent account, a savings account and a budgeting account.
- After the tenant has paid into these accounts, if the tenant chooses the Credit Union will make direct rent payments on their behalf on the due date.
- A pre-paid card will then be credited with money that is left over and can be used like a debit card.
- The benefits of this scheme are that there are no bank charges, along with the re-assurance that essential bills are paid.
- Tenants who join the scheme will also have access to all the other services provided by the Credit Union, such as savings schemes and affordable loans.
- As at 6<sup>th</sup> March 2014, 89 tenants have joined the Credit Union. This is a positive result since there was no base line target and it was the intention from the outset to build capacity slowly.

**What works well now:**

- A New Tenancy Officer is in post and whenever possible, attends new tenancy signings targeted to the most vulnerable and promotes the Credit Union.
- In addition to the New Tenancy Officer, the Rents Officers and the Financial Inclusion Officer identify tenants with particular issues of debt and encourage them to join the Credit Union. The Housing Service also pays the fees for existing tenants. This is to encourage tenants with debt issues to keep away from expensive money lending organisations.
- The Council liaises closely with the DWP to prepare for the impact of Universal Credit.
- The Credit Union is publicised through the Council's District Housing Offices and information packs are sent to new and existing tenants.

- The Housing Service has produced its own information booklet, adapted with specific reference to tenants.
- The Council's Housing Service is authorised agents to confirm proof of income / Identification etc. for tenants joining the Credit Union, which will help speed up the process.
- Other Council departments have been briefed and provided with information packs on the Welfare Reform changes and the Credit Union.
- Training is provided to front line staff within Housing to ensure that the whole service is on board with promoting the Credit Union. In addition all housing staff, through the Team Information Sheet/team briefings have been made aware of the benefits that the Credit Union could have for them as savers.
- Information packs are also being given to the third sector e.g. Citizens Advice Bureau, Shelter, local solicitors etc in order to promote the Credit Union.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue to target new and existing Council tenants to join the Credit Union and open accounts.	So that tenants have a means to manage their finances and pay their rent or bills promptly.
Encourage tenants to use their Credit Union account to pay their rent directly to the Council.	This direct method of payment is good financial management practice for tenants and for the Council it is an effective way to collect rent.
Continue to produce and distribute information packs on the Credit Union to District Housing Offices, other Council departments and the third sector partners.	To raise awareness and understanding of the Credit Union and encourage more Council tenants to join.
To produce regular articles in Open House to promote the credit Union to all tenants.	To continue to raise awareness and promote the role of the Credit Union.
Continue to brief key Council staff on the Credit Union.	To ensure that they are aware of the Credit Union and that they encourage tenants to join and open accounts.
To continue to monitor the scheme in 2014/15.and project take up for forthcoming years.	To ensure the scheme continues to be beneficial to tenants

What?	Why?
Further consultation will take place with tenants as part of the development of the Rents Strategy in 2014	To raise awareness, gather feedback and consider what other mechanisms are available to support tenants.

#### E4. Suspended Warrants for Eviction

**Aim:** To decrease the percentage of warrants executed against Council tenants by offering support and financial assistance

**Measure:** % of eviction warrants for rent arrears raised against Council Tenants suspended due to support and financial assistance

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
50.86%	49.81%	53.84%	48.38%	49%	<b>49.5% Projection = 60%</b>	<b>65%</b>	<b>66%</b>	<b>67%</b>

#### Why this is important:

- Providing ongoing financial advice and support will help tenants who are faced with eviction as a result of rent arrears exacerbated by debt.

#### The story behind past performance and expected trends:

- Welfare Reforms and the introduction of the spare room subsidy (SRS) has had a significant impact on rent arrears cases across Swansea. The number of tenants who are having to pay a proportion of their rent (by either 14 or 25%) because of the reduction in housing benefit has decreased from 2338 on 1<sup>st</sup> April 2013 to 1986 at 11<sup>th</sup> February 2014, which is due to a combination of reasons including tenancies ending, downsizing to smaller properties etc.
- The overall number of tenants in arrears (including those affected by the SRS) has increased by 1151; this is a 31% increase. This will continue to impact on resources with more time dealing with new arrears cases.
- As arrears increase there will be a knock on effect of increased court proceedings, which the Council will seek to minimise and reduce. It is inevitable therefore that there will be an increase in the number of tenants facing eviction and this will impact on homelessness.
- We have already seen an impact on increasing arrears and consequently a small rise in evictions as a result of the general economic climate.

- However in 2013/14 there was a significant increase in the number of suspensions of warrants by either the Housing Service or the Court. Performance as at Quarter 3 stood at 75.9%, which is encouraging as the provision of early advice and support to tenants is taking effect.
- All Rents Team officers are trained in delivering a wide range of support and advice for tenants. This includes debt advice, how to get the most from housing benefit including backdates, discretionary housing payments and if an overpayment is in place how to reduce the recovery rate.
- The introduction of Universal Credit (UC) - payment of the housing element to be paid directly to the tenant is delayed and although an implementation date for Swansea has not been given the latest it will be is 2017. This will have a serious effect on the number of rent arrears cases and performance levels.
- Council tenant rent arrears were £850,187 at the end of 2012/13 compared to £805,058 in 2011/12; they currently stand at £1,118,952 as at 9th February 2014 with an additional 1000 tenancies in arrears. This increase is attributed to the influence of the SRS along with the general economic climate.
- Looking ahead it is inevitable that the impact of universal credit, other aspects of Welfare Reform and more general economic issues will need to be closely monitored.
- The Council is working with the Swansea Credit Union to encourage tenants to join and provide them with accounts to help them manage their money, pay their bills and rent on time and avoid getting into financial difficulties

**What works well now:**

- The Council's Housing staff offer assistance with completing the Discretionary Housing Payment (DHP) forms, which will help Council tenants top up their Housing Benefit for a limited time.
- The Council's rent arrears procedures have been changed to account for those tenants who will be affected by the SRS giving them an extended time to pay rent arrears. Prior to the SRS 1301 tenants had no rent arrears and were receiving full housing benefit, of these 738 are now in arrears.
- Support will be provided to those Council tenants where the shortfall is purely down to the introduction of the under occupancy charges and who have previously not had any issues relating to arrears providing they demonstrate that they wish to downsize.
- The Rents Team's dedicated Financial Inclusion Officer and New Tenancy Officers help tenants with the support and advice they might need in relation to Welfare Reform and more generally in managing their arrears.

- A robust ‘firm but fair’ approach to arrears recovery ensures that they are contained and are not allowed to spiral out of control which ultimately helps tenants manage their arrears.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continuing to provide Council tenants with assistance to complete Discretionary Housing Payment forms.	So that tenants can top up their Housing Benefit and avoid debt.
Further consultation will take place with tenants as part of the development of the Rents Strategy in 2014.	To raise awareness, gather feedback and consider what other mechanisms are available to support tenants.
Work closely with the Department for Work and Pensions in relation to the introduction of Universal Credit.	Where there is a risk that direct payments of the Housing element paid directly to tenants could have a serious effect on rent arrears and performance levels.
Refer tenants who have debt problems to the Housing Service Financial Inclusion Officer, Tenancy Support Unit, etc. for financial help and assistance.	To help ensure bills and rent is paid on time and that tenants are able to manage their money and avoid getting into financial difficulties.
Continue to encourage new Council tenants to join the Credit Union and open accounts.	

## E5. Preventing Homelessness

**Aim:** To increase the percentage of potentially homeless households for whom homelessness was prevented for 6 months.

**Measure: (HHA/013)** % of all potentially homeless households for whom homelessness was prevented for at least 6 months.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
23.3%	29.1%	29.4%	35.2%	49.3%	<b>49.5% Projection = 48%</b>	<b>48%</b>	<b>40%</b>	<b>40%</b>

### Why this is important:

- Preventing homelessness will help people maintain stability and security for their families, safeguard their health and well-being and prevent social exclusion while reducing the costs associated with providing Bed & Breakfast and temporary accommodation.

### The story behind past performance and expected trends:

- The Council works to prevent homelessness whenever possible. The Council does this by helping people to remain in their current accommodation in the long term or until someone is able to find somewhere else to live.
- The Council, for example, talks with relatives and friends about letting someone stay in their accommodation until they can find somewhere more suitable, also by dealing with notices to leave and possession action by landlords or mortgage lenders, among other actions.
- Performance preventing homelessness for 6 months or more for people has consistently improved since 2007/08 with the result for 2012/13 at 49.3% being the best to date. However, even with an increase of 14.1% on 2011/12 performance, our improvement would only move us from 19th to 17th based upon 2011/12 results for Wales.
- Our cumulative result for April – Dec 2013 is 55.3%. However, we traditionally experience high levels of homelessness applications in the fourth quarter January – March and therefore the final result for 2013/14 is likely to be lower than the current result; 48% is the current projection.
- The Welsh Government has proposed changes to the Homelessness Legislation in Wales and Councils are currently being consulted on the effects these could have on the service. These changes are likely to be made Law in 2015 and may significantly impact on our performance in this area including how this indicator could be measured in the future.



- Based on the current definition and calculation it is projected that the Council will prevent homelessness for 6 months in 40% of presented homeless households by 2016/17. The emerging impact of Welfare Reform and particularly the introduction of Universal Credit means that this figure is uncertain at the time of writing. What is clear is both will continue to increase demand and pressurise performance.
- Although 40% is less than our current performance, prevention activities will continue to be the focus and actual numbers of homeless preventions are expected to increase. Homeless applications are however increasing at a faster rate. This, in purely percentage terms, restricts our ability to prevent homelessness.
- As indicated Welfare Reform will continue to impact on homelessness across Swansea and there is also a risk that the proposed future introduction of Universal Credit - Direct payments of the Housing element to be paid directly to the tenant – could increase households in rent arrears with an associated impact on homelessness levels.
- The Council's Housing service has provided advice and information on the implications of the under-occupation charge to 2,500 Council tenants affected by the under occupancy charge.

**What works well now:**

- Having clear and shared systems in place and maintaining good working relationships with other housing providers improves the Council's ability to help prevent homelessness for clients.
- Likewise, early intervention in preventing homelessness increases the chances of keeping someone in their home or finding them suitable alternative accommodation.
- In February 2014 the Welsh Government made money available for homelessness prevention activities. In partnership with the Wallich the money has been used to provide bonds where landlords would not accept a bond certificate, cover the cost of rent in advance and administrative fees to help people access tenancies in the private rented sector. This has been used as a pilot to show the impact of having prevention monies available to allow us to work in the way we will be expected to in April 2015 when the new legislation is implemented. Further prevention monies are expected to be available in the period prior to introduction of the new Act.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue to build and facilitate good working relationships with social housing providers and others, such as the Swansea Bond Board.	To improve the opportunity for clients to avoid homelessness and get rented accommodation.
Continue to operate a generic referral system used for all support and accommodation providers.	To offer a greater pool of housing options to people threatened with homelessness.
Continue to promote the Swansea Housing website	To help those looking for housing in Swansea to make choices about the most suitable housing options available to them.
Continue to operate a Gateway system to other housing providers in place.	To provide direct access to hostels for people who are potentially homeless.
Continue to give housing and homelessness advice and get involved earlier.	To try and prevent clients losing their home.
Continue to operate "Choice Advisor", which gives people an indication of their chances of securing a Council property.	To allow the Council to provide better advice to people on other available Housing options.
Examine ways in which we can work with RSL's to develop a Social Lettings Agency.	To help us assist homeless households find good quality private rented accommodation.
Work to prevent people going into debt, financial difficulties and rent arrears and being threatened with homelessness that might arise as a result of the introduction of Welfare Reform (See E1 to E4 listed previously).	To help ensure bills and rent are paid on time and that people are able to manage their money and avoid getting into financial and housing difficulties.

## **F. Improve Housing and Housing supply in order to increase the availability of good quality, affordable housing.**

### **Why this is an Improvement Objective**

There are key trends that have implications for the need to improve housing and housing supply, particularly affordable housing.

1. **Demographic changes<sup>5</sup>:**
  - Swansea's population now stands at 239,600 (mid-2012) and has experienced eleven consecutive years of growth since 2001.
  - Swansea is projected to grow by 14.1% (31,200) between 2011 and 2036, the fourth highest growth rate in Wales.
  - The number of households in Swansea increased by around 9,000 (+10%) between 2001 and 2011, with the largest growth in single-person Households.
  - Swansea's older population (all aged 65+) has increased by 3,400 (+8.2%), indicative of an increasingly ageing population.
2. **Economic activity and employment:**
  - Economic Activity and Employment Rates in Swansea are below the equivalent Wales and UK figures.
  - Unemployment rates (survey-based) in Swansea are above Wales and UK rates, although claimant rates are lower.
3. **Housing conditions:**
  - Nationally, housing conditions are implicated in up to 50,000 deaths and around 0.5 million illnesses requiring medical attention each year across the UK.
  - Poor housing conditions are suffered disproportionately by low income households and older persons.
  - The improvement and modernisation of the Council's 13,600 houses and flats up to the Welsh Housing Quality Standard (WHQS) is a key policy aim of the Council.
  - The WHQS represents a reasonable definition of quality for existing social housing and looks to improve not just the physical condition of homes but also the level of internal amenities, the wider environment in which the homes are located and how the stock is managed.

<sup>5</sup> Swansea Local Service Board (2013) *Strategic Needs Assessment*

### The Council’s contribution towards improvement

- There is not enough affordable housing in Swansea to meet demand and so providing more will meet this established need and contribute towards reducing homelessness and people having to continue to live in unsuitable and / or unaffordable accommodation.
- The Council wants to reduce the number of empty Council homes and make the best use of its housing stock and so that it is as fully occupied as possible.
- Reducing the number of empty Council homes is helped if tenants are able to sustain their tenancies, providing their families with more stability and cohesive communities in which to live.

### F1. Affordable Housing

**Aim:** To see an increase in the number of new affordable housing units

**Measure:** Number of new affordable housing units provided / needed

Past performance - provided						Projection – what is needed (cumulative total)		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
299	124	104	297	50	<b>1,000</b>  <b>188 provided by Quarter 3</b>	<b>946</b>	<b>1419</b>	<b>1892</b>

**Why this is important:**

- There is not enough affordable housing in Swansea to meet demand and so helping to provide more will meet this established need and contribute towards reducing homelessness and people having to continue to live in unsuitable and / or unaffordable accommodation.

**The story behind past performance and expected trends:**

- There is a shortage of affordable housing across the City & County and this is a key issue facing residents at the present time.
- The Housing Market Assessment has been produced which shows the need for 7100 affordable homes in Swansea by 2025. This equates to 473 per year. This has led to a revision in the cumulative projections up to 2016/17. This is not a target but reflects the number of new homes needed. It is unlikely however that this will be fully met given the volatility of the economy and this figure may change over time.
- The new affordable housing units provided in the table on the previous page are obtained from the statistical return to the Welsh Government provided by the Registered Social Landlords (RSLs), which include permanent dwellings created by new construction, increase in dwellings through conversion or improvement and Housing units which have been transferred to the RSLs from developers as part of Section 106 agreements. This figure also includes Mortgage rescues and any other unit which has transferred into the Affordable Housing stock. For 2013/14, 188 units have been delivered up to the third quarter.
- The cost of buying and renting a house at market value is greater than many on low incomes can afford and consequently intervention in the housing market is needed to provide affordable housing by other means.
- The current economic recession has disrupted the housing market.
- Falling house prices and the inability, particularly of first time buyers, to secure mortgages have resulted in a dramatic downturn in private sector construction activity, starts and the submission of planning applications for new residential developments.
- At the same time, there has been a reduction in the available Social Housing Grant from the Welsh Government, which is used to provide additional affordable housing.
- Economic uncertainty makes it difficult to predict levels of affordable housing required in the longer term but there is still a high need for affordable housing in Swansea that is unmet.
- The drop to 50 units in 2012/13 was the result of fewer flats being developed during that period. However, the council has been successful in bidding for a smaller properties grant to build 1 and 2 bedroom apartments; this will see an increase in the number of flats being built.
- Projections of what is likely to be provided are dependent on factors outside of the direct control of the Council, i.e. Social Housing Grant level, housing market activity etc. In previous years approximately 150 units per year have been completed which is significantly less than what is required.

- The Council has an enabling function for delivering affordable housing through its planning and strategic housing functions.
- The Council works to provide evidence of housing need and affordable housing requirements within the City & County of Swansea.
- The Council negotiates with developers through its planning functions (including the use of Section 106 agreements) for the inclusion of affordable housing on sites within areas where a demonstrable lack of such housing exists.
- The Council is also proactive in working to reduce the number of empty properties in Swansea and in identifying schemes to secure Social Housing Grant (SHG) for Registered Social Landlords to provide affordable housing. This will include redevelopment of empty commercial properties that can be refurbished to provide affordable housing.

**What works well now:**

- The lack of affordable housing is a national problem and the Council will need to look to continue to work with the Welsh Government and others to examine more innovative ways to increase the number of affordable houses.
- A Housing Market Assessment has recently identified the gap between the supply and demand for affordable Housing.
- The Authority has been successful in the past in applying for additional funds made available by the Welsh Government to deliver more Affordable Housing and it will continue to apply for such additional funding as and when it is made available.
- The Authority has successfully applied to fund a number of schemes through the Welsh Government Housing Finance Grant and the smaller properties scheme.
- The Council's Stronger & Safer Communities Scrutiny Board looked at the way the Council enables the delivery of new units of affordable housing and key recommendations put forward by the board have been implemented

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue partnership arrangements with Registered Social Landlords.	To develop new sources of affordable accommodation for households unable to meet the market cost of housing in Swansea.
Continue where appropriate to use Section 106 agreements.	To secure or enhance affordable housing provision.
Continue to maximise SHG investment levels into the City & County of Swansea.	To enable the development of more affordable housing.
Continue to maximise SHG investment levels into the City & County of Swansea.	To enable the development of more affordable housing.
Contribute to an agreed Local Development Plan threshold & target.	To maximise the provision of Affordable Housing on future developments based on the Viability Study & Local Housing Market Assessment.
Take into account the Council's Stronger & Safer Communities Scrutiny Board recommendations from their inquiry panel into the provision of affordable housing in Swansea.	With the intention of increasing the supply of affordable housing.
Research new models of affordable housing delivery through different funding models	To maximise the number of units that can be delivered through SHG and other means. We will also look at models that have other funding mechanisms that require less or Social Housing Grant, which will mean more units are delivered with less grant.

## F2. Empty Council homes

**Aim:** To reduce the number of void (empty) Council homes.

**Measure:** (HSG2) Number of void (empty) Council homes.

Past performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
383	286	251	221	278	220	235	225	215

### Why this is important:

- The Council wants to make the best use of its Housing stock so that it is as fully occupied as possible. This is especially important in Swansea when there is a lack of affordable housing to meet established housing need.

### The story behind past performance and expected trends:

- Historically the numbers of void (empty) Council properties has been higher than current figures due to unpopular stock and areas and the ease with which it was possible for people to obtain a mortgage, buy their property through the Right To Buy scheme or access the private rented sector.
- In order to address the high number of voids, the Council made changes to the way in which it prepares empty properties in 2004. The net effect of these changes along with an increased demand for council properties has seen a gradual reduction in the number of void Council properties over time.
- During 2012/13 voids increased, primarily as a result of more end of tenancies due for example to an increase in the number of: tenants transferring to other Council accommodation, tenancies ending on the death of the tenants, and tenancies ending due to domestic violence. Other factors such as the current structure of the service also affect the number of voids; however a Systems Thinking Review, which looks critically at the systems in place for delivering the service, has begun to address some of these issues. However, it is impossible to determine what direct affect these changes have on the level of voids.
- During the first three quarters of 2013/14, the end of tenancy (E/T) trend was upward compared to last/previous years. However, quarter 4 has shown a decrease in the numbers being received. Analysis shows that more E/T's are being received due to an increase in the number of tenants moving to the private rented sector; moving in with family; evictions and abandoning their property. There is no hard evidence to back up these reasons but it is likely to be partly as a consequence of welfare reform
- Whilst the Council is meeting the turnaround target time for works and external contractors are meeting their contractual obligations, the increased numbers and demand has resulted in additional resources being recruited by the Council.



- Although in recent years (apart from 2012/13) there has been a significant reduction in the level of voids, with the lowest number attained 221 (this represents 1.6% of the stock), at the end of March 2012, maintaining this number was always going to be very challenging. There is great uncertainty as to how Welfare Reform is going to effect the movement of tenants and therefore void levels. Future predictions of void numbers have to be considered within this context.
- A natural slowing down of the decrease in voids is to be expected considering the large decrease of recent years (the period 2008/09 - 2011/12 saw a 42% reduction). There is however cause for optimism with the new working practices borne out of the Systems Thinking Review being embedded during 2013 and the improvements to the structure of the Council's Corporate Building & Property Services was also implemented during 2013. These changes will be reviewed during 2014 to determine their effect. Further changes are planned for 2014/15, which should result in a reduction of the re-let time.
- It is therefore suggested that a steady small year on year reduction would be more realistic and achievable during the next few years.
- Performance as at Quarter 3 stands at 304, however whilst the rate of end of tenancies have slowed down during the early part of Quarter 4 it is difficult to project year end results at this stage.

**What works well now:**

- It has been established that the use of key safes are beneficial. For example, 200 key safes have been purchased and the majority are in use. These are proving to be very effective in terms of enabling a number of tasks to be undertaken simultaneously.
- A new IT system has been developed in order to monitor the effect of the use of key safes in terms of turnaround time of voids. A multi-task clearance, garden and cleaning has been fully up and running since April 2013 and is proving to be successful with a more co-ordinated approach to these functions
- Flexibility in the procedures dealing with the ending of tenancies has been embedded into working practices across all District Housing Offices. This initiative aims to make better use of the Notice period of the intention to end tenancy provided by tenants

- Accompanied viewings during the repairs process – this is being tried in a number of areas and is proving to be very successful; this will also be rolled out and new procedures implemented in due course. It is intended that this will be implemented during 2014/15.
- There is less demand for some property types and areas. This is being addressed by marketing of properties, e.g. utilising the Swansea housing website for advertising properties, the Council’s website and the use of Homeswapper.
- This has already proven successful in the letting of some low demand houses at Townhill. Low demand properties are being advertised on a weekly basis at Housing Options.
- Corporate Building & Property Services (CB&PS) have restructured and have appointed a Voids Manager who works very closely with the Homes Preparation Unit.
- CB&PS have recruited more operatives to carry out works on void properties to assist in reducing turnaround time. As the operatives bed in to the system it is anticipated that the re-let time will reduce

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Promote home moves via Homeswapper (mutual exchanges).	The number of transfers within the stock may increase as tenants look to downsize due to Welfare Reform.
Implement actions to help Council tenants to sustain their tenancy, including: tighter controls on tenancy conditions on tenants looking to transfer; more options for furniture packs; signposting new tenants for goods and services, e.g. Credit Union, charitable organisations, social enterprises, etc.	To try to continue to stem the tenancy turnover rate.
Implement an improved structure including the possible setting up of a dedicated voids team. This has partly been achieved by the appointment of a Voids Manager.	To help reduce the number of empty Council homes.

What?	Why?
Embed experiments borne out of the Systems Thinking Review by removing unnecessary processes and putting the consideration of tenants at the heart of the voids system.	To help reduce the number of empty Council homes.
Improve marketing and coordination of low demand properties such as the use of swansea.housing website, Homeswapper, Housing Options and the Council's website.	As an outlet for advertising properties and reducing the number of empty Council homes. This has helped to let some of the properties for which there is little demand
Regularly review the Housing Register and improve the quality of information to prospective tenants about the property and area.	Reduce the number of refusals of offers of housing.
Improve the quality of Council properties, e.g., cleaning, redecoration/allowances; better quality doors, provision of new kitchens and bathrooms in voids where appropriate in conjunction with the capital programme and through working towards achieving the Welsh Housing Quality Standard.	To encourage tenants to maintain their tenancy and reduce the number of empty Council homes.

### F3. Sustaining Council house tenancies

**Aim:** To see an increase in the percentage of tenants staying in their Council tenancy for more than 2 years.

**Measure:** % of tenants staying in their Council tenancy for more than 2 years.

Past performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
77.16 %	75.13 %	75.05 %	76.45 %	77.00 %	<b>77.5%</b> <b>76.82 % at time of writing</b>	<b>78.00 %</b>	<b>79.00 %</b>	<b>80.00 %</b>

**Why this is important:**

- It is important that tenants are able to sustain their tenancies in order to provide their families with more stability and cohesive communities in which to live.

**The story behind past performance and expected trends:**

- This is a new PI for 2013/14 and therefore no previous analysis or work around this particular indicator has been carried out.
- During 2012/13 there were more end of tenancies due for example to an increase in the number of: tenants transferring to other Council accommodation, and tenancies ending due to domestic violence.
- In addition to the work being undertaken to let more properties, the Council wants to encourage and help tenants to sustain their tenancies for longer, which will not only reduce the number of void properties but also provide people and their families and the communities in which they live with more stability.
- There are lots of factors that affect how long people remain in their tenancies, such as the condition of the housing estate, actual or perceived anti-social behaviour, changes in family composition such as the growth in single person households, not being able to offer the type of accommodation the tenant wants in the area of their choice, the availability and quality of community facilities and the property being suitable for individual needs and requirements, such as being suitably adapted.
- Improving the standard of properties should encourage more tenants to stay longer in their home. The Housing Service is currently working towards bringing the whole of its stock up to the Welsh Housing Standard by 2020.
- There is great uncertainty as to how Welfare Reform is going to effect the movement of tenants, which could see some tenants having to pay an under-occupation charge for spare bedrooms or being forced to move. However, tenants are being afforded as much assistance as possible to help mitigate the impact of welfare reform; performance as at quarter 3 was 74.71%.

**What works well now:**

- The Council provides a range of services designed to help tenants to sustain their tenancies, ranging from its tenancy and estate management services to the provision of dedicated services such as the Neighbourhood Support Unit to deal with anti-social behaviour and the Tenancy Support Unit, which provides tenants with a wide range of advice and support services to help them maintain their tenancies.

- The Council has undertaken 2500 visits to tenants potentially affected by Welfare Reform to make them aware of the changes and the implications for their tenancies and to provide them with help and advice.
- A Financial Inclusion Officer in the Rents Team helps tenants with debt problems which in turn should help them to sustain their tenancy

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Deliver the improvement of the housing stock up to the Welsh Housing Quality Standard by 2020.	To improve the quality of Council homes and encourage tenants to remain in their homes for longer.
Continue to examine how the Council can help mitigate the impact of Welfare Reform on tenants.	So that tenants can continue their tenancies.
Update the Estate management strategy in consultation with tenants	To help improve estates and encourage tenants to sustain their tenancies.

## G. Help people adopt and develop healthy and sustainable lifestyles in order to improve health.

### Why this is an Improvement Objective

There are key trends that have implications for the need to help people adopt and develop healthy lifestyles in order to improve health.

#### 1. **Premature Mortality<sup>6</sup>:**

- In line with the rest of the UK, there has been a downward trend in premature mortality (aged under 75 years) from all causes in Swansea.
- However, the rates of premature mortality in Swansea have remained above the Welsh average; although in 2007-2009 the Swansea rate was not statistically higher than the Welsh average (Swansea, 413 deaths per 100,000 population; Wales, 394 deaths per 100,000 population).

#### 2. **Obesity:**

- In Swansea over one half of the adult population (57%) is reported to be overweight or obese, which has increased by 5 percentage points since 2003/04.
- In Swansea only 32% of people are eating the recommended daily quantity of fruit and vegetables.

#### 3. **Physical activity:**

- In recent years the percentage of adults achieving the recommended levels of physical activity in Swansea has remained fairly stable. Figures for 2011/12 indicates that Swansea (26%) remains behind the Wales average (29%) and is one of the bottom four local authority areas in Wales.

### The Council's contribution towards improvement

- The Council wants to encourage people to adopt healthier lifestyles in terms of what they eat and improving their physical activity levels.
- In order to further promote healthier lifestyles, the Council would like to encourage more young people aged 11 to 16 year olds to continue their physical or sporting activities outside of school in order to improve sustained participation in healthy activities.
- Likewise, increasing the % of children who can swim at age 11 means that, while they will be less likely to drown accidentally, they will also learn a life skill that will be fun and contribute towards a healthy lifestyle.
- At the other end of the spectrum, the Council would like to see more people referred to the Council's physical exercise programme by GPs to

<sup>6</sup> Swansea Local Service Board (2012) *Strategic Needs Assessment*

remain active after 12 months to demonstrate that they have adopted a healthier lifestyle.

- Increasing the number of growing spaces will encourage people to grow their own food to help deal with rising food prices, encourage self-sufficiency, provide a healthy activity and promote healthier eating.
- Increasing the % of school pupils who take up a free school lunch will assist learning and help secure pupils future well-being.

## G1. Sustaining physical & sporting activity outside of school

**Aim:** To increase the percentage of 11-16 year olds attending 20 or more extra curricular physical or sporting activities during the school year.

**Measure:** % of 11 – 16 year olds attending 20 or more extra-curricular physical or sporting activities during the school year.

Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
5%	7%	7%	9%	9%	<b>11%</b> <b>Actual</b> <b>=</b> <b>*6.12%</b>	<b>11%</b>	<b>12%</b>	<b>13%</b>

\*All results and targets in the table are effectively reported one year in arrears based on performance relating to the previous academic year. For example the 2013-14 result of 6.12% is based on performance from the 2012-13 academic year where the result was reported in Jul 13. The 2014-15 result will be reported in Jul 14.

### Why this is important:

- The Council would like to encourage more 11 to 16 year olds to continue their physical or sporting activities outside of the school curriculum in order to improve sustained participation and promote healthier lifestyles.

### The story behind past performance and expected trends:

- 5x60 is a national programme funded by Sport Wales and delivered locally by the City & County of Swansea. The main aim is to increase sustainable opportunities for sport and physical activity participation and the frequency of involvement by 11-16 year olds.
- The programme aims to provide extracurricular sporting and physical activity opportunities within schools and the local community that can lead to sustainable exit routes in community based clubs and groups encouraging longer term participation.

- 5x60 opportunities are developed by Active Young People Officers (AYP Officers) utilising community coaches, volunteer coaches, sport leaders and parents to help deliver the opportunities.
- The 5x60 service listens to the views of young people (pupil voice) through a variety of methods such as through the National School Sports Survey, through direct contact and consultation between the AYP Officers and pupils and via the Young Ambassadors programme which empowers young people to make their own decisions through consultation, leadership and ownership. These methods help inform the type of opportunities that the AYP officers programme during lunchtime, afterschool, evenings and on weekends.
- The percentage of 11-16 year olds attending 20 or more extracurricular physical or sporting activities increased from 5% during the school year in 2008-09 to 9% in 2011-12. The increase came from the development of the programme and increased number of opportunities as more schools incorporated 5x60.
- During the 2012/2013 academic year performance dropped to 6.12% (result reported in 2013/14) due to high staff turnover and recruitment issues impacting on the number of opportunities available for children to participate in sport and physical activity.
- During this time the service also underwent a review to look at how best it could be restructured in order to become more effective. As a result Active Young People Officers (AYP Officers) now take a more facilitative approach and will provide direct support to primary and secondary schools, as well as local clubs and community organisations within their designated areas.
- The new structure was implemented for the start of the 2013/14 academic year (Sep 13) and has started well with a 10% increase in young people engaged in 5x60 compared to the same time (autumn term) in 2012/13. It is highly anticipated that performance will increase and the projection of 11% for 2014/15 will be achieved in Jul 14.
- However, continued issues surrounding whether volunteers are insured is limiting the role of the AYP Officer who now has to provide direct supervision for each volunteer delivering an activity. This limits the number of opportunities that can be programmed as the AYP officer must be present at all times despite some volunteers having adequate qualifications. The time spent supervising limits the capacity of Officers to do development work. The AYP team is trying to resolve this with the Authority's Insurance Department.
- Despite this performance is still expected to rise each year to 15% in 2017/18.
- The AYP team are currently rolling out 'Play to Learn' and 'Dragon Multi Skills and Sport' across Primary schools to develop the skills and confidence in young people to be motivated to be regularly active as they progress to secondary school and beyond.



- The AYP team has started supporting the delivery of door-step community sport opportunities with Street Games UK. This will continue into 2014/15 academic year. Activities take place on a regular basis at facilities such as Multi Use Games Areas, parks, community centres, open spaces and even car parks depending on the need and the type of activity being delivered. These sessions provide regular opportunities in areas where there are less community sports clubs and lower sport and physical activity rates than local and regional averages.

**What works well now:**

- The review and restructure has provided a new area based approach to how the service is delivered by making the AYP Officers less involved in the direct delivery of activities but instead concentrating on developing and facilitating more opportunities through community coaches and young leaders.
- Since the appointment of community coaches this has provided regular and stable opportunities for pupils to participate in sport and physical activity.
- Additionally the Community Coaches also provide support to the AYP Officers in the marketing and promotion of all AYP programmes to young people.
- The AYP team have re-engaged with the schools to introduce new staff and emphasise the new area-based approach (as opposed to school-centric).
- Young Leaders and Young Ambassadors are involved in the delivery of the programmes under the direct supervision and support from AYP Officers and Community Sport Coaches. Young Ambassadors have been invaluable in ensuring opportunities are offered and also their enthusiasm to engage other young people, teachers and offer a pupil voice on Sports and Physical Activity.
- AYP Officers are responsible to recruit, train, retain and effectively deploy a range of volunteers assisting in the delivery of the programme, utilising the Development and Outreach Volunteer Policy.
- It is important that a balanced programme of activities is provided, which will include Health & Fitness activities, recreational activities and more traditional sports where children will be encouraged to join clubs.
- A key element has been the use of performance management so that each Active Young People officer will have targets to meet which is monitored monthly.
- The Sport Wales School Sport Survey was undertaken Apr – Jul 2013 and provided data and evidence to help track sports participation trends to shape sports policy and plan the delivery of sport and physical activity across the 5x60 programme in Swansea.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
<p>Further develop the young ambassador and young leader programmes across the local authority.</p> <p>Incorporate a Young Person centred model.</p>	<p>To be the young person's voice on PE and school sport in their schools, sports clubs and communities.</p> <p>Harness the enthusiasm of young people to promote the benefits of healthy lifestyles and participation in physical activity.</p>
<p>Support the delivery of doorstep sport opportunities in conjunction with Community Sport, Streetgames UK and other partners by ensuring that there is somewhere for young people to go in the community after school to be active.</p>	<p>To sustain children and young people's interest and involvement in their chosen activity or sport.</p>
<p>Directly support community sport clubs by attracting new members, access to funding opportunities and workforce development.</p>	<p>To enable sports clubs to build capacity and take on more children and young people and maintain their involvement.</p>
<p>Ensure primary and secondary schools across Swansea complete the Sport Wales School Sport Survey.</p>	<p>Data from the survey allows AYP to track sports participation trends, and provides evidence to help shape sports policy and plan the delivery of sport across Swansea.</p>
<p>Provide resources and training to schools and community sport clubs and/or organisations to incorporate Play to learn and Dragon Multi-skills and sport into their delivery.</p>	<p>This will contribute to improved levels of physical literacy throughout life and involvement in sport into adulthood.</p>
<p>Confirm policies surrounding volunteer deployment within schools with Insurance department.</p>	

## G2. Swimming by age 11

**Aim:** To increase the percentage of children who can swim at age 11.

**Measure:** % of children who can swim by age 11.

Past Performance					Projection		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
55%	76%	82%	87%	<b>89%*</b>	<b>91%</b>	<b>92%</b>	<b>93%</b>

\*Results are reported one year in arrears due to the school year ending in July. The 2013-14 result was recorded in July 2013.

### Why this is important:

- Increasing the % of children who can swim at age 11 means that children will be safer near water and will learn a life skill that will be fun and contribute towards adopting a healthy lifestyle.

### The story behind past performance and expected trends:

- The council has made significant improvement and changes to the way swimming lessons are delivered in recent years resulting in a massive 34% increase in the number of pupils being able to swim by age 11.
- The council increased the number of swimming teachers which improved the opportunity and quality of lessons for schools. Additionally, lesson times were rearranged to reduce the number of lessons but increase the duration of the lessons which has improved pass rates.
- The free swimming grant from the Welsh Government has been used to offer additional free swimming lessons in school holidays to pupils identified as non-swimmers or who are struggling to meet the required standard.
- 1-2-1 lessons for children with disabilities and other children with specific needs were introduced approximately 2 years ago and this will continue.
- According to the calculations used by Sport Wales; Swansea is ranked 7th out of 22 councils for its performance and is by far the best performing city-based council in Wales.
- However, improving upon the 2013/14 result of 89% is now a massive challenge as this represents improving the pass rate amongst hard to reach groups and therefore small incremental improvements should be expected. The forward projection has been revised to reflect this.
- It has been identified that several groups of pupils are struggling to meet the standard. These include some pupils from poorer areas within Swansea, pupils from Black Minority Ethnic backgrounds and transient pupils who move between schools often.

- Due to religious and cultural requirements the main issues surrounding Black Minority Ethnic (BME) swimming include the lack of available pools offering BME swimming opportunities and limited female-only swimming opportunities (just Pentrehafod pool). This has resulted in BME children not having the same level of opportunity to attend casual swimming where they can gain swimming experience and water confidence before they attend school swim lessons which would make them far more likely to meet the required standard.
- As a result primary schools with a high number of BME children record pass rates as low as 13% and 30%.
- The Learn to Swim service has already tried many initiatives to improve these pass rates but with limited success. However, in order to continue improving the pass rate some of these initiatives will be revisited and greater support and co-operation sought from key stakeholders.
- Welsh Government are considering reducing the Junior Free Swim grant from 2014/15 which may impact on targeting individuals through this scheme. If this occurs the school lessons may become some pupils only opportunity to learn to swim and catch-up lessons may not be offered.

**What works well now:**

- Generally, providing more opportunities for children to swim and to spend longer swimming has a positive impact on children learning to swim by age 11.
- Lessons delivered by qualified swimming teachers are also an important success factor as is getting children to start swimming at an earlier age.
- Using the valued support and co-operation of the school Head and teachers to allow identified year 6 pupils to continue attending additional school swimming lessons if they have not yet reached the standard.
- Agreeing with the schools to split the classes across terms so as to increase the quality and amount of time spent in the pool.
- Schools playing an active role in promoting and informing parents of the importance of swimming lessons particularly amongst BME parents who may perceive barriers i.e. swimming attire and improving attendance at lessons.
- The flexible swimming attire policy allows for certain religious/cultural attire to still be worn (within the limits of health & safety) if necessary.
- Offering free swimming lessons during school holidays.
- Adding a swimming teacher to Morriston pool (previously only pool time was available) for school lessons.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Continue to offer additional free swimming lessons to identified year 5/6 pupils during the school holiday.	To increase the percentage of children who can swim at age 11.
Actively engage and inform the parents of all key stage 2 pupils about the importance of swimming lessons (and the flexible swim wear policy) through the school head, teachers and via the swimming co-ordinator meeting directly with parents at parents meetings, coffee mornings and at school events.	To improve attendance at swimming lessons in general and by BME pupils to help increase the percentage of children who can swim at age 11.
Work with local BME organisations and groups to further promote the importance of swimming lessons amongst BME parents.	To develop initiatives to encourage ethnic minority children and parents to participate more in swimming.
Speak with other councils who have high BME populations to see if there is anything we can learn from them in order to improve our performance.	
Review options to expand the opportunities for BME adults and children to participate in casual swimming to support attainment within school swimming lessons. This will include: <ul style="list-style-type: none"> <li>▪ Revisiting the set-up of a female-only swim programme run by females for females.</li> <li>▪ Seek support and co-operation from the secondary schools with swimming pools to look at the options to meet demand and offer BME swimming opportunities at these sites.</li> </ul>	

### G3. Remaining active following a GP exercise referral

**Aim:** To increase the percentage of people referred to the Council by Health professionals to still be active after 12 months and indicating that their health has improved.

**Measure:** General Practitioner (GP) Referrals - % & Number still active after 12 months and indicating that their health has improved

	Past performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>%</b>	-	53.8%	51%	54%	51%	<b>53%</b>	<b>55%</b>	<b>57%</b>	<b>57%</b>
<b>No.</b>	-	NA	NA	145/ 266	147/ 289	<b>165 / 310</b>	<b>180 / 325</b>	<b>195 / 340</b>	<b>200 / 350</b>

**Why this is important:**

- The Council would like to see more people referred by health professionals to remain active after 12 months to demonstrate that they have adopted a healthier lifestyle.

**The story behind past performance and expected trends:**

- The Exercise Referral Scheme offered by the City and County of Swansea is part of the National Exercise Referral Scheme (NERS) funded by Welsh Government. The scheme is aimed at people who have a chronic disease or are at risk of developing chronic disease for which becoming more active and exercising would improve their health.
- The aim is for clients to complete the 16 week programme and then make physical activity part of their lifestyle.
- The number of referrals received by the program is increasing and in recent years the number of clients completing the 16 week scheme has risen to 70% (as a percentage of all those starting the 16 week scheme).
- The number of clients who then go on to remain physically active after 12 months has consistently remained above 50% in Swansea (51-54%) which is above the Welsh Governments national target of 50%. 50% is considered to be a challenging target to achieve.
- The administrative process has improved over time and there is now a regular follow up with clients. Client engagement in the scheme is better and participants are more aware of the benefits after the completion of the 16 week scheme.
- Maintaining a balanced programme of physical activity opportunities helps to keep clients interested and therefore more likely to stay in the scheme. Tai Chi was added to the programme and will be expanded in 2014/15.

- Offering clients suitable exit routes so that they can continue following a healthy and active lifestyle has helped keep clients active after the 16 week scheme has ended. Discounted membership of Active Swansea (Council leisure centre) gyms and partner facilities support this. The new upgraded facilities in council leisure centres have helped deliver a slight increase in the number of clients taking out a direct debit membership.
- The exercise professionals delivering the scheme have identified the need for a personal log-book for clients to help them as they progress through the programme and to provide them with useful information (e.g. time table, exercise advice, contact details) to stay informed.
- There is a need to review programmes, ways of working, timetables and priority areas in an effort to maximise the impact of the scheme given the limited resources and the increasing demand for the service.
- Due to the increasing obesity epidemic amongst children and young people referral schemes could become involved in targeting this group. This will probably require a research and development role in the short term, with delivery from new or existing partners in the medium term.

**What works well now:**

- Having the capacity to engage with GP surgeries to promote the GP referral scheme helps ensure new referrals are suitable and can therefore benefit from the scheme.
- The dedicated and knowledgeable delivery staff with their friendly and encouraging approach plays a significant role in supporting clients to complete the 16 week scheme and foster a change towards leading healthier lifestyles.
- The administrative process has improved over time and there is now a regular follow up with clients. Client engagement in the scheme is better and participants are more aware of the benefits after the completion of the scheme encouraging them to continue adopting a healthier lifestyle.
- There is a clear focus on ensuring that people coming out of the GP exercise referral scheme stay active by offering clients reduced membership costs to become regular members of Active Swansea Fitness suites.
- As well as its own leisure centres, the Council also works with the LC and other partners as the point of exit for participants of the scheme to continue an active lifestyle.
- The Council also makes greater use of partner facilities such as the LC, Hazel Court and Open spaces to help deliver a varied and local programme

- Utilising the support of suitably qualified facility staff (i.e. at the LC, Community Leisure Centres) to provide additional hours of programme activity provides greater opportunity for clients to stay active.
- The national database for the collection of scheme information has improved and now allows us to provide detailed reporting information to medical professionals and other partners.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Offer a wider program of activity to encourage participants to try new activities such as Tai Chi and the Foodwise programme that link to ongoing exit routes to sustain a healthy lifestyle.	To help encourage Exercise referral clients to remain members and stay active.
Provide clients with an information booklet to help them log their progress during the scheme, reinforce advice, encourage retention/completion of the scheme and to influence future healthy lifestyle choices.	
Continue to provide specific membership packages for Exercise Referral clients to take up a direct debit offer at Active Swansea or partnership sites to support the on-going transition to a more active and healthier lifestyle.	
Review the way the programme is delivered in an effort to reduce costs and make efficiency improvements so that the scheme remains effective and continues to offer as many opportunities to referral clients as possible.	To ensure the scheme is sustainable and effectively delivered to support clients adopting healthier lifestyles.
Improve data collection methods to ensure that all information is collated properly and can be used to monitor the scheme effectively. In addition roll out the use of electronic tablets to support delivery staff working in the communities to record and collect data and link to back office systems.	To monitor and evaluate the effectiveness of the programme and meet national requirements from funding partners.



What?	Why?
Work with partners locally and regionally to develop a response to the growing need for a referral type programme for children and young people who currently lead unhealthy lifestyles.	To target children and young people most at risk of obesity related illnesses to help them change their lifestyles and become healthy.

#### G4. More Growing spaces

**Aim:** To increase the number of available growing spaces.

**Measure:** Number of growing spaces

Past performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
15	15	15	15	16	<b>25 Actual = 28</b>	<b>40</b>	<b>55</b>	<b>70</b>

**Why this is important:**

- The Council wants to increase the number of growing spaces to encourage people to grow their own food, to deal with rising food prices and help tackle poverty. This will also encourage self-sufficiency, strengthen communities and provide a healthy activity whilst promoting healthier eating.

**The story behind past performance and expected trends:**

- Encouraging people to grow their own food is a Council Policy Commitment and is an important element of the Council's strategy to tackle poverty and to help people adopt and develop healthy and sustainable lifestyles.
- The number of available growing spaces, such as Allotments, has remained static over the years. The Council currently has 16 allotted sites, 10 of which are leased to and run by the local community through allotment societies; 1 site which has recently been re-instated and 5 of which are managed by the Council. The Council does not intend to encourage new allotment sites, but more flexible growing spaces.
- The majority of existing Allotment provision is located towards the West of the City. The Council intends to prioritise the development of new spaces in areas that currently have little or no growing spaces.
- The definition of a growing space is flexible and is not restricted to formal allotment provision. It can be viewed as any section of land that is being used for growing and therefore is being managed in any site or area. Sustainable community led projects will be encouraged and prioritised on local land within communities.

- In January 2014 a baseline of the number existing growing spaces was identified. This will enable the measurement of an increase in the number of spaces moving forward.
- In 2013/14 A Community Food and Growing Team was created to co-ordinate food and growing work in Swansea.
- A £50k grow local budget has been provided from 2013/14 towards the development of community growing spaces in order to improve existing spaces and to create new opportunities.
- The Gardenshare Scheme was explored with initial discussions held between the Council, other Social Landlords and Third Sector Older People's services in Swansea. Organisations are currently establishing the level of interest amongst their service users. The development of a scheme will be explored further in 2014/15, if enough interest is identified.
- Raised beds at Community Centres. Whilst none were developed in 2013/14, a discussion was held with the Council's Community Buildings Team about the possibility of identifying land around Centres in 2014/15 for the development of a variety of growing spaces, which could include raised beds.
- It is noted that the development of new and sustainable growing spaces is a gradual process that will take a number of years to establish. The Council is committed to this and feels that significant progress made in 2013/14, will be successfully built on in 2014/15.

**What works well now:**

- The availability of the 'Grow local' budget from 2013/14 and the work the Council is doing to develop growing spaces has increased the availability of growing spaces and the take up of such spaces. In 2013/14 the fund made 30 awards and enabled the creation of 12 new growing spaces.
- The Council is working with ward members, partners and other landowners in Swansea to identify and release land to increase the number of growing spaces.

**What we are going to do:**

What?	Why?
Produce guidance and 'route maps' for people interested in developing / using growing spaces. This is linked into the work of Communities First and Community Centres.	To establish the best approach to develop growing spaces.

What?	Why?
Continue to roll out the Grow Local scheme, by re-launching in April 2014. This will be supported by Communities First and other partners. The aim of this is to increase the number of people developing and using existing and new growing spaces.	To increase the number of growing spaces to help encourage people to grow their own food.
Facilitate a 'growing network' for people to share experiences and support each other to develop new growing spaces.	
Conduct a mapping exercise to identify suitable land which can be made available for the purpose of growing.	
Develop 5 new 'pilot' spaces using a variety of growing approaches, which will be evaluated for their effectiveness.	

## G5. Increasing free school lunch take up

**Aim:** To increase the percentage of pupils identified in the Pupil Level Annual School Census (PLASC) who take up free school lunch.

**Measure:** % of pupils identified in PLASC who take up free school lunch – primary / secondary schools

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Primary Schools</b>	85%	77%	79%	74%	77%	<b>TBC</b>	<b>81%</b>	<b>83%</b>	<b>85%</b>
<b>Secondary Schools</b>	64%	61%	65%	62%	64%	<b>TBC</b>	<b>67%</b>	<b>68%</b>	<b>70%</b>

### Why this is important:

- Increasing the % of pupils who take up a nutritious and free school lunch will assist learning and help secure their future well-being.

### The story behind past performance and expected trends:

- Swansea is one of the highest performing authorities encouraging children who are entitled to take up free school lunch.
- Swansea Council's school meals service serves up to 13,000 meals a day in education establishments across the City and County.

- There is a link between education attainment and the benefit of eating healthily.
- The school meals service in the primary sector is compliant with Appetite for Life Nutrient and Food based standards and the 3 weekly menus fully comply with Welsh Government standards.
- Secondary schools are working towards total compliance with Appetite for Life Nutrition and Food based standards by September 2013 and have made a significant movement towards this through intensive consultation/tasting sessions with pupils. The Council continues to strive to maintain the nutritional requirements of Appetite for life in both primary and secondary schools.
- The promotion of school meals in the secondary school sector is important to ensure that dining rooms are a pleasant environment and have a clear branding of Café Tawe. This will be taking place from April onwards so that by the new September term we will have some new look dining spaces.
- 26% of those entitled to free school meals in Swansea had breakfast compared to the Welsh average of 23.5%. There is an ongoing effort in the Primary sector through parents meetings to improve the marketing of free breakfast for all pupils in the schools with highest numbers of free school meals through parents meetings in the hope that this will also have an impact on lunch uptake; true measurement / comparison will be available at the end of the fiscal year.
- The Council has been developing cashless payment systems so that it is not obvious which pupils receive free school meals. The cashless system for secondary schools is well near completion for all that wanted to have it implemented. This programme is on target to be finished by the end of the summer term. This gives the pupils the benefit of a quicker means of paying for their meals, reducing queuing and eliminating the stigma of identification with free school meals, thus making the service more attractive to children entitled to these meals. This is with the hope that more children who are entitled to free school meals take it up.
- The Council is doing its best to continue to encourage free school meals by expanding the cashless system for all e.g. Bishop Gore introduced in Sept 2013; Morriston with the new school building has successfully implemented the system with more children using the service. Together with these YGG Bryntawe went live in February 2014, Penyrheol and Gowerton comprehensive schools were due in March 2014.
- The cost of school meals rose to £2.00 in January 2014 to help with increased food cost; meal prices had not previously increased since 2012. The figures to date have not shown any negative impact on uptake but this will be continually reviewed as the intention is to constantly review prices.

**What works well now:**

- Children benefit from a healthy meal at lunchtime and menus are designed so that lunch time is fun.
- The lunch break is seen, by most pupils, as the most important part of the day, as they crave time to refuel, relax, socialize and exercise.
- Having a nutritionally-balanced school meal in an attractive environment helps improve children’s behaviour and their ability to focus on learning in the afternoons.
- Free School Meals are essential for children as this may be their only hot meal of the day.
- Promoting free school meals through ‘Captain Jack the Pirate – Join the Crew’ themed campaign has helped boost the number of primary-aged children enjoying a healthy school meal at lunch time.
- It is difficult to quantify the effect that the existing cashless system is having on the uptake of free meals as there has been many changes and movements in school rolls e.g. Daniel James closure and pupils moving to Pentrehafod and other locations and the changes in welfare reform from April 2013, which also could have an impact on free meals entitlement. Feedback from pupils indicated that they like the cashless system and that there is a positive benefit in all pupils being treated the same at the lunch counter.

**What we are going to do:**

What?	Why?
Look to implement a parent pay system for school meals in order to make it easier for parents to pay their children’s dinner money.	To encourage greater take-up of healthy school meals amongst school pupils.
Continue to promote school lunches through the Captain Jack themed campaign.	
Continue to promote free school meals to eligible pupils.	

## H. People are safe, well and supported to live independently (Adult Services)

### Why this is an Improvement Objective

There are key changes to demographic trends and people's expectations of social care that have implications for changing the provision of adult social care services.

#### 1. Changing needs:

- The pressure on social care resources is increasing and is likely to increase further as the effects of an ageing population take hold. With an ageing population, the prevalence of issues such as frailty and dementia are also set to increase. This is demonstrated by the table<sup>7</sup> below which underlines the changes to Swansea's older people and frail population by 2018. Meanwhile, there is expected to be a 13 per cent increase in the prevalence of dementia in Swansea by 2018<sup>8</sup>.

**Table 1: Future demographic projections**

	Total >65s			Est. of frail population			Frail per 1,000 >65
	2012	2018	Change	2012	2018	Change	
<b>Swansea</b>	44,290	49,396	+11.5%	4,687	5,226	+11.5%	106

- Coupled with these demographic changes are reductions in public finances while, at the same time, the costs and expectations of people needing social care are also increasing.
  - This means there will be a greater need for prompt services that are responsive and tailored to meet people's needs and preferences. There will also be a requirement to see a continued improvement in the balance of care towards supporting people to be independent.
  - This shift towards increased independence fits with the national context, espoused by documents such as Sustainable Social Services and the Social Services and Well-being (Wales) Bill, as well as by regional initiatives, such as the Intermediate Care Services model currently being developed by Western Bay partners.
- #### 2. Changing services<sup>9</sup>:
- Both locally and nationally, in order for social care services to be sustainable, there is a realisation that 'things have to be done differently' and a more creative and innovative approach is needed to the delivery of services.

<sup>7</sup> Sourced from the Western Bay Community Services Intermediate Care Services Business Case 2014

<sup>8</sup> Sourced from the Western Bay Community Services Intermediate Care Services Business Case 2014

<sup>9</sup> Swansea Local Service Board (2013) *Strategic Needs Assessment*

- In line with this, the Council is looking at developing a number of models of service delivery away from the more traditional forms of residential and nursing care.
- The Council, for example, has introduced services focused on reablement and rehabilitation, developed so that people can remain independent and within their communities for as long as possible.
- The Council, too, is working with partners in Western Bay to develop rapid response intermediate care services. A three-year business case has been drawn up and a bid will be submitted to access money from the Welsh Government Intermediate Care Fund to be released in April 2014.
- Joint working with health partners has already been introduced with the pilot Integrated Gower Care Team (IGCT). This joint initiative, commenced in October 2013, sees social care and health professionals from both Swansea Council's Social Services and the ABMU Health Board work together to provide care and support to Gower residents.
- Adult Social Services has also focused on encouraging the uptake and development of effective community resources to support older people. Such services are often universal (i.e. do not require an assessment to participate).

### The Council's contribution towards improvement

- As evidenced from above, Adult Services is committed to engaging with partners to develop new and innovative services that are cost effective, improve outcomes for service users and reduce risk.

## H1. Cases where the risk has been managed

**Aim:** To increase the percentage of cases where the risk safeguarding vulnerable adults has been managed

**Measure:** % of cases where the risk has been managed

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
% of cases where the risk has been managed	-	-	83.77 %	90.41 %	92.00 %	<b>84.09 % (Q2)</b>	<b>92.2 %</b>	<b>92.3 %</b>	<b>92.4 %</b>

**Why this is important:**

Safeguarding is a core function of the work of Social Services. Last year we reviewed our safeguarding arrangements to ensure that they were as effective as possible in managing risk. Two strands can be seen within this review:

1. Regionalising our adult safeguarding arrangements (the Western Bay Regional Safeguarding Adults Board):
  - We have become partners in the Western Bay Safeguarding Adults Board (WBSAB) which, as well as Swansea, covers the local authority areas of Neath Port Talbot and Bridgend as well as the Abertawe Bro-Morgannwg Health Board. The Board will also cover two Basic Command Unit (BCU) areas for South Wales Police.
  - This regional approach to safeguarding will have many inherent advantages such as ensuring consistency across organisations, maximising joint agency learning when things go wrong and working together to identify areas of risk.
2. Developing a 'everybody's business' approach to safeguarding locally:
  - A review of our safeguarding arrangements this year concluded that, rather than having a discrete specialist team responsible for safeguarding, there was a need for all local authority employees to be involved in the process. In effect, the review recommended that safeguarding becomes 'everybody's business': that the responsibility of safeguarding is shared across Adult Services and partner agencies to ensure that vulnerable adults are protected.
  - To facilitate this, staff from the safeguarding team were transferred to existing social work teams.
  - The overall aim of this new approach is to foster a collective responsibility to safeguarding across all of our staff rather than being thought of as a discrete function of a specialist team.
  - This approach is also thought to be more resilient; this resilience will be needed to cope with the increased demands from an ageing population as well as socio-economic pressures which are likely to lead to greater strains on families and public services.
- Although these developments occurred last year we are still in the process of embedding and reviewing these changes, as will be outlined below.

**The story behind past performance and expected trends:**

- We have performed marginally above the Welsh average for the relevant national performance indicator (SCA/019 –Referrals completed where evidence that risk as been managed) for the past two financial years.
- Current information shows that Swansea generates more safeguarding referrals and assessments than most other comparable local authorities.
- It was expected that the new arrangements based on 'everybody's business' principle would ensure a more consistent and proportionate response to concerns about possible harm and abuse of vulnerable adults.



- Safeguarding referrals are discussed on a daily and weekly basis to monitor whether thresholds are being applied as per national guidance.
- An important part of how we will understand the effectiveness of the new approach to safeguarding will be from the results of an evaluation exercise we about to undertake. This exercise will examine:
  - The number of, and reasons for, safeguarding referrals before and after these changes.
  - Whether the threshold for undertaking safeguarding investigations has been met more or less frequently since the change to the safeguarding arrangements.
  - Interviews with service users and staff to learn about their experiences of the new safeguarding arrangements.
  - Feedback from partner agencies to gauge their experiences of using the new safeguarding processes.

**What works well now:**

- It is not possible to say what aspects of the new arrangements are working well until the formal evaluation has been completed. The results are expected to be fed back toward the end of April 2014.

**What we are going to do:**

What?	Why?
Undertake an evaluation of the new safeguarding arrangements. Results to be fed back in April 2014.	To foster a collective responsibility to safeguarding across all of our staff, increase resilience to cope with the increased demands from an ageing population and refocus social work on the family (rather than the separation of adults and children).
Undertake further work exploring integrating safeguarding across adult and child and family services in the Swansea Social Services department.	
Investigate further possibilities of how the Signs of Safety method – an innovative strengths-based, safety-organised approach to child protection casework currently being piloted by Child and Family Services – could be adapted for Adult Services.	

## H2. Support more people to be independent

**Aim:** To increase the number and percentage of people that are supported to be independent.

**Measure:** No. / % of people that are supported to be independent.

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
No. / % of people that are supported to be independent	6,644	7,444	6,529	6,324	6,828	N/A*	6,990	7,090	7,200
	86.3%	87.4%	85.5%	85.1%	85.8%		86.2%	86.4%	86.6%

\*PI builds up over the course of the year. Reporting a Q3 value would be misleading.

### Why this is important:

- Keeping people independent is a core social care value and is at the heart of local and national policy. We will continue to work with partner agencies and our service users to promote independence, safety and dignity.
- Due to the importance of our aim to promote independence we have
  - Further rolled out the assessment beds project. The assessment beds project aims, through a short period of rehabilitation/reablement within a care home setting, to help people to live independently at home for as long as possible. We now have 20 assessment beds (12 at Bonymaen House and 8 at Ty Waunarlyydd); the project started in 2011 with just two beds.
  - Participated in a business case to access Welsh Government funding for intermediate care services across the Western Bay footprint. The intermediate services will largely be community-based services provided by either health or social care where there is a strong rehabilitation or reablement focus.
  - Introduced the pilot Integrated Gower Care Team (IGCT). This joint initiative, commenced in October 2013, sees social care and health professionals from both Swansea Council's Social Services and the ABMU Health Board work together to provide care and support in hard to reach areas.
  - Continued, through our Intake Team, to ensure that people referred to them who have lower levels of support needs are diverted from social services care to community and third-sector resources at the point of contact.
  - Continued to embed the 'Community Connectors' Project. This Project, among other things, puts people with a lower level of support need in touch with appropriate community resources so that they can remain independent and less reliant on formal social care services.

**The story behind past performance and expected trends:**

- The City and County of Swansea has a good record of supporting adults under 65 in the community, and for the indicator relating to those adults (SCA003a), we have been in the top four authorities in Wales each year since 2008/9.
- The indicator compares those people supported wholly in the community to those supported in residential care. In recent years there has been an increase in the number of older people being supported in residential care which has helped reduce the delayed transfers of care.
- In future, considerable work will take place to develop short-term assessment beds and other services that divert older people from admission to permanent care.
- In recent years, there have also been some reductions in the numbers of people receiving particular types of support at home, with the application of eligibility criteria to recommendations for adaptations and provision of equipment.
- Forecasting performance on this indicator is complicated by, for example, the following:
  - Move to develop alternative models of provision (described above) which are intended to reduce the recourse to formal social care services.
  - Anticipated demographic pressure from an ageing population, with six per cent more older people aged 65 and over by 2017.
  - Changes to service provision as a result of implementation of the Social Services and Wellbeing (Wales) Bill.
- As a result, we have set targets which reflect a need to respond to fundamental change in the nature of service provision at a time of great demand.

**What works well now:**

- We have evaluated two of the projects discussed above – the Community Connector Project and the Assessment Beds Project – to see whether they ‘work well’.
- In terms of the Community Connector project, many service users were extremely positive about this initiative and their work of connecting people with community resources (for example, an older person was supported to join a short-mat bowls club instead of attending a day service).
- The results of the Assessment Bed Evaluation – as will be discussed in more depth below – were generally positive.

**What we are going to do:**

What?	Why?
Examine how the roll out of more assessment beds is working.	To determine the extent to which service users are returning home and are not being admitted into long-term residential care.
We continue monitor the impact of the Community Connector project and also look at exploring how this way of working could help in the prevention of escalating need.	To determine whether this has helped people maintain their independence.
Explore integrated care pathways.	It is important, when we are trying to help people maintain their independence, that we explore different models of care with partners to realise benefits such as improved outcomes and possible reduced costs.

**H3. Reducing the time taken to install aids and equipment**

**Aim:** To reduce the average number of working days taken from the completion of the care plan to provision and / or installation of aids / equipment.

**Measure: (SSA2)** The average number of working days taken from the completion of the care plan to provision and / or installation of aids / equipment.

The average number of working days taken from the completion of the care plan to provision and / or installation of aids / equipment.								
Past Performance						Projection		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
5	5	5.46	6.69	7.32	<b>7.39 (Q3)</b>	<b>7</b>	<b>7</b>	<b>7</b>

**Why this is important:**

- We want to reduce the amount of time people can expect to wait for an item of equipment, essential to their remaining supported at home, to be delivered.
- To achieve this, we will aim to reduce the time taken between the completion of the care plan to time when the provision of, and/or installation of aids and equipment.
- We will continue to meet the Local Performance Indicator target, currently set at seven working days, as set out in the Section 33 Agreement and Service Specification.

- The receipt of community equipment by the service user in a timely fashion significantly impacts on the need for admission to hospital or a residential care setting.

**The story behind past performance and expected trends:**

- From April 2012 a new contract was agreed with partners enabling new infrastructure investment and a new IT system to become operational.
- Present performance is near to the seven days, as set out in the joint agreement.
- There are some significant changes as part of the new service agreement:
  - Firstly, an increased focus on more specialist, bespoke and often bulky items which cannot be kept in stock, and have to be ordered.
  - Secondly, we now exclude items issued to directly to hospital patients on their discharge which means that the remainder are now those specialist items provided by the Local Authority
- We will continue to work with partners to monitor performance.
- Target will continue to be set in light of the joint service agreement for equipment provision (agreed with Neath Port Talbot CBC and ABMU); this specifies a delivery standard of seven days so any target below seven days would incur additional costs to the service.

**What works well now:**

- The Community Equipment and Alarm Services has re-located to form a central hub of provision; and a more integrated service for service users.
- In addition, the premises now offer a Demonstration facility for Service Users to try equipment before their own installation takes place, thereby increasing choice and participation.
- We have a Joint Manager in place to improve service efficiency.
- A new shared IT system operational offers much greater potential for customer service and ease of ordering for practitioners.

**What we are going to do:**

What?	Why?
We need to continue to look at how we can make the Community Equipment Store as efficient and sustainable as possible.	Demand has gone up by over 10 per cent in the past twelve months. It is vital that we, along with our partners, are able to meet the demand on the Service.

What?	Why?
We need to consider how these delays may affect the service.	There have been delays in the further development of the customer service system.  We need to ensure that we appropriately identify and track items of equipment which could be recycled.
Continue to monitor targets for the provision and installation of equipment to help people remain at home.	Joint monitoring of performance and delays as part of service agreement. This can also help prevent delayed discharges, and also reduce the need for admission to hospital or residential care.

#### H4. Clients returning home after re-ablement

**Aim:** To increase the numbers / % of clients returning home following a period of re-ablement instead of going into long term residential care.

**Measure:** The number / % of clients returning home following re-ablement.

	Past Performance						Projection		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
The no / % of clients returning home following re-ablement	Not applicable			52 per cent returned home <sup>10</sup>		60% returned home.	Not able to provide projections at present: pilot is too new		

#### Why this is important:

- Reablement is central to the way in which we want to deliver care within Swansea Social Services.
- Reablement involves an assessment period whereby care staff will aim to do less for service users and more with them, helping people to develop confidence in their own abilities and regain skills.

<sup>10</sup> Because of the small number of service users involved this data includes clients who used the service during 2011-12 and 2012-13; this figure therefore represents performance for both years.

- Over past few years, reablement has been provided through our Domiciliary Care Assessment Service (DCAS). DCAS is a short-term domiciliary care service run by our in-house Home Care Services. When someone has been assessed as needing domiciliary care, this will initially be provided by DCAS. DCAS has a dual role. Primarily it is an assessment service, which works out the level of long-term care that service users require. It is also an enablement service where care staff, community health staff and occupational therapists work with service users to maximise their capabilities and encourage independence.
- All community care assistants receive reablement training to support and aid the reablement process. For newly appointed staff, training is now provided by Personal Care Consultants; this ensures that they have the key skills and knowledge to support service users to be more enabled.
- Under the Transformation of Adult Social Services (TASS) programme, and to complement DCAS, we have been piloting assessment beds. The beds were first introduced in 2011 with the aim to prevent those people who could be described as being in 'crisis' – for example suffering from an acute urinary tract infection – from being admitted temporarily into a care home (or even hospital).
- Temporary admission to a care home can, for a number of reasons, lead to service users moving permanently into long-term residential care rather than returning home.
- The assessment beds, it is hoped, will prevent this situation from arising as much as possible: through intensive reablement support from staff to build strength, skills and confidence people can return to their own homes.
- The assessment beds are important because they facilitate greater outcomes for service users, provide high-quality and person centred care and are more financially sustainable than long-term residential care.

**The story behind past performance and expected trends:**

- An evaluation of the effectiveness of Bonymaen House in providing reablement support was undertaken in August 2013.
- The evaluation considered the outcomes of the 53 people who had stayed in the assessment beds.
- Of that group, over half of people had successfully returned home (60.38 per cent). Moreover, after a further six weeks, over three-quarters of those people who could be studied in the follow up survey were still at home.
- Staff and partners are positive about the Bonymaen assessment beds service and that the service is a high-quality innovation which contributes to extremely positive outcomes achieved by service users with often very complex needs.

**What works well now:**

- The use of assessment beds appears to be working well in reablement, preventing escalating needs as well as supporting good outcomes for people who wish to remain at home.
- The early indications from assessment beds now in place in other services are also promising.
- We will carry out a further evaluation of the assessment beds services – paying particular attention to how these beds are successful are supporting people with dementia to return home.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
Examine how the roll out of more assessment beds is working, with an emphasis on older people with dementia.	To determine the extent to which service users are returning home and are not being admitted into long-term residential care.
Explore integrated care pathways.	It is important, when we are trying to help people maintain their independence, that we explore different models of care with partners to realise benefits such as improved outcomes and possible reduced costs.



## **I. Minimise waste and increase recycling through promotion, working with others and by targeting low participating areas**

### **Why this is an Improvement Objective**

There are key issues that have implications for the need to help people recycle more of their waste.

#### **1. National Waste Strategy:**

- Local Authorities are facing significant legislative and policy measures including the Landfill Allowance Scheme (LAS), Landfill Tax and the imposition of recycling and composting targets.
- The Welsh Government published a revised national waste strategy in 2010, entitled Towards Zero Waste which sets out sustainable waste management and waste reduction targets for authorities.
- Landfill sites are regulated via environmental permits issued to the operator. The design, operation, monitoring, closure and aftercare of landfill sites are subject to the requirements of the EU Landfill Directive and landfill should be the last option for most waste, especially biodegradable and recyclable waste.
- Landfill capacity is running out and the UK landfill tax is also set to increase by £8 per tonne until 2014 equalising the cost of landfill and alternatives; in time, this will make landfill more expensive than alternative disposal methods.
- Statutory targets for increasing the amount of municipal waste that is recycled or composted is 52% in 2013/14; this will rise to 58% by 2015/16.

#### **2. Local and national performance:**

- The Council's performance increasing recycling has improved steadily over the last few years going from 31.57% in 2008/09 to 48% in 2012/13.
- However, when compared to other Local Authorities in Wales, Swansea's performance has been below the Welsh average of 52.26% (2012/13) with the Council being placed 20<sup>th</sup> in Wales.
- If the targets set by Welsh government are not met then the levy fines of £200 for every tonne that the target is missed will be enforced, which would mean an additional £250,000 for every 1% short of the target missed.
- The Council's service development strategy for Waste spans 15 years to show how the higher rate of 70% recycling will be met by 2025.

- Prior to August, the Council's main landfill site at Tir John, along with other recycling centres in the City were managed by Swansea Waste Disposal Company, an arm's length company of the Council.
- However, since August the Council has become directly responsible for these services. This gives the Council more flexibility to develop and improve its recycling services, increase the potential for achieving national recycling targets and tough landfill allowances by bringing the waste services in-house.
- In previous years, legislation meant that local authorities were required to create arm's length companies to manage waste disposal services, but the rules have since changed and councils are being encouraged to take advantage of the changes.

### The Council's contribution towards improvement

- The Council has been encouraging people to recycle, reuse and reduce their household waste.
- The Council has undertaken a number of initiatives to try and help facilitate this and it has been successful in achieving year on year increases in the recycling rate and reducing the amount of waste sent to landfill.
- However, meeting the statutory targets has proved challenging and more work will be needed in order to meet the statutory targets within the timescales.

## 11. Recycling more waste, sending less waste to landfill

**Aim:** To increase the percentage of municipal waste re-used, recycled and composted.

**Measure:** **(WMT/009b)** % of municipal waste being re-used, recycled and composted.

**(WMT/004b)** - % of municipal waste sent to landfill

Past Performance					Projection			
<b>(WMT/009b) % of municipal waste being re-used, recycled and composted.</b>								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
31.57 %	34.55 %	40.47 %	45.15 %	47.87% (Statutory target 52%)	<b>52% TBC</b>	<b>54%</b>	<b>58% Statutory target</b>	<b>61%</b>

Past Performance					Projection			
<b>(WMT/004) % of municipal waste sent to landfill.</b>								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
67.67 %	64.93 %	59.26 %	54.54 %	49.5%	<b>46% TBC</b>	<b>46%</b>	<b>42%</b>	<b>39%</b>

**Why this is important:**

- Reducing the amount of waste produced together with increasing the levels of waste recycled/composted, will significantly improve our ability to meet Welsh Government targets, avoid penalties and help contribute to protecting finite resources.

**The story behind past performance and expected trends:**

- The authority has seen year on year increases in the percentage of materials re-used/recycled/composted. However despite the introduction of the numerous waste minimisation/re-use and recycling initiatives, which saw the overall recycling rate rise by 2.72%, the authority failed to meet the statutory 52% recycling rate for 2012/13.
- The authority achieved an overall recycling rate of 47.87% in 2012/13 against an all Wales average of 52.5% positioning Swansea 20th out of the 22 local authorities in Wales. Swansea has a composting rate of 16.55% against an all Wales average of 18.62% which places Swansea in 14th position, and a dry recycling rate of 31.14% against an all Wales average of 32.02% which again place Swansea in 14th place in terms of performance.
- Current estimations are that the authority is on track to meet the statutory 52% recycling target in 2013/14 with waste returns currently showing an increase in the tonnages recycled over the first 3 quarters up over 4,500 tonnes in comparison to the similar period last year. In a bid to help ensure the target is met the Authority has continued to develop and promote number of initiatives and introduced a number of new ones including:
  - An ongoing campaign encouraging residents and businesses to reduce the amount of waste they produce.
  - The expansion of the kerbside recycling service to include the collection of cardboard.
  - The expansion of the kitchen and garden waste collection service to cover the whole of the County.
  - The introduction of a kerbside mixed plastic collection to all residents and businesses.
  - The introduction of alternative weekly collections (AWC) for black bag waste
  - An ongoing door knocking campaign to encourage residents to participate in the various recycling schemes available

- The development of a 'Re-use' facility at the Baling Plant which diverts items which would have gone to landfill and offers them for sale to the general public.
  - The introduction of 'Meet and Greet' officers at Household Waste Recycling Centres (HWRC's) to offer advice and assistance to residents to re-use/recycle/compost the materials they bring to the sites.
  - The introduction of rubble recycling facilities at HWRC's.
  - The sorting of waste presented at HWRC's to recover recyclable materials.
  - A trial to sort commercial and HWRC waste to remove recyclable materials.
  - The sourcing of an outlet to recycle/re-use street cleansing waste.
  - The introduction recycling facilities at flats.
- Whilst most of the initiatives proved to be beneficial in raising awareness and increasing the overall performance of the authority, it is evident that further development needs to be undertaken to gain the maximum benefit from some of the schemes. In particular more work to promote partnership working with third sector organisations to develop re-use facilities and further initiatives to promote waste minimisation both from households and businesses need to be developed.
  - The statutory target for the % of Municipal waste which has to be re-used/recycled or composted currently stands at 52%, this is set to rise to 58% in 2015/16 and 64% in 2019/20. Failure to meet the targets set could result in the authority being fined up to £200 for each tonne the target is missed by, which equates to approximately £225k for every percentage the target is missed by. The authority has in place a strategy to try and meet these targets, which are challenging given the economic climate and the reduction in grant funding from Welsh Government to help undertake the necessary initiatives.
  - Whilst it is difficult to accurately estimate the exact impact each initiative will have on our overall performance it is anticipated that with the full implementation of the initiatives detailed on the next page ('What are we going to do?'), the authority will increase its overall recycling/composting rate to 54% in 2014/15 which meets the statutory target. The development of existing initiatives and the funding and implementation of further planned initiatives should see the authority meet the statutory target of 58% during 2015/16.

**What works well now:**

- The ongoing door knocking campaign has proved successful in persuading residents who didn't recycle/compost their household waste to start to do so. The success of the scheme has attracted the attention of other authorities who have sought our advice on introducing similar schemes. To-date around 36,000 properties have being targeted with surveys showing an increase in the tonnages of recyclate collected from the targeted areas of 10-15%, which represents a diversion from landfill to recycling of approximately 1,500 tonnes per annum and this equates to an approximate increase of 1.3% in our overall performance.

- The introduction of recycling facilities at flats has also proved productive and our service has been recognised as a model of good practice by the Waste and Resources Action Programme (WRAP) an independent organisation funded by the government. Recycling facilities have been provided to over 10,000 properties which had little or no provision prior to the development of the scheme.
- The development of a 'Re-Use' shop at the Baling plant has been a great success with numerous authorities seeking our advice in introducing similar facilities. The facility has enabled the authority to re-use approximately 200 tonnes of materials that would otherwise have gone to landfill.
- The introduction of 'Meet and Greet' officers at HWRC's has been well received along with the introduction of rubble recycling facilities. This has led to an increase in the % of materials recycled at the sites with rates rising from an average of 55.8% for the first 3 quarters of 2012/13 to 61.3% for the same period of 2013/14.
- The Commercial Waste recycling service is one of the most comprehensive in Wales and is responsible for recycling of over 2,500 tonnes in the last year.

**What we are going to do:**

What?	Why?
Continue the ongoing door knocking campaign.	To persuade residents currently not participating in the recycling schemes to do so thus enabling the authority to boost the level of recycling being achieved and reduce the amount of waste being sent to landfill. Surveys have shown that participation has increased in the areas targeted and the tonnages collected increased by 10-15% in the areas covered.
Introduce a limit of 3 black bags per fortnight for households.	To encourage residents to reduce the amount of waste produced and recycle as much as possible. This should lead to a reduction in the amount of waste being sent to landfill and an increase in the overall recycling figures.
Develop a picking station at the Baling Plant.	To improve the recovery rates of recyclables from commercial and HWRC waste, reduce the amount of waste being landfilled and boost recovery rates of recyclable materials.

What?	Why?
Undertake improvements at HWRC's.	To improve the recovery rate of recyclable material.
Undertake a review of the Commercial Waste Collection service.	To improve boost the level of materials recycled, improve the efficiency of the collection services and reduce the amount of material being sent to landfill.
Undertake a continued education/awareness programme.	To encourage residents and businesses to reduce the amount of waste they produce and to recycle wherever possible.
Install new signage and improved layout at HWRC'S.	To better inform residents of the recycling facilities at each site and enable safe access to the facilities. This should lead to an increased capture of recyclable materials, a reduction in the amount of material being sent to landfill and an increase in our recycling performance.
Source an outlet to recycle waste carpets and underlay.	To enable carpets to be diverted away from being incinerated and provide a boost our recycling performance.
Investigate the costs and benefits of pre-sorting of residual waste prior to disposal via Energy From Waste (EFW)	To boost the recovery of recyclates from material that would otherwise have gone for disposal and reduce the % of waste being sent to landfill.
Further develop partnerships with third sector organisations.	To encourage the re-use of household items thus reducing the amount of waste being presented for disposal.

## 12. Clearing fly tipping promptly

**Aim:** To increase the percentage of fly tipping incidents cleared promptly.

**Measure:** (STS/006) % of reported fly tipping incidents cleared within 5 working days.

Past Performance					Projection			
<b>(STS/006) % of reported fly tipping incidents cleared within 5 working days.</b>								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
93.03 %	96.39 %	92.50 %	86.08 %	92.9 %	<b>93% TBC</b>	<b>95%</b>	<b>95%</b>	<b>95%</b>

### Why this is important:

- If we improve our arrangements for collecting and recycling waste then this should have a beneficial impact on reducing the incidents of fly tipping and should improve the speed with which incidents are dealt with.

### The story behind past performance and expected trends:

- Performance since 2009/10 has been on a downward trend going from 96.39% in 2009/10 to 86.1% in 2011/12; although in 2012-13 this improved to 92.9%.
- During 2011/12 the basis of calculating the figures changed, which partly accounts for the lower result that year. The definition of the national performance measure around fly tipping (STS/006) allows authorities to interpret the collection of data differently on what constitutes a single fly tipping incident and there appears to be significant variations in results across Wales.
- In 2011/12 there were operational / organisational changes within the Street Scene services, which have been implemented; this also had an influence on performance during this period.
- In 2012/13 working methods were examined using the 'systems thinking' approach and changes made to reduce waste and delay. These changes have proved successful and the actual figures have risen back to pre-merger levels despite having a smaller workforce and restrictions on agency cover.
- These changes together with a community based approach should improve the existing level of the service going forward.

- Work has been undertaken on keeping the relevant employees updated of the outcome of their work to help them appreciate the reasons behind the instruction to search for evidence and to help improve the service.
- All bags are now searched for evidence to allow notification and prosecution with the aim of reducing the amount of fly tipping carried out. These processes introduced last year have been embedded and staff have been made aware of statistics in relation to bag searches and how this relates to notices and warning letters.
- Vehicle savings have been made (a large lorry mounted crane), which has a direct impact on performance; the Council hires a vehicle on a periodic basis in relation to large items of waste, which will not meet targets but is cost effective (for example removing a refrigerator in a ditch).
- There has been a reduction in resources available due to positions being put on hold pending redundancies elsewhere. Work has continued with the community payback teams, although this will have had little effect on performance. Repeat problem areas have been tackled through increased enforcement.
- 2012/13 figures give Swansea the third highest total number of reported incidents to clear. This includes the handling of domestic waste that has been put out at the wrong time. With this high demand in mind Swansea's performance would be listed higher if the performance was rated on number of incidents cleared rather than as a percentage. It should also be noted that some of the very high performers have very a very low number of incidents.
- Most councils fall into the 90%+ band, with 92-96% being standard. Variations can be expected in each quarter, Swansea's results this year vary from 91% in Quarter 1 to 96% in Quarter 3.
- We cannot project figures accurately as these are largely dependent on the nature of the waste experienced; however approximately 93% is expected overall. When the proposed 3 bags limit for domestic waste arrangements come into force the demand will need to be reviewed but no significant change is expected initially.
- Overall, the Council is on track to meet the target of 93% despite an increasing number of incidents being reported.

**What works well now:**

- As part of the operational and organisational changes made to working methods, requests for fly tipping removal now go directly to those responsible for dealing with it.
- Keeping the relevant employees updated of the outcome of their work to help them appreciate the reasons behind the instruction to search for evidence and to help improve the service.



- All bags are now searched for evidence to allow notification and prosecution with the aim of reducing the amount of fly tipping carried out.
- Partnering with Community groups such as “Friends of Parc William” in Lower Loughor where volunteers take proactive action to reduce the number of fly tipping incidents.

**What we are going to do:**

<b>What?</b>	<b>Why?</b>
We have started working with Association of Public Service Excellence to review some operational areas including street cleansing.	To look at ways to reduce the demand would come through more focus on education and enforcement.
To promote the principle of partnering with other Community groups across the City and County and support them to reduce littering and fly tipping.	To achieve a reduction in littering and fly tipping.
We will continue to target our private enforcement team on problem areas.	To reduce problem/ repeat areas
To continue developing links with the community payback teams.	To tackle issues considered to be in outside of our responsibility (unregistered land, non-adopted highway) but still of concern to the public.

## Where to find additional information

### ***Standing Up for Swansea Corporate Improvement Plan 2013/17***

The Performance & Delivery Service has prepared this document on behalf of the Council. If you have any questions or comments on the content of this plan, you can contact the Performance & Delivery team by: Email to [improvement@swansea.gov.uk](mailto:improvement@swansea.gov.uk) Telephone 01792 636852.

The Corporate Improvement Plan 2013-17 updated for 2014-15 can be found by clicking on the following web link:

<http://www.swansea.gov.uk/cip>

### ***One Swansea Plan***

If you are interested in finding out more about the *One Swansea Plan*, then you can do so via the Council's web-site.

Also, if you have any questions related to the *One Swansea Plan*, you can contact the Scrutiny Team by:

[scrutiny@swansea.gov.uk](mailto:scrutiny@swansea.gov.uk)

Telephone 01792 637732

### ***Local Service Board***

#### ***Equality & Diversity***

#### ***Scrutiny Board Reports***

#### ***Sustainable Development***

All information relating to the above can be found on the Council's website at:

<http://www.swansea.gov.uk>

### ***Wales Audit Office inspection reports***

[http://www.wao.gov.uk/reportsandpublications/localgovernment\\_687.asp](http://www.wao.gov.uk/reportsandpublications/localgovernment_687.asp)

### ***Estyn Inspection Reports***

<http://www.estyn.gov.uk/english/inspection/inspection-reports/?searchTitle=&searchType=All&localAuthority=51&searchPostcode=&searchDistance=10&submitted=1>

### ***Care and Social Services Inspectorate Wales (CSSIW) Inspection Reports***

<http://www.csiw.wales.gov.uk/dataviewer/index.asp?searchtext=Enter+Name&postcode=Postcode&authority=SWA&region=&results=true&settings=1>

## Cynnwys

1	Cyflwyniad	Tudalen 4
2	Rhan 1 - Crynodeb Gweithredol	Tudalen 24
3	Rhan 2 - Gweithredu dros Abertawe Well	Tudalen 30
4	Amcan Gwella A: Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.	Tudalen 31
5	Amcan Gwella B: Cefnogi gwell presenoldeb ysgol a chyrhaeddiad pob dysgwr 3 i 19 oed fel y gall pob un gyflawni ei botensial	Tudalen 40
6	Amcan Gwella C: Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau Plant a Theuluoedd)	Tudalen 51
7	Amcan Gwella Ch: Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol	Tudalen 65
8	Amcan Gwella D: Hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.	Tudalen 75
9	Amcan Gwella Dd: Gwella Tai a Chyflenwad Tai er mwyn cynyddu argaeledd tai fforddiadwy o ansawdd da.	Tudalen 91
10	Amcan Gwella E: Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd	Tudalen 102

<b>11</b>	<b>Amcan Gwella F: Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion)</b>	<b>Tudalen 118</b>
<b>12</b>	<b>Amcan Gwella Ff: Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio gydag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel</b>	<b>Tudalen 129</b>
<b>13</b>	<b>Ble i gael mwy o wybodaeth</b>	<b>Tudalen 138</b>

## Cyflwyniad

Mae Llywodraeth Cymru wedi pennu gofyniad bod pob cyngor yn cyhoeddi ei gynlluniau i wella'r hyn mae'n ei wneud a sut mae'n gwneud hynny. Diben y cynllun hwn yw amlinellu blaenoriaethau allweddol y cyngor ar gyfer gwella dros y pedair blynedd nesaf; gelwir y rhain yn 'Amcanion Gwella'.

Mae'r Cynllun hefyd yn dangos sut mae Amcanion Gwella'r cyngor yn cyfrannu at wella lles pobl yn Abertawe fel y nodir yng *Nghynllun Un Abertawe* ac mae'n cyflwyno'r ymrwymadau polisi perthnasol a fabwysiadwyd gan y cyngor ym mis Gorffennaf 2012.

Gan weithio drwy'r Bwrdd Gwasanaethau Lleol, mae'r cyngor a'i bartneriaid yn rhannu uchelgais a gweledigaeth ar gyfer Abertawe:

### *Ein Huchelgais i Abertawe*

- Dinas unigryw ar lan y môr yw Abertawe. Mae'n ddinas werdd, ddiogel, ofalgar a chyfeillgar, sy'n gwerthfawrogi dysgu a'i gwasanaethau cyhoeddus ac rydym am iddi barhau fel hyn.
- Mae Abertawe'n ddinas sy'n teimlo'n gryf iawn am ei chwaraeon, ei hanes a'i diwylliant ac mae'r rhain yn werth eu dathlu.
- Ond rydym hefyd am i Abertawe fod yn lle iachach a thecach, sy'n fwy gweithgar yn economaidd, dinas sy'n cynnig mwy i blant a phobl ifanc.
- Rydym am gydweithio i wneud Abertawe'n lle gwell a gwella lles cymunedol mewn modd sy'n ddemocrataidd, sy'n cynnwys pawb ac nid yw'n peryglu anghenion cenedlaethau'r dyfodol.

Ein gweledigaeth yw y bydd Abertawe'n ddinas y bydd pobl yn dewis byw a gweithio ynddi ac ymweld â hi sy'n:

- Manteisio i'r eithaf ar y berthynas drawiadol rhwng ei hardaloedd trefol bywiog a'i chefn gwlad a'i harfordir rhagorol
- Cefnogi economi gystadleuol a ffyniannus sy'n gweithredu fel canolbwynt ar gyfer Dinas-ranbarth ehangach Bae Abertawe
- Cyrchfan canol dinas ffyniannus sy'n cynnig cyfleusterau siopa ardderchog ac yn cefnogi cyfleoedd hamdden a busnes, gan fanteisio i'r eithaf ar ei agosatrydd at y glannau
- Hybu cymunedau cynaliadwy penodol, mewn lleoliadau trefol a gwledig, sy'n elwa o ddigon o lety o safon, isadeiledd cefnogi, cyfleusterau cymunedol a chyfleoedd hamdden
- Dathlu ac yn cadw ei threftadaeth naturiol unigryw a'i hamgylchedd diwylliannol a hanesyddol

### *Canlyniadau Poblogaeth*

I ategu'r weledigaeth hon ar gyfer Abertawe fel lle, mae'r cyngor a'i bartneriaid ar y Bwrdd Gwasanaethau Lleol am ganolbwyntio ar y canlyniadau canlynol a rennir drwy *Gynllun Un Abertawe*; yr amodau rydym yn dymuno eu cael yn ein cymunedau:

- A. Dechrau da mewn bywyd i blant
- B. Mae pobl yn dysgu'n llwyddiannus
- C. Swyddi da i bobl ifanc ac oedolion

- Ch. Safon byw dda i bobl
- D. Mae pobl yn iach, yn ddiogel ac yn annibynnol
- Dd Lleoedd da i bobl fyw a gweithio ynddynt

*Heriau*

Mae'r Bwrdd Gwasanaethau Lleol wedi nodi'r heriau canlynol fel y pethau pwysicaf i ganolbwyntio arnynt drwy ei *Gynllun Un Abertawe* er mwyn gwneud cynnydd at y canlyniadau poblogaeth

<b>Canlyniadau Poblogaeth</b>	<b>Heriau</b>
<b>A. Dechrau Da mewn Bywyd i Blant</b>	<ol style="list-style-type: none"> <li>1. Pwysau Geni Isel</li> <li>2. Cam-drin yn y Cartref</li> <li>3. Parodrwydd i Ddechrau'r Ysgol</li> </ol>
<b>B. Mae Pobl yn Dysgu'n Llwyddiannus</b>	<ol style="list-style-type: none"> <li>1. Presenoldeb Ysgol</li> <li>2. Cyflawniad yn yr Ysgol</li> <li>3. Cymwysterau Oedolion</li> </ol>
<b>C. Swyddi Da i Bobl Ifanc ac Oedolion</b>	<ol style="list-style-type: none"> <li>1. Diweithdra Ieuenctid</li> <li>2. Anweithgarwch Economaidd</li> <li>3. Enillion Cyfartalog</li> <li>4. Perfformiad Economaidd</li> </ol>
<b>Ch. Safonau Byw Da i Bobl</b>	<ol style="list-style-type: none"> <li>1. Tlodi Plant</li> <li>2. Incwm Aelwydydd</li> <li>3. Dyled Bersonol</li> </ol>
<b>D. Mae Pobl yn Iach, yn Ddiogel ac yn Annibynnol</b>	<ol style="list-style-type: none"> <li>1. Marwolaethau Cynnar y Gellir eu Hatal</li> <li>2. Disgwyliad Oes</li> <li>3. Annibyniaeth Pobl Hŷn</li> <li>4. Troseddu</li> </ol>
<b>Dd. Lleoedd Da i Bobl Fyw a Gweithio Ynddynt</b>	<ol style="list-style-type: none"> <li>1. Cludiant Cyhoeddus</li> <li>2. Allyriadau Carbon</li> <li>3. Ansawdd Dŵr</li> <li>4. Ansawdd Tai</li> </ol>

### ***Ymrwymadau Polisi***<sup>1</sup>

Mabwysiadodd y cyngor ei ymrwymadau polisi yng nghyfarfod y cyngor ar 26 Gorffennaf 2012. Yr ymrwymadau polisi yw'r addewidion polisi allweddol a nodwyd gan y cyngor i'w gwireddu yn ystod y cylch etholiadol hwn.

<b>Ymrwymadau Polisi</b>
<b>1. Gweithredu dros Gyllid Cryf yn y Cyngor</b>
<b>2. Gweithredu dros Ddemocratiaeth yn y Cyngor</b> <ul style="list-style-type: none"><li>• Safonau ymddygiad cynrychiolwyr etholedig</li></ul>
<b>3. Gweithredu dros Ddinas Dysg</b> <ul style="list-style-type: none"><li>• Dinas Dysg</li><li>• Uchelgeisiol dros Abertawe</li><li>• Ysgolion sy'n Perfformio'n Dda</li><li>• Dechrau Iach i'n Holl Blant</li><li>• Dyfodol i'n Pobl Ifanc</li></ul>
<b>4. Gweithredu dros Swyddi ac Adfywio</b> <ul style="list-style-type: none"><li>• Dinas Gwyddoniaeth Greadigol</li><li>• Canol Dinas Iach</li><li>• Canolfannau Maestrefol</li><li>• Adfywio a Gwrthlodi</li><li>• Sectorau Allweddol</li></ul>
<b>5. Gweithredu dros Gysylltiadau Trafnidiaeth Cryf</b> <ul style="list-style-type: none"><li>• Trafnidiaeth Gynaliadwy</li><li>• Abertawe Iachach, a Gwyrddach</li><li>• Cludiant Cyhoeddus</li><li>• Canol Dinas Bywiog</li><li>• Diogelwch Cymunedol</li></ul>
<b>6. Gweithredu dros Wasanaethau Iechyd a Chymdeithasol o Safon</b> <ul style="list-style-type: none"><li>• Atal, nid Methu</li><li>• Gwasanaethau Lleol</li><li>• Gweithio gyda'n Gilydd</li><li>• Budd Cyhoeddus cyn Elw Preifat</li><li>• Buddsoddi yn Ein Pobl</li></ul>

<sup>1</sup>Mabwysiadwyd yr [Ymrwymadau Polisi](#) gan y cyngor ar 26 Gorffennaf 2012.

## Ymrwymïadau Polisi

### 7. Gweithredu dros Dai Gwell

- Tai Fforddiadwy
- Rhoi Pobl yn Gyntaf
- Gwella Ansawdd Tai
- Eiddo Gwag
- Adfywio Cymunedau

### 8. Gweithredu dros y Gorau ym myd y Celfyddydau, Diwylliant a Chwaraeon

- Prifddinas Ddiwylliannol Cymru
- Dinas Chwaraeon
- Dinas Greadigol
- Canmlwyddiant Dylan Thomas
- Treftadaeth

### 9. Gweithredu dros Gymunedau Cryfach a Diogelach

- Gweithredu yn y Gymuned
- Dinasyddiaeth Ifanc
- Dathlu Amrywiaeth
- Hyrwyddo Diogelwch Cymunedol
- Ymddygiad Gwrthgymdeithasol

### 10. Gweithredu dros Amgylchedd Gwell a Chynllunio Gwell

- Gwerthfawrogi ein Hamgylchedd
- Abertawe Wyrddach a Chynaliadwy
- Gwerthfawrogi ein Parciau a'n Mannau Agored
- Gwneud ein Dinas yn Wyrddach
- Cynnwys Dinasyddion a Chymunedau

### *Amcanion Gwella a Mesurau Perfformiad Corfforaethol*

Mae'r Cynllun Corfforaethol hwn yn disgrifio blaenoriaethau gwella'r cyngor a elwir yn 'Amcanion Gwella'. Mae amcanion gwella'r cyngor yn cyflwyno'r ymrwymïadau polisi perthnasol a fabwysiadwyd gan y cyngor ym mis Gorffennaf 2012 ac yn dangos cyfraniad y cyngor at wella lles pobl yn Abertawe fel yr amlinellwyd yng *Nghynllun Un Abertawe*.

Lluniwyd nifer o fesurau perfformiad i ddarparu tystiolaeth o gyflwyno pob amcan gwella. Mae'r mesurau perfformiad yn mesur faint mae'r cyngor yn ei wneud, pa mor dda mae'r cyngor yn cyflwyno ei wasanaethau a, lle gellir mesur hyn ac os mai hwn yw'r mesur llwyddiant mwyaf priodol, a yw pobl sy'n defnyddio gwasanaethau'r cyngor yn well eu byd:



Amcan Gwella	Mesurau Perfformiad
1. <b>Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.</b>	<ol style="list-style-type: none"> <li>1. % presenoldeb mewn lleoliadau Dechrau'n Deg</li> <li>2. % Plant Dechrau'n Deg yr aseswyd eu bod yn perfformio yn ôl y norm datblygiadol neu'n well</li> <li>3. % y rhieni/gofalwyr sy'n nodi cynnydd cadarnhaol (gwelliant) ar ddiwedd rhaglen magu plant Dechrau'n Deg.</li> </ol>
2. <b>Cefnogi gwell presenoldeb ysgol a chyrhaeddiad pob dysgwr rhwng 3 a 19 oed fel y gall pob un gyflawni ei botensial</b>	<ol style="list-style-type: none"> <li>1. EDU/016 a a b - % presenoldeb mewn ysgolion cynradd ac uwchradd</li> <li>2. Cyrhaeddiad mewn Cymraeg neu Saesneg yn y Cyfnod Sylfaen, Cyfnod Allweddol 2, Cyfnod Allweddol 3 a Chyfnod Allweddol 4</li> <li>3. EDU/017 - % disgyblion sy'n cyflawni Trothwy Lefel 2 gan gynnwys Cymraeg/Saesneg a Mathemateg</li> </ol>
3. <b>Mae Pobl yn Ddiogel, yn lach ac yn cael eu cefnogi i fyw'n annibynnol (Plant a Theuluoedd)</b>	<ol style="list-style-type: none"> <li>1. Nifer y plant sy'n dechrau derbyn gofal</li> <li>2. Nifer y plant sy'n derbyn gofal</li> <li>3. Cyfradd Plant sy'n Mynd i'r System Gofal (fesul 1000 o'r boblogaeth 0-17 oed)</li> <li>4. Cyfradd Plant sy'n Derbyn Gofal (fesul 1000 o'r boblogaeth 0-17 oed)</li> <li>5. SSC/010 - % cyfeiriadau sy'n ail gyfeiriadau o fewn 12 mis</li> <li>6. Cyfanswm plant mewn angen (achosion agored) mewn blwyddyn</li> <li>7. % plant ar y Gofrestr Amddiffyn Plant a gafodd eu tynnu o'r gofrestr ac yna eu cofrestru eto.</li> <li>8. % y plant sy'n aros ar y Gofrestr Amddiffyn Plant am fwy na blwyddyn</li> <li>9. % y plant sy'n derbyn gofal maeth prif ffrwd gyda Maethu Abertawe</li> <li>10. Nifer y plant mewn gofal preswyl</li> <li>11. % y plant sy'n derbyn gofal mewn teulu</li> </ol>
4. <b>Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol.</b>	<ol style="list-style-type: none"> <li>1. BBMA1 - Cynnydd yn nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol (<i>Tu Hwnt i Frics a Morter</i>) yn eu contractau</li> <li>2. WWC1 - Nifer y bobl sy'n cael eu cyflogi o ganlyniad i gymryd rhan ym mhrosiect gweithffyrdd</li> <li>3. % yr ymgeiswyr a thrydydd partiön sy'n fodlon neu'n fodlon iawn ar y gwasanaeth ceisiadau cynllunio</li> <li>4. % yr holl geisiadau sylweddol a bach sy'n cael eu cymeradwyo a chanddynt ysgogiad economaidd</li> </ol>
Amcan Gwella	Mesurau Perfformiad

<p>5. <b>Hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.</b></p>	<ol style="list-style-type: none"> <li>1. Nifer y staff/gweithwyr sydd wedi derbyn hyfforddiant priodol i'w rôl ym maes cyngor ar hawliau lles/budd-daliadau</li> <li>2. Nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd</li> <li>3. Nifer tenantiaid y cyngor sy'n ymaelodi â'r Undeb Credyd</li> <li>4. % y gwarantau troi allan yn erbyn tenantiaid y cyngor oherwydd ôl-ddyledion rhent a gafodd eu hatal o ganlyniad i gefnogaeth a chymorth ariannol</li> <li>5. HHA/013 - % yr aelwydydd mewn perygl o ddigartrefedd y llwyddwyd i atal digartrefedd am o leiaf 6 chwe mis</li> </ol>
<p>6. <b>Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd.</b></p>	<ol style="list-style-type: none"> <li>1. % y plant 11 i 16 oed sy'n cymryd rhan mewn 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol yn ystod y flwyddyn ysgol</li> <li>2. % y plant ysgol ym mlwyddyn 6 (11 oed) sy'n cymryd rhan yn rhaglen dysgu nofio'r ysgol ond nad ydynt yn gallu nofio i'r safon ofynno.</li> <li>3. Nifer/% y bobl sy'n dal i gymryd rhan mewn gweithgareddau corfforol 12 mis ar ôl cael eu cyfeirio gan eu meddyg teulu ac sy'n nodi bod eu hiechyd wedi gwella</li> <li>4. Nifer y lleoedd tyfu</li> <li>5. % y disgyblion a nodwyd gan y Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion sy'n bwyta cinio ysgol am ddim - ysgolion cynradd ac uwchradd</li> </ol>
<p>7. <b>Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion)</b></p>	<ol style="list-style-type: none"> <li>1. % yr achosion lle mae'r risg wedi cael ei rheoli (diogelu oedolion diamddiffyn)</li> <li>2. % y bobl a gefnogwyd i fod yn annibynnol</li> <li>3. SSA2 - Nifer cyfartalog y diwrnodau gwaith rhwng cwblhau cynllun gofal a darparu a/neu osod cymhorthion neu offer.</li> <li>4. % y cleientiaid sy'n dychwelyd adref yn dilyn ailalluogi</li> </ol>
<p>8. <b>Gwella tai a chyflenwad tai er mwyn cynyddu argaeledd tai fforddiadwy o ansawdd da</b></p>	<ol style="list-style-type: none"> <li>1. Nifer yr unedau tai fforddiadwy newydd a ddarparwyd/y mae eu hangen</li> <li>2. HSG2 - Nifer y cartrefi cyngor gwag</li> <li>3. % tenantiaid y cyngor sy'n aros yn eu tenantiaeth am fwy na 2 flynedd.</li> </ol>
<p>9. <b>Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio gydag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel</b></p>	<ol style="list-style-type: none"> <li>1. WMT/004b - % y gwastraff dinesig a anfonir i safleoedd tirlenwi.</li> <li>2. WMT/009b - % y gwastraff dinesig sy'n cael ei aildddefnyddio, ei ailgylchu a'i gompostio</li> <li>3. STS/006 - % y tipio anghyfreithlon sy'n cael ei glirio o fewn 5 niwrnod gwaith</li> </ol>

Mae Tabl 1 ar y dudalen nesaf yn dangos y cysylltiadau a'r dibyniaethau rhwng *Cynllun Un Abertawe*, ymrwymïadau polisi'r cyngor ac amcanion gwella'r cyngor.

Tabl 1 - cyd-ddibyniaeth rhwng y canlyniadau a'r heriau a amlinellwyd yng Nghynllun Un Abertawe, ymrwymadau polisi'r cyngor a'r amcanion gwella a ddisgrifiwyd yng Nghynllun Gwella Corfforaethol y cyngor.

Cynllun Un Abertawe		Cynllun Gwella Corfforaethol		Mesurau Perfformiad
Canlyniadau Poblogaeth	Her a Rennir	Ymrwymadau Polisi	Amcan Gwella	
A. Dechrau Da mewn Bywyd i Blant	<ol style="list-style-type: none"> <li>Pwysau Geni Isel</li> <li>Cam-drin yn y Cartref</li> <li>Parodrwydd i Ddechrau'r Ysgol</li> </ol>	<p><b>Para 6 - Gweithredu dros ddinas dysg - Dechrau Da ac Iach i'n Holl Blant</b></p> <p><b>Para 9 - Gweithredu dros Wasanaethau Iechyd a Chymdeithasol o Safon - Atal, nid Methu</b></p>	<ol style="list-style-type: none"> <li>Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol</li> <li>Mae Pobl yn Ddiogel, yn Iach ac yn cael eu cefnogi i fyw'n annibynnol (Plant a Theuluoedd)</li> </ol>	<ol style="list-style-type: none"> <li>% presenoldeb mewn lleoliadau Dechrau'n Deg</li> <li>% Plant Dechrau'n Deg yr aseswyd eu bod yn perfformio yn ôl y norm datblygiadol neu'n well</li> <li>% y rhieni/gofalwyr sy'n nodi cynnydd cadarnhaol (gwelliant) ar ddiwedd rhaglen magu plant Dechrau'n Deg.</li> <li>Nifer y plant sy'n dechrau derbyn gofal</li> <li>Nifer y plant sy'n derbyn gofal</li> <li>% Plant sy'n Mynd i'r System Gofal (fesul 1000 o'r boblogaeth 0-17 oed).</li> <li>Cyfradd Plant sy'n Derbyn Gofal (fesul 1000 o'r boblogaeth 0-17 oed)</li> <li>SSC/010 - % cyfeiriadau sy'n ail gyfeiriadau o fewn 12 mis</li> <li>Cyfanswm y plant mewn angen (achosion agored) mewn blwyddyn</li> <li>% y plant ar y Gofrestr Amdiffyn Plant a gafodd eu tynnu o'r gofrestr ac yna eu cofrestru eto</li> <li>% y plant sy'n aros ar y Gofrestr Amdiffyn Plant am fwy na blwyddyn</li> <li>% y plant sy'n derbyn gofal maeth prif ffwrdd gyda Maethu Abertawe</li> <li>Nifer y plant mewn gofal preswyl</li> <li>% y plant sy'n derbyn gofal mewn teulu</li> </ol>

DS - mae teip trwm yn cynrychioli cydberthynas uniongyrchol rhwng Cynllun Un Abertawe a'r Cynllun Gwella Corfforaethol.

Cynllun Un Abertawe		Cynllun Gwella Corfforaethol	
Canlyniad Poblgaeth	Her a Rennir	Ymrwymiadau Polisi	Amcan Gwella
<b>B. Mae Pobl yn Dysgu'n Liwyddiannus</b>	<p>1. Presenoldeb Ysgol</p> <p>2. Cyflawniad yn yr Ysgol</p> <p>3. Cymwysterau Oedolion</p>	<p>Para 6 - Gweithredu dros ddinas dysg - Yn Uchelgeisiol dros Abertawe</p>	<p>3. Cefnogi gwell presenoldeb ysgol a chyrrhaeddiad pob dysgwr rhwng 3 a 19 oed fel y gall pob un gyflawni ei botensial</p>
<b>C. Swyddi Da i Bobl Ifanc ac Oedolion</b>	<p>1. Diweithdra leuencid</p> <p>2. Anweithgarwch Economaidd</p> <p>3. Enillion Cyfartalog</p> <p>4. Perfformiad Economaidd</p>	<p>Para 7 - Gweithredu dros Swyddi ac Adfywio</p>	<p>4. Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol</p>
<b>Ch.Safonau Byw Da i Bobl</b>	<p>1. Tlodi Plant</p> <p>2. Incwm Aelwydydd</p> <p>3. Dyled Personol</p>	<p>Para 7 - Gweithredu dros Swyddi ac Adfywio - Adfywio a Gwrthlodi</p>	<p>5. Hyrwyddo opsionau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau</p>
		<b>Mesurau Perfformiad</b>	
		<p>1. EDU/016 a b - % presenoldeb mewn ysgolion cynradd ac uwchradd</p> <p>2. Cyrrhaeddiad mewn Cymraeg neu Saesneg yn y Cyfnod Sylfaen, Cyfnod Allweddol 2, Cyfnod Allweddol 3 a Chyfnod Allweddol 4</p> <p>3. EDU/017 - % y disgyblion sy'n cyflawni trothwy Lefel 2 gan gynnwys Cymraeg/Saesneg a Mathemateg</p>	
		<p>1. BBMA1 - Cynnydd yn nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol (Tu Hwnt i Frics a Morter) yn eu contractau</p> <p>2. WWC1 - Nifer y bobl sy'n cael eu cyflogi o ganlyniad i gymryd rhan ym mhrosiect Gweithfyrdd</p> <p>3. % yr ymgeiswyr a thrydydd partion sy'n fodlon neu'n fodlon iawn ar y gwasanaeth ceisiadau cynllunio</p> <p>4. % yr holl geisiadau sylweddol a bach sy'n cael eu cymeradwyo a chanddynt ysgogiad economaidd</p>	
		<p>1. Nifer y staff/gweithwyr sydd wedi derbyn hyfforddiant priodol i'w rôl mewn cyngor ar hawliau lles/budd-daliadau</p> <p>2. Nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd</p> <p>3. Nifer tenantiaid y cyngor sy'n ymaelodi â'r Undeb Credyd</p> <p>4. % y gwarantau troi allan yn erbyn tenantiaid y cyngor oherwydd ôl-ddyledion rhent a gafodd eu hatal o ganlyniad i gefnogaeth a chymorth ariannol</p> <p>5. HHA/013 % yr aelwydydd mewn perygl o ddirgartrefedd y llwyddwyd i atal dirgartrefedd am o leiaf 6 chwe mis</p>	

Cynllun Un Abertawe		Cynllun Gwella Corfforaethol	
Canlyniadau Poblgaeth	Her a Rennir	Ymrwymadau Polisi	Amcan Gwella
D. Mae Pobl yn lach, yn Ddiogel ac yn Annibynnol	<ol style="list-style-type: none"> <li>1. Marwolaethau Cynnar y Gellir eu Hatal</li> <li>2. Disgwyliad Oes</li> <li>3. Annibyniaeth Pobl Hyn</li> <li>4. Troseddu</li> </ol>	<p><b>Para 11 - Gweithredu dros y Gorau ym Myd y Celfyddydau, Diwylliant a Chwaraeon - Dinas Chwaraeon</b></p> <p><b>Para 13 - Gweithredu dros Amgylchedd Gwell a Chynllunio Gwell - Gwerthfawrogi ein Parciau a'n Mannau Agored</b></p> <p><b>Para 9 - Gweithredu dros Wasanaethau Iechyd a Chymdeithasol o Safon - Atal, nid Methu</b></p>	<p><b>Mesurau Perfformiad</b></p> <ol style="list-style-type: none"> <li>1. % y plant 11 i 16 oed sy'n cymryd rhan mewn 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol yn ystod y flwyddyn ysgol</li> <li>2. % y plant ysgol ym mlwyddyn 6 (11 oed) sy'n cymryd rhan yn rhaglen dysgu nofio'r ysgol ond nad ydynt yn gallu nofio i'r safon ofynnol</li> <li>3. Nifer/% y bobl sy'n dal i gymryd rhan mewn gweithgareddau corfforol 12 mis ar ôl cael eu cyfeirio gan eu meddyg teulu ac sy'n nodi bod eu hiechyd wedi gwella</li> <li>4. Nifer y lleoedd tyfu</li> <li>5. % y disgyblion a nodwyd gan y Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion sy'n bwyta cinio ysgol am ddim - ysgolion cynradd ac uwchradd</li> <li>1. % yr achosion lle mae'r risg wedi cael ei rheoli (diogelu oedolion diamddiffyn)</li> <li>2. % y bobl a gefnogir i fod yn annibynnol</li> <li>3. SSA2 - Nifer cyfartalog y diwrnodau gwaith rhwng cwblhau cynllun gofal a darparu a/neu osod cymhorthion neu offer</li> <li>4. % y cleientiaid sy'n dychwelyd adref yn dilyn ailalluogi</li> </ol>
		<p><b>6. Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd</b></p> <p><b>7. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion)</b></p>	

Cynllun Un Abertawe		Cynllun Gwella Corfforaethol		Mesurau Perfformiad
Canlyniadau Poblgaeth	Her a Rennir	Ymrwymadau Polisi	Amcan Gwella	
Dd. Lleoeedd da i bobl fyw a gweithio ynddynt	<ol style="list-style-type: none"> <li>1. Ciuariant Cyhoeddus</li> <li>2. Allyriadau Carbon</li> <li>3. Ansawdd dŵr</li> <li>4. Ansawdd Tai</li> </ol>	<p><b>Para 10 - Gweithredu dros Dai Gwell</b></p> <p>8. Gwella tai a chyflenwad tai er mwyn cynyddu argaeledd tai forddiadwy o ansawdd da</p> <p>9. Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio gydag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel</p> <p><b>Para 13 - Gweithredu dros Amgylchedd Gwell a Chynllunio Gwell</b></p>	<ol style="list-style-type: none"> <li>1. Nifer yr unedau tai forddiadwy newydd a ddarparwyd/y mae eu hangen</li> <li>2. HSG2 - Nifer y cartrefi cyngor gwag</li> <li>3. % tenantiaid y cyngor sy'n aros yn eu tenantiaeth am fwy na 2 flynedd.</li> </ol> <ol style="list-style-type: none"> <li>1. WMT/004b - % y gwastraff dinesig a anfonir i safleoedd titlenwi</li> <li>2. WMT/009b - % y gwastraff dinesig sy'n cael ei aildefnyddio, ei ailgylchu a'i gompositio</li> <li>3. STS/006 - % y tipio anghyfreithlon sy'n cael ei glirio o fewn 5 niwrnod gwaith</li> </ol>	

### *Cydraddoldeb*

Yn unol â Deddf Cydraddoldeb 2010 a'r Ddyletswydd Gydraddoldeb newydd ar y Sector Cyhoeddus yng Nghymru, mae'n rhaid i bob awdurdod cyhoeddus lunio Cynllun Cydraddoldeb Strategol sy'n cynnwys Amcanion Cydraddoldeb penodol.

Cafodd Cynllun Cydraddoldeb Strategol Dinas a Sir Abertawe (ar gyfer y cyfnod 2012-2016 i ddechrau) ei fabwysiadu'n ffurfiol gan y cyngor ar 15 Mawrth 2012 ac mae'n nodi sut byddwn yn adeiladu ar ein Cynllun Cydraddoldeb ac Amrywiaeth blaenorol a'n trefniadau ar gyfer bodloni'r dyletswyddau deddfwriaethol newydd.

Mae ein Hamcanion Cydraddoldeb (sydd yn y Cynllun) yn seiliedig ar wybodaeth gan ffynonellau lleol, rhanbarthol a chenedlaethol ac maent yn amlygu meysydd anghydraddoldeb wrth ddarparu gwasanaethau, defnyddio gwasanaethau neu gyrhaeddiad ar gyfer neu gan grwpiau penodol â nodweddion gwarchoddedig fel y'u diffiniwyd yn y Ddeddf Cydraddoldeb.

Dyma'r nodweddion

- **Oedran**
- **Anabledd**
- **Ailbennu Rhywedd**
- **Priodas a Phartneriaeth Sifil**
- **Beichiogrwydd a Mamolaeth**
- **Hil**
- **Crefydd neu Gred (gan gynnwys diffyg cred)**
- **Rhyw**
- **Tueddfryd Rhywiol.**

Ymdrinnir â materion ynghylch defnyddio'r **iaith Gymraeg** dan Gynllun Iaith Gymraeg y cyngor.

Mae pob Amcan Cydraddoldeb yn cynnwys camau gweithredu i gyflawni canlyniadau penodol mesuradwy i leihau anghydraddoldeb ar draws yr holl nodweddion gwarchoddedig.

Mae Tabl 2 ar y dudalen nesaf yn dangos y cysylltiadau rhwng amcanion gwella'r cyngor a'r amcanion cydraddoldeb perthnasol.

### *Datblygu Cynaliadwy*

Mae Cyngor Abertawe'n ymrwymedig i ddatblygu cynaliadwy ac Abertawe wyrddach a mwy cynaliadwy.

Mae rhagor o wybodaeth ar gael ar wefan y cyngor, [www.abertawe.gov.uk](http://www.abertawe.gov.uk)



Tabl 2 - cyd-ddibyniaeth rhwng amcanion gwella'r cyngor a'r amcanion cydraddoldeb perthnasol

<b>Ein Hamcanion Gwella</b>	<b>Cynllun Cydraddoldeb Strategol</b>
<p>Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.</p>	<p><b>Amcan Cydraddoldeb 14</b> - lleihau'r anghydraddoldeb o ran canlyniadau iechyd, addysg ac economaidd ar gyfer plant sy'n byw mewn tloti, trwy wella canlyniadau'r rhai tlotaf.</p>
<p>Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Plant a Theuluoeedd)</p>	<p><b>Amcan Cydraddoldeb 18</b> - Gwella mynediad i ddarpariaeth y Gwasanaethau Cymdeithasol, gan sicrhau bod anghenion defnyddwyr y gwasanaeth wrth wraidd yr holl weithgareddau cynllunio a chomisiynu.</p>
<p>Cefnogi gwell presenoldeb ysgol a chyrhaeddiad pob dysgwr 3 i 19 oed fel y gall pob un gyflawni ei botensial</p>	<p><b>Amcan Cydraddoldeb 10</b> - Cynnal tueddiadau gwella wrth asesu bechgyn a merched yn ystod Cyfnod Allweddol 2 a Chyfnod Allweddol 3. Cau'r bwlich rhwng perfformiad bechgyn a merched.</p> <p><b>Amcan Cydraddoldeb 14</b> - Cynyddu presenoldeb mewn ysgolion cynradd ac uwchradd yn yr ardaloedd targed. Gwella sgorau cyfartalog Prawf Darllen Cymru Gyfan ar gyfer plant 6-7 oed a 10-11 oed yn yr ardaloedd targed. Cynyddu cyfran y disgyblion 15-16 oed sy'n cyflawni trothwy Lefel 2 gan gynnwys Cymraeg neu Saesneg a Mathemateg.</p>
<p>Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol.</p>	<p><b>Amcan Cydraddoldeb 1</b> - Sefydlu grŵp penodol o swyddogion sy'n cynnwys cynrychiolwyr o'r Tîm Mynediad i Wasanaethau a'r Adran Adfywio Economaidd a Chynllunio er mwyn helpu i fynd i'r afael â materion cydraddoldeb allweddol sy'n codi o'r ymgynghoriad ar y rhaglenni gwaith parhau.</p>
<p>Hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.</p>	<p><b>Amcan Cydraddoldeb 2</b> - Darparu llinell gyngor ar hawliau lles am 3 diwrnod yr wythnos i siarad â staff DASA a sefydliadau partner er mwyn mynd i'r afael â'r newidiadau sylweddol yn y system fudd-daliadau yn sgîl y diwygiadau lles.</p>

Ein Hamcanion Gwella	Ein Hamcanion Cydraddoldeb
<p>Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd.</p>	<p><b>Amcan Cydraddoldeb 17</b> - Gwella mynediad i wasanaethau/cyfleusterau diwylliannol, hamdden a chwaraeon ac annog mwy o bobl i fanteisio arnynt.</p>
<p>Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion)</p>	<p><b>Amcan Cydraddoldeb 18</b> -Gwella mynediad i ddarpariaeth y Gwasanaethau Cymdeithasol, gan sicrhau bod anghenion defnyddwyr gwasanaeth yn ganolog i'r holl weithgareddau cynllunio a chomisiynu.</p>
<p>Gwella tai a chyflenwad tai er mwyn cynyddu argaeledd tai fforddiadwy o ansawdd da.</p>	<p><b>Amcan Cydraddoldeb 15</b> - Gwella mynediad i wasanaethau tai ar gyfer cwsmeriaid.</p>
<p>Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio gydag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel</p>	<p><b>Amcan Cydraddoldeb 26</b> - Casgliadau â chymorth ar gyfer pobl anabl a phobl hŷn.</p>

*Negeseuon Allweddol o Ymgynghori ar y Cynllun Gwella yn 2013*

Mae'r negeseuon allweddol canlynol yn crynhoi canfyddiadau'r ymgynghoriad:

- Bu'r cyngor yn ymgynghori ar ei amcanion gwella arfaethedig gan ddefnyddio dau brif ddull:
  1. Arolwg ar-lein.
  2. Cyfarfodydd grwpiau ffocws gyda grwpiau o ddefnyddwyr penodol.
- Dangosodd yr ymgynghoriad ar-lein fod cefnogaeth helaeth i holl amcanion gwella arfaethedig y cyngor; roedd rhwng 57% a 94% yn cytuno â'r amcanion gwella a gafodd eu cynnwys yn y cynllun hwn.
- Dyma'r Amcanion Gwella a ddenodd y gefnogaeth fwyaf yn yr ymgynghoriad ar-lein:

<b>Amcanion Gwella Arfaethedig</b>	<b>Cytuno'n Gryf neu Gytuno</b>
1. Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol.	94%
2. Gwella presenoldeb ysgol a chyrraedd pob dysgwr rhwng 3 a 19 oed fel y gall pob unigolyn gyflawni ei botensial.	93%
3. Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd.	89%
4. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol.	86%
5. Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.	84%

- Canran isel iawn o'r ymatebwyr i'r arolwg a oedd yn anghytuno ag amcanion gwella arfaethedig y cyngor, rhwng 0% (neb yn anghytuno) a 7% yn unig.
- Roedd canran yr ymatebwyr nad oedd yn cytuno nac yn anghytuno â'r amcanion arfaethedig yn amrywio rhwng 4% a 36%.
- Ymgynghorodd y cyngor â'r canlynol hefyd:
  1. Rhwydwaith 50+ - grŵp â'r nod o sicrhau llais effeithiol i bobl hŷn ar amrywiaeth eang o faterion cyfranogi a chynllunio.
  2. Fforwm Busnes Abertawe - fforwm sy'n rhoi cyfle i'r cyngor a'r sectorau busnes feithrin cysylltiadau.
  3. Grŵp o bobl ifanc nad ydynt mewn addysg, cyflogaeth neu hyfforddiant (NEET) a oedd yn arfer derbyn gofal gan y cyngor.

Dyma'r negeseuon allweddol a ddaeth i'r amlwg yn sgîl y broses ymgynghori hon:

### Ymgynghori â'r Rhwydwaith 50+

- Mae cwnsela dyled yn bwysig
- Hyrwyddo hunangynhaliadaeth
- Mae angen monitro effaith y diwygiadau lles
- Mae angen hyrwyddo'r Undeb Credyd i fynd i'r afael ag effaith cwmnïau benthyciadau diwrnod tâl.
- Blaenoriaethu cyflwyno'r cyflog byw
- Rhewi treth y cyngor
- Gwerthuso a monitro llwyddiant mentrau sy'n mynd i'r afael â thlodi
- Annog twf economaidd
- Gwella diogelwch swyddi
- Gwella cludiant lleol
- Gwario arian wrth gefn
- Dylid addysgu hyfforddiant a sgiliau mewn ysgolion
- Caniatâd cynllunio cyflym ar gyfer tai fforddiadwy
- Peidiwch â thorri chwaraeon/cerddoriaeth mewn ysgolion
- Mae angen hyrwyddo mynediad am ddim i ganolfannau hamdden a'i hysbysebu mewn cysodfannau bysus
- Dylid gweithio'n gynnar gyda theuluoedd plant sy'n derbyn gofal pan nodir bod y plentyn mewn perygl
- Dylai'r cyngor ddarparu cynifer o gartrefi preswyl a nyrsio â phosib
- Blaenoriaethu cefnogaeth i helpu pobl i fyw yn eu cartrefi eu hunain cyhyd ag y bo modd
- Darparu addasiadau ar yr adeg gywir i alluogi pobl i fyw gartref yn ddiogel
- Gwell cyfathrebu rhwng adrannau, gofaluwr a'r rhai sy'n derbyn gofal i wella problemau a phryderon
- Mae angen rhagor o'r math iawn o staff cymunedol sy'n cael eu talu'n dda a sydd â'r amser angenrheidiol i wneud eu gwaith
- Mae angen mwy o ddarpariaeth meithrin
- Hyrwyddo cyfrifoldeb rhieni
- Hyrwyddo modelau rôl cadarnhaol i blant
- Gwella presenoldeb mewn ysgolion
- Estyn casgliadau ailgylchu i gynnwys mathau ychwanegol o wastraff
- Adolygu'r newidiadau i'r casgliadau gwastraff - eitemau mawr
- Helpu pobl anabl a phobl hŷn gyda'u casgliadau gwastraff/ailgylchu
- Targedu grwpiau penodol nad ydynt yn ailgylchu a'u hannog i ailgylchu
- Sicrhau bod pobl yn ymwybodol o gynlluniau effeithlonrwydd ynni

### Ymgynghoriad â Fforwm Busnes Abertawe

- Canolbwyntio ymdrechion ar yr hyn mae'r cyngor yn gallu effeithio arno a'i newid
- Gweithio gydag eraill, gan gynnwys y sector preifat, i gyflawni amcanion
- Nid gofal cartref yw'r opsiwn gorau bob amser - weithiau mae angen gofal preswyl
- Mae angen mwy o gydweithio â'r sector preifat i weld pa gymorth addysgol y gall y Brifysgol a busnes ei gynnig i blant oedran ysgol
- Dylai canolfannau ailgylchu fod ar agor am oriau hwy i helpu pobl sy'n gweithio.

### Ymgynghoriad â'r grŵp ffocws pobl ifanc (NEET/derbyn gofal gynt)

- Dyma'r 5 amcan gwella a gefnogwyd fwyaf gan y grŵp hwn.

1. Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.
2. Gwella tai a'r cyflenwad tai er mwyn cynyddu nifer y tai fforddiadwy o safon sydd ar gael a darparu cyfleoedd gwaith a hyfforddiant i bobl.
3. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol.
4. Gwella presenoldeb ysgol a chyrhaeddiad pob dysgwr rhwng 3 a 19 oed fel y gall pob unigolyn gyflawni ei botensial.
5. Targedu adnoddau ar ardaloedd tlotaf Abertawe er mwyn helpu i leihau effaith tlodi.
  - Mae angen mwy o gefnogaeth i helpu pobl gyda'u tenantiaethau ac i ddod yn annibynnol
  - Mae angen mwy o lety sy'n addas i bobl ifanc.
  - Roedd y grŵp yn ystyried bod atal ac ymyrryd yn gynnar yn bwysig iawn.
  - Mae'n rhaid lleihau nifer y plant sy'n derbyn gofal mewn modd diogel.
  - Mae angen gwella rheolaeth y system gofal a darparu cefnogaeth briodol beth bynnag fo oedran yr unigolyn.
  - Mae rheoli effaith y diwygiadau lles, darparu cyngor ar ddyledion a budd-daliadau a chyflog byw yn bwysig.
  - Ceir canfyddiad bod bwyd iach yn rhy ddrud.
  - Presenoldeb ysgol - mae angen i bobl ifanc, yn ogystal â rhieni, dderbyn cyfrifoldeb.
  - Er bod hyn yn bwysig, ni ddylid gorfodi pobl i fabwysiadu ffyrdd iach o fyw.

Roedd y rhan fwyaf o'r ymatebion i'r ymgynghoriadau'n gyson ag amcanion y Cynllun Corfforaethol ac nid oedd angen unrhyw newidiadau sylweddol i'r cynllun o ganlyniad i'r ymgynghori. Ni chafodd yr amcan arfaethedig o ran lleihau carbon ei gynnwys yn y cynllun eleni, oherwydd bod rhagor o waith datblygu yn yr arfaeth. Rhoddwyd canlyniadau'r ymgynghori i benaethiaid gwasanaeth hefyd er gwybodaeth ac i'w hystyried.

### **Arolwg 2014**

Cynhaliwyd ymgynghoriad dilynol ar-lein ynghylch amcanion gwella'r cyngor yn 2014. Yn ôl canlyniadau'r arolwg, nodwyd 4 o'r 5 amcan gwella yr oedd pobl yn cytuno neu'n cytuno'n gryf â hwy yn 2013 fel yr amcanion gwella pwysicaf unwaith eto yn 2014. Yr eithriad oedd yr amcan ynghylch ffyrdd iach o fyw y barnwyd ei fod yr un lleiaf pwysig y tro hwn. Cafodd ei ddisodli yn y 5<sup>ed</sup> safle gan yr amcan gwella ynghylch hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.

*Sut bydd y cyngor yn cyflawni ei ddyletswydd i wella?*

Mae dyletswydd ar y cyngor i roi trefniadau ar waith i sicrhau gwelliant parhaus. Wrth gyflawni'r ddyletswydd hon, rhaid i'r cyngor ystyried y canlynol:

- Gwneud cynnydd tuag at amcanion cymunedol.
- Gwella safon gwasanaethau.
- Gwella argaeledd gwasanaethau.

- Gwella tegwch.
- Cyfrannu at ddatblygiad cynaliadwy ardaloedd.
- Gwella effeithlonrwydd gwasanaethau a swyddogaethau.
- Blaengaredd a newid sy'n cyfrannu at welliant.

Bydd pob un o flaenoriaethau gwella'r cyngor yn cyflawni un neu fwy o'r agweddau hyn. Manylir ar hyn yn y tudalennau sy'n dilyn.

*Sut aethom ati i ddewis amcanion gwella'r cyngor?*

Pennwyd amcanion gwella'r cyngor gan gyfeirio at *Gynllun Un Abertawe* ac ymrwymadau polisi'r cyngor a chan ymgynghori â staff y cyngor, aelodau etholedig a'r cyhoedd. Roedd hyn yn cynnwys arolwg ar-lein ac ymgynghoriadau wyneb yn wyneb â chynrychiolwyr grwpiau amrywiol.

*Atebolrwydd ar Sail Canlyniadau*

Datblygwyd y Cynllun Gwella Corfforaethol gan ddefnyddio'r dull Atebolrwydd ar Sail Canlyniadau (RBA). Datblygwyd pob amcan gwella a nodwyd mesurau perfformiad drwy ateb y cwestiynau canlynol:

1. **Sut gallwn fesur faint rydym yn ei wneud?**
2. **Sut gallwn fesur a ydym yn cyflwyno gwasanaethau'n dda?**
3. **Sut gallwn fesur a yw ein cwsmeriaid yn well eu byd?**
4. **Beth yw'r mesurau pwysicaf a sut rydym yn perfformio?**
5. **Beth sy'n gweithio'n dda nawr y gallwn ei wella?**
6. **Beth rydym yn bwriadu ei wneud i wella?**

Mae *Cynllun Un Abertawe'n* ymwneud yn bennaf â'r heriau cymunedol y mae'r cyngor a'i bartneriaid yn mynd i'r afael â hwy drwy'r Bwrdd Gwasanaethau Lleol. Ar y llaw arall, mae'r Cynllun Gwella Corfforaethol yn ymwneud yn bennaf ag atebolrwydd perfformiad ar gyfer y gwasanaethau a gyflwynir gan y cyngor yn bennaf. Mae'r Cynllun Gwella Corfforaethol yn sôn yn bennaf am wella gwasanaethau'r cyngor i'w gwsmeriaid uniongyrchol neu ei gyfraniad at yr heriau a rennir sy'n cael eu hamlinellu yng *Nghynllun Un Abertawe*.

**Nodyn ar fesur 'canlyniadau' sy'n gysylltiedig â gwasanaethau** - drwy ddefnyddio RBA, mae'r cyngor wedi ceisio nodi mesurau perfformiad priodol, yn enwedig er mwyn canfod '*a yw pobl yn well eu byd?*' Mewn rhai meysydd mae'r ymagwedd hon yn eithaf syml a gellir nodi a mesur y 'canlyniad'. Serch hynny, mae angen ystyried nifer o faterion wrth geisio mesur canlyniadau ym maes gwasanaethau.

Yn gyntaf, mae'n anodd mesur 'canlyniad' rhai o wasanaethau'r cyngor sy'n strategol ac yn galluogi, a chyflwynir y gwasanaeth sy'n effeithio ar y defnyddiwr terfynol gan asiantaeth arall neu nifer o asiantaethau'n cydweithio. Er enghraifft, er bod gan y cyngor rôl wrth ddatblygu sectorau allweddol yr economi leol, mae'r cyngor yn cyflawni hyn yn bennaf drwy fframweithiau strategol, drwy ei waith cynllunio a thrwy weithio ar y cyd ag eraill. Felly, mae'n anodd ynysu a mesur effaith y cyngor ar y canlyniad; serch hynny, ni fyddai llawer o bobl yn dadlau na ddylai'r cyngor wneud datblygu'r economi leol yn flaenoriaeth.

Yn ail, oherwydd natur gymhleth rhai o'r gwasanaethau sy'n ymwneud â 'phobl', nid yw o angenrheidrwydd yn rhwydd mesur canlyniadau na darparu a llunio rhagamcaniadau ar gyfer gwella'n gynyddol. Er enghraifft, er y gall fod yn ddymunol

ac yn bosib mesur cynnydd datblygiadol plant Dechrau'n Deg pan fyddant yn 2 oed ac eto wrth iddynt gyrraedd 3 oed, mae'n anodd pennu a rhagweld meincnodau a gwelliannau cynyddol bob blwyddyn pan fydd pob carfan plant a fesurir yn cynnwys unigolion gwahanol â mannau cychwyn ac anghenion gwahanol.

Yn drydydd, mae rhai gwasanaethau'n destun cyfeiriad ac arweiniad strategol sy'n pennu blaenoriaethau gwasanaeth. Er enghraifft, mae gan gynghorau yng Nghymru dargedau statudol ar gyfer lleihau tirlenwi a chynyddu ailgylchu gwastraff a bennwyd gan Lywodraeth Cymru. Bydd rhaid i gynghorau nad ydynt yn cyflawni'r targedau statudol hyn dalu treth tirlenwi a dirwyon. O ganlyniad, mae gwasanaethau rheoli gwastraff y cyngor wedi'u cynllunio i gyflawni'r targedau statudol hyn. Felly, blaenoriaeth y cyngor yw cyflawni'r targedau hyn yn hytrach nag ystyried a yw unrhyw un yn well ei fyd (er bod hyn yn rhan o'r strategaeth i argyhoeddi pobl i ailgylchu).

Yn bedwerydd, mae'n anodd weithiau ganfod effaith y cyngor ar gyflwyno gwasanaeth os na fydd y canlyniadau'n amlwg am beth amser. Gall ffactorau eraill, sydd y tu hwnt i reolaeth y cyngor, effeithio arnynt neu efallai fod y canlyniadau'n amlwg ac nid yw'n werth eu mesur. Er enghraifft, mae'r cyngor yn ceisio cynyddu nifer y lleoedd tyfu a rhandiroedd fel y gall pobl dyfu eu llyisiau ffres eu hunain. Yn ogystal â bod yn weithgaredd hamdden iach, mae hyn yn darparu bwyd iach a gall arbed arian. Gall fod yn anodd mesur effaith y polisi hwn ar iechyd pobl yn y tymor byr a gall ffactorau eraill, sy'n gysylltiedig â ffyrdd o fyw, effeithio ar y canlyniad. Ond ychydig fyddai'n dadlau na fydd cynyddu nifer y lleoedd tyfu'n arwain at nifer o fanteision gan gynnwys rhai iechyd.

*Sut byddwn yn monitro ac yn adrodd am gynnydd?*

Caiff y mesurau perfformiad yn y cynllun hwn eu monitro'n fisol, bob chwarter ac yn flynyddol, mewn cyfarfodydd adrannol, gan y Bwrdd Gwella Corfforaethol a chan aelodau etholedig. Caiff amcanion gwella'r cyngor eu hadlewyrchu yng nghynlluniau gwasanaethau a chynlluniau busnes adrannau. Defnyddir y data diweddaraf i werthuso perfformiad. Caiff cefndir y perfformiad presennol a chynnydd ers y cylch adrodd diwethaf eu hystyried. Byddwn yn ceisio deall y rhesymau dros y perfformiad presennol er mwyn i ni geisio gwella. Bydd y cyngor yn cyhoeddi Adolygiad Perfformiad Blynyddol yn 2014-15 i adrodd ar ei lwyddiant yn 2013-14 wrth gyflawni'r amcanion gwella a amlinellir yn y cynllun hwn.

*Diwygiadau i'r Cynllun*

Mae'r cynllun hwn yn cynnwys mesurau perfformiad lleol newydd a bydd y gwaith parhau i'w mireinio ymhellach a'u hymgorffori yn systemau rheoli perfformiad y cyngor yn parhau. Yn ystod y broses hon, ac oherwydd dylanwadau allanol eraill, mae'n bosib y bydd angen ychwanegu at yr amcanion, eu newid neu eu mireinio eto ac mae hyn yn berthnasol i'r mesurau perfformiad, y rhagamcaniadau a'r cynnwys arall yn y cynllun hwn hefyd. Bydd unrhyw newidiadau'n cael eu nodi yn adolygiad blynyddol y Cynllun Gwella Corfforaethol a chyhoeddir y diwygiadau.

*Blaenoriaethau busnes eraill*

Mae gan y cyngor nifer o bryderon eraill sy'n flaenoriaethau busnes, megis ymdrin â baw cŵn a gwelliannau i gynnal a chadw priffyrdd. Eir i'r afael â'r rhain drwy gynlluniau busnes gwasanaethau a chânt eu monitro drwy raglen strategol y cyngor.

Ceir digon o dystiolaeth i awgrymu bod gwahaniaethau sylweddol rhwng cymunedau yn y Ddinas a'r Sir o ran cyfoeth, incwm, iechyd a dyheadau. Mae'r datganiad o ymrwymiadau polisi a fabwysiadwyd gan y cyngor ar 26 Gorffennaf yn nodi'r bwriad i ddatblygu ymagwedd 'Ardaloedd Targed', "gydag adrannau'r cyngor, y GIG ac asiantaethau eraill yn rhannu adnoddau a chyllid ac yn cydweithio ar draws ffiniau i fynd i'r afael ag achosion tloedi ac amddifadedd sy'n pontio cenedlaethau." Mae'r amcanion gwella a amlinellir yn y cynllun hwn yn berthnasol i bob agwedd ar ein gwaith er y byddwn yn hollol gyson â'r ymagwedd dargedu hon wrth eu rhoi ar waith.

*Sut gallwch chi gymryd rhan a chynnig amcanion gwella newydd yn ystod y flwyddyn?*

Mae'r cyngor wedi creu cronfa ddata ymgynghori bartneriaeth i'w gwneud yn hwylus i drigolion gymryd rhan yn yr ymgynghoriadau a gynhelir gan Gyngor Dinas a Sir Abertawe a'i bartneriaid, neu ar eu rhan. Yma gallwch weld yr ymgynghoriad a chael mwy o fanylion am sut gallwch ddarparu adborth. Pan fydd ymgynghoriad wedi'i gwblhau, gallwch lawrlwytho unrhyw ganlyniadau/gylchlythyron perthnasol.

Dilynwch y ddolen i gael mynediad i'r Gronfa Ddata Ymgynghori: [Cronfa Ddata Ymgynghori](#)

Os oes gennych unrhyw gwestiynau neu ymholiadau ynghylch y Gronfa Ddata Ymgynghori, neu os ydych yn cael trafferth wrth ei defnyddio, cysylltwch â'r Cydlynnydd Ymgynghoriadau ar 01792 636732, drwy ffacs 01792 637206 neu e-bost [consultation@swansea.gov.uk](mailto:consultation@swansea.gov.uk)

Gallwch gyfranogi hefyd drwy Fyrddau Craffu'r cyngor, sy'n agored i'r cyhoedd ([Craffu yn Abertawe](#)) neu gallwch gysylltu â Thîm Mynediad i Wasanaethau'r cyngor drwy ffonio 636907 neu e-bostio [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

Os hoffech gynnig Amcanion Gwella newydd ar gyfer 2013-17, gallwch gysylltu â'r cyngor unrhyw bryd drwy: E-bostio: [improvement@swansea.gov.uk](mailto:improvement@swansea.gov.uk) neu ffonio 01792 63685252.



# **Gweithredu dros Abertawe Well**

*Cynllun Gwella Corfforaethol  
2013/17*

*Wedi'i ddiweddarau ar gyfer 2014/15*

***Rhan 1 - Crynodeb Gweithredol***

## Crynodeb Gweithredol - Amcanion Gwella

**A. Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>O leiaf cynnal lefelau presenoldeb mewn lleoliadau Dechrau'n Deg.</li> <li>Mesur sut mae canfyddiadau rhieni/gofalwyr o'u sgiliau magu plant wedi newid yn ystod yr ymyriad.</li> <li>Deall % y plant Dechrau'n Deg yr aseswyd eu bod yn perfformio yn ôl eu norm datblygiadol neu'n well.</li> </ul>	<ul style="list-style-type: none"> <li>Fel y bydd cynifer o blant cymwys a'u teuluoedd â phosib yn elwa o'r gefnogaeth addysgol a chymdeithasol.</li> <li>Mesur pwysig o ganfyddiad rhieni a gofalwyr o sut mae eu sgiliau magu plant, ymddygiad eu plant, a'u hunan-barch a'u hyder wedi gwella yn ystod yr ymyriad.</li> <li>Fel y bydd ymarferwyr proffesiynol sy'n gweithio gyda phlant a'u teuluoedd yn gallu ymateb mewn modd priodol er mwyn helpu i wella canlyniadau.</li> </ul>

**B. Cefnogi gwell presenoldeb ysgol a chyrhaeddiad pob dysgwr 3 i 19 oed fel y gall pob un gyflawni ei botensial.**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>Gwella presenoldeb mewn ysgolion.</li> <li>Gwella sgiliau llythrennedd a darllen plant.</li> <li>Cynyddu canran y disgyblion sy'n cyflawni Trothwy Lefel 2 gan gynnwys Cymraeg/Saesneg a Mathemateg.</li> </ul>	<ul style="list-style-type: none"> <li>Os nad yw plant yn mynd i'r ysgol yn rheolaidd, ni fyddant yn cyflawni eu potensial addysgol.</li> <li>Os llwyddir i gynyddu canran y disgyblion sy'n perfformio'n dda yn yr asesiad Cymraeg neu Saesneg, bydd hyn yn cyfrannu at ddiwallu anghenion pob dysgwr o ran gallu darllen, ysgrifennu a bod yn rhifog er mwyn llwyddo yn yr ysgol a'r tu hwnt.</li> <li>Darparu cyfleoedd i ddisgyblion sy'n eu helpu i wella'r sgiliau sylfaenol y mae eu hangen ar bob darllenwr fel y bydd pob disgybl yn gallu darllen, ysgrifennu a bod yn rhifog.</li> </ul>

**C. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau Plant a Theuluoedd).**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Lleihau nifer y plant sy'n dod i'r system gofal mewn modd diogel.</li> <li>• Lleihau cyfradd ailgyfeiriadau at Wasanaethau Plant a Theuluoedd a nifer y plant y mae angen ymyriad gan y gwasanaethau cymdeithasol arnynt.</li> <li>• Gwella gwasanaethau ar gyfer plant a phobl ifanc a allai fod mewn perygl o ddod i mewn i'r system gofal.</li> <li>• Cynyddu canran y plant sy'n derbyn gofal yn Abertawe a gefnogir mewn lleoliad teulu a gofal maeth yn hytrach na gofal preswyl.</li> </ul>	<ul style="list-style-type: none"> <li>• Fel na fydd plant yn dod i'r system gofal oni bai mai hwn, mewn gwirionedd, yw'r opsiwn gorau neu'r unig opsiwn i ddiogelu neu hyrwyddo eu hiechyd neu eu lles.</li> <li>• I sicrhau bod y Gwasanaethau Plant a Theuluoedd yn gwneud eu gwaith mwyaf effeithiol gyda'r plant, y bobl ifanc a'r teuluoedd sydd yn yr angen mwyaf.</li> <li>• Er mwyn i blant osgoi'r angen am ddod i'r system gofal a chael eu cefnogi drwy opsiynau diogel a phriodol.</li> <li>• I sicrhau'r lleoliad cywir ar yr adeg gywir a chyflawni canlyniadau gwell i blant.</li> </ul>

**Ch. Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol.**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Cynyddu nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol a'r Tu Hwnt i Frics a Morter yn eu contractau.</li> <li>• Cynyddu nifer y bobl sy'n cael swyddi o ganlyniad i gymryd rhan ym mhrosiect Gweithfyrdd.</li> <li>• Cynyddu boddhad â'r gwasanaeth caniatâd cynllunio ymhlith ymgeiswyr a thrydydd partion.</li> <li>• Cynyddu canran yr holl geisiadau sylweddol a bach sy'n cael eu cymeradwyo a chanddynt ysgogiad economaidd.</li> </ul>	<ul style="list-style-type: none"> <li>• Er mwyn rhoi cyfleoedd profiad gwaith, hyfforddiant a chyflogaeth i'r di-waith a'r rhai sy'n anweithgar yn economaidd.</li> <li>• I ymgysylltu â'r rhai sy'n anweithgar yn economaidd a'r di-waith tymor hir a helpu i'w cefnogi i ddychwelyd i gyflogaeth.</li> <li>• Mae gwasanaeth cynllunio o safon yn bwysig wrth feithrin hyder datblygwyr a buddsoddwyr i fuddsoddi yn Abertawe er mwyn datblygu sectorau allweddol yr economi leol.</li> <li>• Er mwyn cyflawni cynlluniau sy'n cynorthwyo datblygiad economaidd yn llwyddiannus.</li> </ul>

**D. Hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Rhagor o staff y cyngor i dderbyn hyfforddiant priodol i'w rôl mewn cyngor ar hawliau lles/budd-daliadau.</li> <li>• Cynyddu nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd.</li> <li>• Annog mwy o denantiaid y cyngor i ymaelodi â'r Undeb Credyd.</li> <li>• Lleihau canran y gwarantau a weithredir yn erbyn tenantiaid y cyngor drwy gynnig cefnogaeth a chymorth ariannol.</li> <li>• Cynyddu nifer yr aelwydydd a oedd mewn perygl o fod yn ddigartrefedd y llwyddwyd i atal digartrefedd am 6 mis.</li> </ul>	<ul style="list-style-type: none"> <li>• Er mwyn i ganran fwy o drigolion Abertawe dderbyn cyngor a chefnogaeth i sicrhau eu bod mewn sefyllfa well i dderbyn y budd-daliadau y mae ganddynt hawl iddynt.</li> <li>• Er mwyn helpu i gynyddu gallu ariannol yr Undeb Credyd ac annog mwy o drigolion Abertawe i ymaelodi ag ef fel y gall mwy o bobl fanteisio ar opsiynau credyd a chynilo cynaliadwy a fforddiadwy ac elwa ohonynt.</li> <li>• I helpu tenantiaid i reoli eu harian a thalu eu rhent neu eu biliau'n brydlon mewn ymgais i'w hatal rhag mynd i ôl-ddyledion rhent ac anawsterau ariannol.</li> <li>• I helpu tenantiaid sydd mewn perygl o gael eu troi allan o ganlyniad i ôl-ddyledion rhent sy'n waeth oherwydd dyled.</li> <li>• I helpu pobl i gynnal sefydlogrwydd a diogelwch ar gyfer eu teuluoedd, diogelu eu hiechyd a'u lles ac atal eithrio cymdeithasol, gan leihau'r costau sydd ynghlwm wrth ddarparu gwely a brecwast dros dro.</li> </ul>

**Dd. Gwella tai a chyflenwad tai er mwyn cynyddu argaeledd tai fforddiadwy o ansawdd da.**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Cynyddu nifer yr unedau tai fforddiadwy newydd.</li> <li>• Lleihau nifer cartrefi'r cyngor sy'n wag.</li> </ul>	<ul style="list-style-type: none"> <li>• I ddiwallu'r angen hysbys am dai fforddiadwy a chyfrannu at leihau digartrefedd a nifer y bobl sy'n parhau i fyw mewn llety anaddas a/neu anfforddiadwy.</li> <li>• Er mwyn manteisio i'r eithaf ar ei stoc dai fel bod cynifer ohonynt â phosib yn cael eu meddiannu, gan helpu i</li> </ul>

<ul style="list-style-type: none"> <li>• Cynyddu canran tenantiaid y cyngor sy'n aros yn eu tenantiaethau am fwy na 2 flynedd.</li> </ul>	<p>ddiwallu'r angen am dai fforddiadwy.</p> <ul style="list-style-type: none"> <li>• Er mwyn helpu i fanteisio i'r eithaf ar y stoc dai a helpu tenantiaid i gynnal eu tenantiaethau, gan wella sefydlogrwydd eu teuluoedd a chreu cymunedau mwy cydlynol i fyw ynddynt.</li> </ul>
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### E. Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd.

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Cynyddu canran y bobl ifanc 11-16 oed sy'n cymryd rhan mewn 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol yn ystod y flwyddyn ysgol.</li> <li>• Cynyddu canran y disgyblion blwyddyn 6 sy'n gallu nofio i'r safon ofynnol erbyn 11 oed.</li> <li>• Cynyddu canran y bobl sy'n parhau'n actif 12 mis ar ôl cael eu cyfeirio at y cyngor gan ymarferwyr iechyd ac sy'n nodi bod eu hiechyd wedi gwella.</li> <li>• Cynyddu nifer y lleoedd tyfu sydd ar gael.</li> <li>• Cynyddu canran y disgyblion a nodwyd gan y Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion sy'n bwyta cinio ysgol am ddim.</li> </ul>	<ul style="list-style-type: none"> <li>• Er mwyn annog mwy o bobl ifanc rhwng 11 ac 16 oed i barhau â'u gweithgareddau corfforol neu chwaraeon y tu allan i gwricwlwm yr ysgol er mwyn gwella cyfranogiad parhaus a hyrwyddo ffyrdd iachach o fyw.</li> <li>• Bydd plant yn ddiogelach ger dŵr a byddant yn dysgu sgil bywyd a fydd yn hwyl ac yn cyfrannu at fabwysiadu ffordd iach o fyw.</li> <li>• I ddangos bod cyfranogwyr wedi mabwysiadu ffordd iachach fyw.</li> <li>• I annog pobl i dyfu eu bwyd eu hunain, ymdopi â phrisiau bwyd sy'n cynyddu a helpu i fynd i'r afael â thlodi. Bydd hyn yn hybu hunangynhaliath, cryfhau cymunedau a darparu gweithgaredd iach wrth hyrwyddo bwyta'n iachach.</li> <li>• I gynorthwyo dysgu a helpu i sicrhau lles disgyblion yn y dyfodol.</li> </ul>

**F. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion).**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Cynyddu canran yr achosion lle mae'r risg wedi cael ei rheoli wrth ddiogelu oedolion diamddiffyn.</li> <li>• Cynyddu canran y bobl sy'n cael eu cefnogi i fod yn annibynnol.</li> <li>• Lleihau'r amser rhwng cwblhau cynllun gofal a darparu/gosod cymhorthion/cyfarpar.</li> <li>• Helpu cleientiaid i ddychwelyd adref ar ôl cyfnod o ailalluogi.</li> </ul>	<ul style="list-style-type: none"> <li>• Er mwyn meithrin cyfrifoldeb ar y cyd am ddiogelu ymhlith ein holl aelodau staff a chynyddu'r gallu i ymdopi â galw cynyddol gan boblogaeth sy'n heneiddio.</li> <li>• I hyrwyddo annibyniaeth, diogelwch ac urddas defnyddwyr gwasanaeth.</li> <li>• I lleihau'r angen am dderbyniad i'r ysbyty neu ofal preswyl.</li> <li>• I ddarparu gofal o ansawdd da sy'n canolbwyntio ar y person a gwell canlyniadau i ddefnyddwyr gwasanaeth sydd hefyd yn fwy cynaliadwy yn ariannol na gofal preswyl tymor hir.</li> </ul>

**Ff. Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio ar y cyd ag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel**

1. Beth rydym am ei gyflawni?	2. Pam mae hyn yn bwysig?
<ul style="list-style-type: none"> <li>• Cynyddu canran y gwastraff sy'n cael ei ailgylchu a lleihau canran y gwastraff a anfonir i safleoedd tirlenwi.</li> <li>• Cynyddu canran yr achosion o dipio sbwriel yn anghyfreithlon a gliriwyd o fewn 5 niwrnod gwaith ar ôl adrodd amdanynt</li> </ul>	<ul style="list-style-type: none"> <li>• I gyflawni targedau gwastraff Llywodraeth Cymru, osgoi cosbau ariannol a helpu i gyfrannu at ddiogelu adnoddau prin.</li> <li>• Dylai gwella trefniadau casglu ac ailgylchu gwastraff gael effaith gadarnhaol ar leihau'r achosion o dipio anghyfreithlon a chyflymu'r broses o fynd i'r afael â digwyddiadau o'r fath.</li> </ul>

# Gweithredu dros Abertawe Well

*Cynllun Gwella Corfforaethol  
2013/17*

*Wedi'i ddiweddarau ar gyfer 2014/15*

***Rhan 2***

## **A. Darparu cefnogaeth i blant yn Abertawe yn ystod y blynyddoedd cynnar fel y byddant yn barod i ddysgu a gwneud cynnydd datblygiadol.**

### **Pam mae hwn yn Amcan Gwella**

Ceir tystiolaeth bod gofal ac addysg dda yn y blynyddoedd cynnar yn arwain at ganlyniadau buddiol i blant a'u teuluoedd.

#### **1. Darpariaeth y blynyddoedd cynnar**

- Fel y nodir gan Gonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn, mae gan blant yr hawl i dderbyn darpariaeth sy'n eu galluogi i ddatblygu eu personoliaethau, eu doniau a'u galluoedd, ni waeth beth yw eu hethnigrwydd, eu diwylliant neu grefydd, iaith y cartref, cefndir y teulu, anawsterau dysgu, anabled neu ryw.
- Ceir tystiolaeth ymchwil sylweddol sy'n amlygu'r buddion addysgol a chymdeithasol mae darpariaeth dda yn y blynyddoedd cynnar yn eu cynnig i blant a chymdeithas, yn enwedig plant o ardaloedd difreintiedig
- Mae canfyddiadau ymchwil yn awgrymu bod gofal ac addysg dda yn y blynyddoedd cynnar yn arwain at welliannau o ran datblygiad iaith plant, eu perfformiad addysgol mewn mathemateg a darllen a gostyngiad o ran ymddygiad ymosodol.
- Mae plant sy'n mynd i leoliadau'r blynyddoedd cynnar yn fwy annibynnol ac yn canolbwyntio'n hwy ar chwarae ac, wrth ddechrau'r ysgol, maent yn fwy bodlon cydweithredu ac yn fwy parod am yr heriau maent yn eu hwynebu.
- Mae ymchwil hefyd yn dangos bod ansawdd darpariaeth yn cael effaith amlwg ar y canlyniadau i blant.
- Mae plant sy'n derbyn darpariaeth dda yn y blynyddoedd cynnar yn fwy tebygol o fynd i sefydliadau addysg uwch a chael swyddi da.

#### **2. Dechrau'n Deg**

- Rhaglen amlasiantaeth yw Dechrau'n Deg a'i nod yw gwella canlyniadau ar gyfer plant dan 4 oed yn yr ardaloedd mwyaf difreintiedig.
- Gall plant a'u teuluoedd sy'n byw yn yr ardaloedd cymwys dderbyn amrywiaeth o wasanaethau, gan gynnwys:
  - Ymweliadau iechyd ychwanegol;
  - Cefnogaeth Partneriaeth Teulu drwy raglenni grŵp a/neu ymyriadau unigol;
  - Cefnogaeth datblygiad iaith cynnar;
  - Gofal plant rhan-amser o safon am ddim i bob plentyn 2 oed, am 2.5 awr y dydd, 5 niwrnod yr wythnos, 39 wythnos y flwyddyn, ynghyd â 15 niwrnod o ofal plant/gweithgareddau yn ystod gwyliau'r ysgol.



- Mae model cyflwyno Abertawe'n seiliedig ar sefydlu lleoliadau Dechrau'n Deg penodol o fewn ysgolion cynradd, gan sicrhau bod staff yn cael eu cydleoli a bod darpariaeth ddi-fwlch i'r Cyfnod Sylfaen ar waith. Fel y nodwyd yng Ngwerthusiad Interim Dechrau'n Deg - SQW 2010.

*"mae gwaith amlasiantaeth/gweihio ar y cyd wedi gwella effeithiolrwydd yn sylweddol ac wedi cynorthwyo wrth gyflawni nodau cyffredinol y rhaglen. Yn ogystal â gwella mynediad i wasanaethau drwy gydleoli a chyflwyno ar y cyd, llwyddwyd hefyd i gydlynu a dod â'r ystod o sgiliau, gwybodaeth a safbwyntiau ynghyd sy'n angenrheidiol i alluogi'r rhaglen i nodi a diwallu anghenion - darparu ymyriadau ac atebion wedi'u teilwra er mwyn sicrhau bod y gwasanaeth a'r gefnogaeth fwyaf addas ar waith."*

- Ar hyn o bryd mae rhaglen Dechrau'n Deg yn mynd drwy gam ehangu sylweddol, a fydd yn dyblu nifer y plant a fydd yn elwa ohono. Erbyn 2015, bydd 2,659 o blant 0-3 oed yn Abertawe sy'n byw yn yr ardaloedd cymwys yn elwa o fenter Dechrau'n Deg, a darperir tua 600 o leoedd gofal i blant 2 oed. Rhagwelir y bydd trydydd cam ehangu hefyd ond nid yw Llywodraeth Cymru wedi cadarnhau'r holl fanylion eto.
- Oherwydd graddfa'r ehangu, mae gwella canlyniadau neu gynnal y canlyniadau presennol hyd yn oed yn her anferth. Mae rhagamcanion gwasanaethau wedi cael eu diwygio i adlewyrchu hyn.

### **Cyfraniad y cyngor at welliant**

- Mae'r Blynyddoedd Cynnar yn un o flaenoriaethau'r cyngor ac mae o fewn cylch gorchwyl Cynllun Un Abertawe (Canlyniad A: dechrau da mewn bywyd i blant; Canlyniad B: mae plant a phobl ifanc yn dysgu'n llwyddiannus) a'n cytundeb canlyniadau (Canlyniad 2: Gwella Profiad y Blynyddoedd Cynnar) gyda Llywodraeth Cymru.
- Rhaglen Llywodraeth Cymru yw Dechrau'n Deg ac mae'n cyfrannu at yr amrywiaeth o wasanaethau a ddarperir i gefnogi plant yn ystod y blynyddoedd cynnar.
- Y cyngor sy'n arwain y gwaith o gydlynu rhaglen Dechrau'n Deg gan gynnwys:
  - dod â'r gwahanol wasanaethau a disgyblaethau ynghyd ar draws yr awdurdod lleol, y Bwrdd Iechyd, ysgolion a'r trydydd sector er mwyn datblygu rhaglenni wedi'u teilwra i ddiwallu anghenion unigol plant ifanc a'u teuluoedd.
  - Sefydlu ac estyn rhaglen Dechrau'n Deg i ardaloedd newydd.
  - Darparu rhai o'r gwasanaethau yn uniongyrchol.
- Mae'r cyngor a'i bartneriaid yn gweithio i annog cynifer o deuluoedd cymwys â phosib i fanteisio ar wasanaethau Dechrau'n Deg, gan gynnwys gofal plant i bob plentyn 2 oed, oherwydd drwy sicrhau presenoldeb uchel mewn lleoliad gofal plant, gallwn gefnogi plant i gyflawni eu potensial datblygu.

## A1. Presenoldeb mewn lleoliadau Dechrau'n Deg

**Nod:** O leiaf cynnal presenoldeb mewn lleoliadau Dechrau'n Deg.

**Mesur:** % presenoldeb mewn lleoliadau Dechrau'n Deg

Perfformiad Blaenorol					Rhagamcaniad		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	79%	i'w gadarnhau	80%	80%	80%

### Pam mae hyn yn bwysig:

- Mae cynnal presenoldeb mewn lleoliadau Dechrau'n Deg a'i wella'n raddol yn bwysig er mwyn i gynifer â phosib o blant cymwys a'u teuluoedd elwa o'r gefnogaeth addysgol a chymdeithasol.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Nid yw mynd i leoliad gofal plant Dechrau'n Deg yn orfodol; fodd bynnag, mae'n rhoi cyfle i blant ifanc wella eu datblygiad yn y flwyddyn cyn dechrau yn y Dosbarth Meithrin.
- Yn yr ardaloedd lle mae lleoliadau Dechrau'n Deg newydd wedi'u sefydlu, yr her gychwynnol fydd ymgysylltu â theuluoedd yn yr ardaloedd hyn. Yn ogystal, drwy ehangu i ardaloedd llai defreintiedig/â chanran uwch o rieni sy'n gweithio na'r ardaloedd cam 1, rhagwelir y bydd trefniadau gofal plant eisoes gan lawer o rieni ac felly ni fydd angen iddynt fanteisio ar ofal plant Dechrau'n Deg neu ni fyddant yn dewis gwneud hynny.
- Y prif reswm dros absenoldeb yw salwch, yn enwedig afiechydon â chyfnod heintus megis brech yr ieir a'r frech goch, diwrnodau HMS ysgolion a gwyliau'r haf.
- Ni ddisgwylir y bydd presenoldeb yn gwella bob blwyddyn gan y bydd plant gwahanol sy'n gymwys oherwydd oedran (2 - 3 oed) yn mynd i'r lleoliad gofal plant bob blwyddyn.
- Gwelwyd gostyngiad arall mewn absenoldeb heb ganiatâd yn y flwyddyn ddiwethaf.
  - Yn ystod 2012/13, roedd 4% o'r lleoedd gwag ar gael oherwydd absenoldeb heb ganiatâd. Nodwyd bod hyn yn broblem mewn rhai lleoliadau ac aed i'r afael â hyn yn uniongyrchol gan yr holl reolwyr mewn cyfarfodydd rheolaidd. Y canlyniad oedd rhannu arfer da a mabwysiadu proses gyson.
  - Erbyn tymor cyntaf 2013/14, roedd hyn wedi gostwng i 3%.
  - Erbyn ail dymor 2013/14, roedd wedi gostwng eto i 2%.
- Mae Llywodraeth Cymru'n fodlon ar gyfraddau presenoldeb mewn lleoliadau Dechrau'n Deg yn Abertawe. Credwn fod hyn yn deillio'n bennaf o'r model o

leoliadau arbenigol sy'n cyflawni darpariaeth o safon uchel, yn ogystal â'r ffaith bod gwasanaethau eraill ar gael yn yr un lleoliad.

- Oherwydd y ffactorau disgwylidig sy'n effeithio ar bresenoldeb mewn lleoliadau cyn-ysgol ac ehangu i ardaloedd newydd, y pwyslais yn y dyfodol fydd ar geisio cynnal y presenoldeb a gyflawnwyd yn ystod 2014/15. Yn ddelfrydol, y cynllun fyddai cymryd camau bach i wella'r perfformiad, gan gynnwys targedu'r rhai sy'n absennol yn fynych.
- Fodd bynnag, rhagwelwn na fydd modd cyflawni hyn nes bod y rhaglen wedi'i sefydlu'n llwyr ac mae pob lleoliad gofal plant yn gwbl weithredol. Er enghraifft, yn y lleoliadau sydd newydd gael eu hehangu, mae lleoedd gofal plant yn cael eu cynnig i rieni yn raddol; oherwydd hyn mae'n cymryd amser i leoliadau gofal plant weithredu i'r eithaf, gan gynnwys amser i staff a rhieni addasu i'r gwasanaethau newydd sy'n cael eu cynnig. Wrth i leoliadau gofal plant newydd gael eu sefydlu, mae staff o leoliadau gofal plant sefydledig yn ceisio am y swyddi newydd sy'n cael eu hysbysebu yn y lleoliadau newydd. Mae hyn yn effeithio ar sefydlogrwydd y lleoliadau gofal plant hyn pan fydd staff newydd yn cael eu recriwtio.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Lleoliadau gofal plant arbenigol mewn ysgolion a staff wedi'u cydleoli o dimau eraill.
- Gweithredu ynghylch absenoldeb drwy ffonio'r teulu neu anfon neges destun cyn trefnu ymweliad gan y rheolwr gofal plant a/neu'r ymwelydd iechyd.
- Cwblhau'r asesiad olrhain datblygiad ar gyfer pob plentyn er mwyn cofnodi ei ddatblygiad unigol.
- Cyfarfodydd rheolwyr gofal plant rheolaidd er mwyn rhannu arfer da a nodi materion y mae angen mynd i'r afael â hwy.
- Y cyfarfodydd sicrhau ansawdd newydd a gynhelir bob tymor a'r cyfarfodydd monitro misol sy'n defnyddio ymagwedd amlasiantaeth ym mhob lleoliad Dechrau'n Deg. Mae'r cyfarfodydd yn trafod ac yn cynllunio achosion unigol, gan gynnwys ystyried teuluoedd y mae'n anodd cysylltu â hwy neu mae presenoldeb plentyn yn achosi pryder. Mae'r tîm yn mynd i'r afael â phryderon drwy ymagwedd datrys problemau gan gynnwys chwilio am atebion creadigol.
- Y cyfarfodydd tîm Dechrau'n Deg misol newydd a gynhelir ym mhob ardal er mwyn sicrhau gwaith amlasiantaeth effeithiol rhwng y lleoliad gofal plant, y Tîm Partneriaeth Teulu, y Therapydd Iaith a Lleferydd a'r Ymwelydd Iechyd.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Rhoi meddalwedd SIMS Capita ar waith i gofnodi presenoldeb mewn lleoliadau gofal plant. I fesur	Bydd hyn yn hwyluso dulliau cadarn ac amserol o adrodd ar bresenoldeb a'i olrhain wrth i'r plentyn symud drwy ei

presenoldeb plentyn a sicrhau bod cofnod o hyn ar gael o'i gyfnod mewn lleoliad Dechrau'n Deg ymlaen.	yrfa addysgol.
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Beth?	Pam?
Defnyddio rhai o'r gwersi a ddysgwyd yn y cyfarfodydd sicrhau ansawdd er mwyn cyfeirio gwelliant yn y gwasanaethau.	Gwelliannau ar sail tystiolaeth.
Adolygu darpariaeth ar gyfer plant â diagnosis o anabledd neu un sy'n dechrau dod i'r amlwg.	I sicrhau bod y plant yn derbyn y gwasanaeth gofal plant mwyaf priodol i ddiwallu eu hanghenion o fewn rhaglen Dechrau'n Deg.
Cyflwyno canllawiau craidd ar gyfer cofnodion presenoldeb plant yn mhob lleoliad gofal plant.	I sicrhau cysondeb ar draws lleoliadau er mwyn gwella dulliau cadw cofnodion gan staff a hefyd i wella'r broses o reoli presenoldeb.
Cofnodir datblygiad plant ar 'olrheinwyr' i ddangos y cynnydd a gyflawnwyd yn ystod eu cyfnod mewn lleoliad Dechrau'n Deg. Cyflwynir rhaglen olrhain a dadansoddi datblygiad yn electronig.	Er mwyn darparu darlun clir o'r cynnydd a gyflawnwyd gan bob plentyn unigol i sicrhau bod ei anghenion yn cael eu diwallu, i gynorthwyo symud i'r meithrin a galluogi cymharu meysydd datblygiad.

## A2. Gwell Sgiliau Magu Plant

**Nod:** Mesur cynnydd rhieni a'u canfyddiadau o'r gwelliant yn eu sgiliau magu plant yn ystod yr ymyriad. I alluogi rhieni i wella eu sgiliau wrth gefnogi eu plentyn/plant.

**Mesur:** % y rhieni/gofalwyr sy'n sôn am gynnydd (gwelliant) cadarnhaol ar ddiwedd rhaglen magu plant Dechrau'n Deg.

	Data Sylfaen					Rhagamcaniad		
	2009 -10	2010 -11	2011 -12	2012 -13	2013-14	2014 -15	2015 -16	2016 -17
Hunan-barch a hyder	30%	21%	15%	13%	<b>I'W GADARNHA U</b>	<b>I'W GADARNHAU</b>		
Sgiliau Magu Plant	26%	26%	10%	12%				
Ymddygiad y plant	25%	21%	15%	9%				

**Pam mae hyn yn bwysig:**

- Mae meithrin ffactorau gwydnwch mewn teuluoedd yn un o brif flaenoriaethau ac amcanion y gwasanaeth. Bydd y Seren Canlyniadau Lles ac Ymddygiad (offeryn sydd wedi'i gymeradwyo gan Lywodraeth Cymru sy'n dangos faint o gynnydd mae rhywun wedi'i wneud ac yn darparu darlun gwell o ganfyddiadau rhieni o'r newidiadau yn eu teulu ar ôl yr ymyriad a gweithgareddau) yn darparu dangosyddion a fydd yn gwella'n dealltwriaeth o ganfyddiadau rhieni o'r newidiadau yn eu teulu ar ôl yr ymyriad. Gyda phob teulu, byddwn yn canolbwyntio ar sgiliau magu plant, ymddygiad y plant, hunan-barch a hyder.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Yn ystod y flwyddyn ddiwethaf, mae'r offeryn canlyniadau a ddefnyddir wedi cael ei newid er mwyn i'r gwasanaeth fod yn gyson ag ymagwedd Tîm am y Teulu a darparu proses ddi-fwlch pan fydd angen gwasanaethau ychwanegol. Er enghraifft, mae hyn yn golygu na fydd angen i deuluoedd ddarparu'r un wybodaeth ddwywaith pan nodir angen ychwanegol a bydd yn golygu cysondeb wrth gyflwyno'r holl wasanaethau.
- Nod elfen magu plant Dechrau'n Deg yw darparu'r wybodaeth, y sgiliau a'r offer y mae eu hangen ar deuluoedd i ddatrys problemau a rheoli eu hymddygiad eu hunain ac ymddygiad eu plant yn well. Mae rhieni'n nodi gwell hunan-barch a hyder fel y newid pwysicaf maent wedi sylwi arno.
- Yn ystod 2013/14, canolbwyntiwyd ar ddatblygu'r gwasanaeth a chyflwynwyd rhai elfennau newydd. Er enghraifft, bydd pob rhaglen bellach yn ystyried Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn i wella dealltwriaeth rhieni o'i egwyddorion allweddol.
- Wrth i'r rhaglen ehangu i ardaloedd newydd, yr her gychwynol fydd ymgysylltu â theuluoedd yn yr ardaloedd hyn. Mae angen amser i gyflwyno gwasanaeth newydd i ardal newydd.
- Bydd y cynnydd a gyflawnir yn amrywio o flwyddyn i flwyddyn oherwydd y bydd teuluoedd yn dechrau o fannau gwahanol ar y raddfa. Er enghraifft, mewn cyfarfod sicrhau ansawdd a gynhaliwyd yn un o'r ardaloedd Dechrau'n Deg newydd, nodwyd bod problemau ac anghenion teuluoedd yn gyffredinol yn achosi llai o bryder nag mewn ardaloedd Dechrau'n Deg eraill. Yn ogystal, roedd llythrennedd emosiynol, hyder rhieni a sgiliau magu plant yn well. Bydd teuluoedd yn yr ardal hon yn rhoi sgorau uwch i'w hunain a bydd yr ymyriad yn llawer byrrach nag ar gyfer ardaloedd eraill sy'n derbyn gwasanaeth hwy a dwysach.
- Caiff data 2013-14 ei ddadansoddi ar ddiwedd y flwyddyn a bydd hyn yn ein helpu i ddatblygu ac addasu darpariaeth Dechrau'n Deg ymhellach ar gyfer 2014/15 a'r tu hwnt.
- Er gwaethaf y cynnydd a gyflawnwyd yn y blynyddoedd diwethaf gan raglen Dechrau'n Deg, mae datblygiad iaith cynnar yn parhau'n un o'r blaenoriaethau ar gyfer plant yn yr ardaloedd targed yn Abertawe. Felly, mae'r cysylltiad rhwng y gwahanol wasanaethau o fewn Dechrau'n Deg yn hollbwysig.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Amrywiaeth o raglenni a gyflwynir gan y tîm magu plant a'i bartneriaid sy'n cynnig cefnogaeth i ddefnyddwyr gwasanaeth y gellir ei haddasu i ddiwallu anghenion teuluoedd unigol.
- Sicrhau bod staff yn cael mynediad i hyfforddiant sy'n rhoi'r sgiliau, yr wybodaeth a'r offer iddynt i gefnogi teuluoedd yn effeithiol.

- Cyfarfodydd sicrhau ansawdd bob tymor a chyfarfodydd monitro misol, gan ddefnyddio ymagwedd amlasiantaeth ym mhob lleoliad Dechrau'n Deg. Mae'r rhain yn gyfle i drafod a chynllunio achosion unigol fel y gellir datblygu ymagwedd tîm er mwyn cefnogi materion a nodir a fydd yn helpu i wella canlyniadau ar gyfer plant ifanc a'u teuluoedd.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Rhagor o waith ehangu a gweithio gyda theuluoedd yn yr ardaloedd hyn. Ymgorffori'r ymagwedd amlasiantaeth yn rhaglen ehangu Dechrau'n Deg ac adolygu'r cyfarfodydd cynllunio ar y cyd ac adeiladu arnynt.	Er mwyn gwella canlyniadau i blant a'u teuluoedd drwy ganolbwyntio ar gynnwys teuluoedd mor gynnar â phosib yn eu gyrfa magu plant er mwyn datblygu eu gallu i ymdopi ac osgoi'r angen am ddarparu gwasanaethau statudol iddynt.
Lansio gwefan Dechrau'n Deg	I'w gwneud yn hwylus i deuluoedd/gofalwyr gael gafael ar wybodaeth a hyrwyddo ardaloedd ehangu newydd.
Rhoi'r offer newydd ar gyfer mesur cynnydd ar waith a'u dadansoddi er mwyn mesur y gwelliant yn sgiliau magu plant, ymddygiad plant a hyder.	Er mwyn i ni allu mesur effaith y gwasanaethau ar wella canlyniadau i blant ifanc a'u teuluoedd.
Datblygu llwybr cefnogi i rieni, hyrwyddo datblygiad iaith cynnar a gwella ymlyniad rhwng y rhieni a'r plentyn. Bydd pob tîm Dechrau'n Deg yn gweithio mewn partneriaeth i greu calendr o raglenni a fydd ar gael yn hwylus i bob teulu cyn ac ar ôl geni'r plentyn. Bydd cynllun peilot yn dechrau yn Townhill, sef un o'r ardaloedd targed.	I'n galluogi i nodi angen yn gynnar am gefnogaeth datblygiad iaith cynnar a darparu ymateb. Bydd hyn hefyd yn rhoi llwybr cefnogaeth i'r holl deuluoedd sy'n rhan o raglen Dechrau'n Deg, gan sicrhau bod plant yn derbyn y gefnogaeth orau sydd ar gael iddynt ar yr adeg gywir.

### A3. Plant Dechrau'n Deg sy'n cyrraedd y norm datblygiadol neu'n well

**Nod:** Helpu plant Dechrau'n Deg i gyflawni eu potensial o ran y norm datblygiadol. Dylai pob plentyn feddu ar sgiliau a galluoedd penodol wrth gyrraedd oeddrannau penodol.

**Mesur:** % y plant Dechrau'n Deg yr asesir eu bod wedi cyrraedd eu norm datblygiadol neu'n well.

	Perfformiad Blaenorol					Rhagamcaniad		
	2009-10	2010-11	2011-12 <sup>2</sup>	2012-13	2013-14	2014-15	2015-16	2016-17
2 + oed	-	-	43.78%	52%	i'w gadarnhau	<b>Yn y dyfodol ni fyddwn, o angenrheidrwydd, yn disgwyl gwelliant blynyddol oherwydd bod pob carfan o blant, o flwyddyn i flwyddyn, yn cynnwys plant gwahanol a chanddynt anghenion unigol gwahanol.</b>		
3 oed	-	-	53.57%	64%	i'w gadarnhau			

#### **Pam mae hyn yn bwysig:**

- Mae'n bwysig asesu datblygiad plant ar adegau addas yn eu blynyddoedd cynnar fel y gall ymarferwyr proffesiynol sy'n gweithio gyda phlant a'u teuluoedd ymateb yn briodol er mwyn helpu i wella canlyniadau.

#### **Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Yn unol ag arweiniad strategol Llywodraeth Cymru o ran Dechrau'n Deg, mae pob plentyn sy'n gymwys i gymryd rhan yn cael asesiad datblygiadol trylwyr o leiaf pan fydd yn 2 oed ac yn 3 oed. Mae hyn yn dangos datblygiad go iawn y plentyn o'i gymharu â'r hyn y dylai fod am yr oedran hwnnw. Yn y dyfodol ni fyddwn, o angenrheidrwydd, yn disgwyl gwelliant blynyddol oherwydd bod pob carfan o blant, o flwyddyn i flwyddyn, yn cynnwys plant gwahanol ag anghenion unigol gwahanol
- Bydd yr asesiad pan fydd y plentyn yn 2 oed ac yn 3 oed yn helpu'r ymwelydd iechyd i nodi'r rhai y mae angen cefnogaeth a dargedir arnynt ac yn achosi cyfeiriad at wasanaeth penodol, e.e. Therapi Lleferydd ac Iaith.
- Ar gyfer blwyddyn ariannol 2011/12, nid oes set gyflawn o ddata ar gael ar gyfer asesiad datblygiadol yr Amserlen o Sgiliau Tyfu. Felly, mae data cyflawn ar gael o 2012/13 yn unig. Ni dd disgwylir y bydd set gyflawn o ddata cadarn ar gael nes bod y rhaglen wedi'i sefydlogi. Y rheswm dros hyn yw'r cymhlethdod

<sup>2</sup> Mae canlyniad 2011/12 yn seiliedig ar ddata anghyflawn o asesiad datblygiadol yr Amserlen o Sgiliau Tyfu.

sy'n gysylltiedig ag ehangu ar raddfa mor fawr mewn cyfnod mor fyr a'r heriau a wynebir, yn enwedig yn ystod cyfnodau ehangu o ran cwblhau asesiadau yn unol ag amserlen genedlaethol Dechrau'n Deg.

- Mae Llywodraeth Cymru wedi ailgyhoeddi'r normau datblygu ar gyfer 2012/13 oherwydd diffyg eglurder yn yr arweiniad. Felly, mae'r ffigurau yn y tabl uchod wedi cael eu cyfrifo eto er mwyn bod yn gyson â'r arweiniad newydd.
- Er gwaethaf y cynnydd a gyflawnwyd yn y blynyddoedd diwethaf gan raglen Dechrau'n Deg, mae datblygiad iaith cynnar yn parhau'n un o'r blaenoriaethau ar gyfer plant yn yr ardaloedd targed yn Abertawe. Felly, mae'r cysylltiad rhwng y gwahanol wasanaethau o fewn Dechrau'n Deg yn hollbwysig.
- Mae Llywodraeth Cymru'n bwriadu caffael datblygiad Fframwaith Asesu Datblygiad y Blynyddoedd Cynnar ar gyfer Cymru gyfan, o enedigaeth i saith mlwydd oed. Mae'n bosib y bydd hyn yn effeithio ar y gallu i gymharu data o un flwyddyn i'r llall.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Ar ôl cwblhau'r Amserlen o Sgiliau Tyfu pan fydd plentyn yn 2 oed, mae unrhyw bryderon/amcanion/camau gweithredu'n cael eu rhannu â rheolwr gofal plant y lleoliad Dechrau'n Deg mae'r plentyn yn mynd iddo.
- Cynhelir trafodaethau rheolaidd rhwng yr ymwelydd iechyd a'r rheolwr gofal plant i drafod cynnydd. Mae cydleo'i'r ymwelydd iechyd a'r rheolwr gofal plant yn hwyluso'r cyfathrebu hwn sy'n hanfodol i wella cyrhaeddiad datblygiadol y plentyn.
- Cyfarfodydd sicrhau ansawdd bob tymor a chyfarfodydd monitro misol, gan ddefnyddio ymagwedd amlasiantaeth ym mhob lleoliad Dechrau'n Deg. Mae'r rhain yn gyfle i drafod a chynllunio achosion unigol fel y gellir datblygu ymagwedd tîm er mwyn cefnogi materion a nodir a fydd yn helpu i wella canlyniadau ar gyfer plant ifanc a'u teuluoedd.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau i gynnal cyfarfodydd rheolaidd er mwyn sicrhau bod data'r Amserlen o Sgiliau Tyfu'n gadarn.	Er mwyn nodi unrhyw anghysondebau'n gynnar a llunio cynllun gweithredu yn unol â hyn.
Datblygu llwybr cefnogi i rieni, hyrwyddo datblygiad iaith cynnar a gwella ymlyniad rhwng y rhieni a'r plentyn. Bydd pob tîm Dechrau'n Deg yn gweithio mewn partneriaeth i greu calendr o raglenni a fydd ar gael yn hwylus i bob teulu cyn ac ar ôl geni'r plentyn. Bydd cynllun peilot yn dechrau yn Townhill, sef un o'r ardaloedd targed.	I'n galluogi i nodi angen yn gynnar am gefnogaeth datblygiad iaith cynnar a darparu ymateb. Bydd hyn hefyd yn rhoi llwybr cefnogaeth i'r holl deuluoedd sy'n rhan o raglen Dechrau'n Deg, gan sicrhau bod plant yn derbyn y gefnogaeth orau sydd ar gael iddynt ar yr adeg gywir.



## **B. Cefnogi gwell presenoldeb ysgol a chyrhaeddiad pob dysgwr 3 i 19 oed fel y gall pob un gyflawni ei botensial.**

### **Pam mae hwn yn Amcan Gwella**

Mae'n ymwneud â materion allweddol a chanddynt oblygiadau ar gyfer yr angen i wella presenoldeb a chyrhaeddiad yn yr ysgol.

#### **1. Presenoldeb ysgol:**

- Ceir cysylltiad cryf sy'n dangos bod plant sy'n mynd i'r ysgol yn rheolaidd yn cynyddu eu cyfleoedd i wella eu cyrhaeddiad a chyflawni eu potensial llawn.
- Cafwyd gwelliant yn ffigurau presenoldeb Abertawe ar gyfer ysgolion cynradd ac uwchradd ym mlwyddyn academaidd 2011-12. Fodd bynnag, mae ffigurau ar gyfer ysgolion cynradd, o'u cymharu â'r rhai cenedlaethol, wedi gostwng.
- O ganlyniad, mae ysgolion â phresenoldeb isel wedi cael eu targedu i dderbyn cefnogaeth gan y Gwasanaeth Lles Addysg ac ymgynghorydd cyswilt yr awdurdod lleol.
- Yn genedlaethol, mae pob awdurdod lleol yn cymryd rhan mewn deialog gyda'r Uned Safonau Ysgolion ynghylch presenoldeb a darperir dadansoddiad a chamau gweithredu ar gyfer pob awdurdod.

#### **2. Cyrhaeddiad Addysgol:**

- Cafwyd gwelliant da o ran cyrhaeddiad a chyflawniad yn Abertawe dros y 5 mlynedd diwethaf ond bydd amddfadedd yn parhau i effeithio ar berfformiad oni bai y cynhelir y pwyslais ar welliant.
- Mae sicrhau bod plant a phobl ifanc yn magu sgiliau llythrennedd (a rhifedd) da yn allweddol i'w cyfleoedd llwyddiant.

### **Cyfraniad y cyngor at welliant**

- Mae angen yr amgylchiadau a'r cyfleoedd gorau posib ar blant a phobl ifanc i fanteisio ar addysg gyflawn ac eang er mwyn iddynt gyflawni eu potensial. Os nad ydym yn sicrhau hyn, gall plant a phobl ifanc adael yr ysgol heb gymwysterau cydnabyddedig, a gall hynny eu harwain at ymddygiad gwrthgymdeithasol, bod yn ddi-waith â rhagolygon gwael, ac yna mynd i dlodi.
- Y cam cyntaf er mwyn osgoi hyn yw sicrhau bod plant a phobl ifanc yn mynychu'r ysgol yn rheolaidd yn y lle cyntaf a bod ganddynt y gefnogaeth a'r amgylchiadau angenrheidiol gartref i lwyddo.
- Pan fyddant yn yr ysgol, dylid ennyn diddordeb y plant drwy arferion dysgu ac addysgu effeithiol sydd â'r nod o wella sgiliau llythrennedd a rhifedd.
- Bydd y camau hyn yn helpu i leihau nifer y bobl ifanc sy'n gadael yr ysgol heb gymwysterau, neu â chymwysterau gwael, a chynyddu'r nifer sy'n mynd ymlaen i addysg bellach, cyflogaeth neu hyfforddiant. Bydd hyn yn ei dro'n helpu i dorri cylch eithrio cymdeithasol a thlodi

## B1. Presenoldeb Ysgol

**Nod:** Cynyddu presenoldeb ysgol

**Mesur: (EDU/016a a b)%** presenoldeb disgyblion mewn a) ysgolion cynradd b) ysgolion uwchradd

	Perfformiad Blaenorol					Rhagamcaniad			
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Cynradd	92.4%	92.33%	92.93%	93.3%	93.5% Gwir 93.0%	<b>94.1%</b>	<b>94.2%</b>	<b>94.3%</b>	<b>94.4%</b>
Uwchradd	90.7%	90.6%	91%	92%	92.2% Gwir 92.3%	<b>93.3%</b>	<b>93.4%</b>	<b>93.5%</b>	<b>93.6%</b>

### Pam mae hyn yn bwysig:

- Os nad yw plant yn mynd i'r ysgol yn rheolaidd, ni fyddant yn cyflawni eu potensial addysgol.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- I wella presenoldeb mae angen gwaith caled gan yr ysgolion, systemau sydd wedi'u datblygu'n dda a chefnogaeth gan rieni/gofalwyr.
- Yn aml, mae gwelliannau'n fach o ran canran a gellir effeithio arnynt yn hawdd gan bethau megis pobl yn tynnu eu plant allan o'r ysgol i fynd ar wyliau neu achosion o'r frech goch.
- Yn ystod y blynyddoedd diweddar, gwelwyd pwyslais go iawn ar wella presenoldeb ysgol, yn genedlaethol, gan awdurdodau lleol a chan ysgolion. Cafwyd llawer mwy o bwyslais ar ddadansoddi data a pherfformiad cymharol. Yn ystod 2011-2012, gwelwyd gwelliannau da ym mhresenoldeb ysgolion cynradd ac uwchradd yn Abertawe. Fodd bynnag, mae'r holl awdurdodau'n gwella ac yn gyflymach nag Abertawe. Gwelwyd gwelliant o ran presenoldeb mewn ysgolion uwchradd yn 2012-13, ond nid oedd gwelliant o'i gymharu ag awdurdodau eraill Cymru. Gwelwyd gostyngiad o ran presenoldeb mewn ysgolion cynradd, ac mae'r awdurdod yn rhannu'r safle olaf o'i gymharu ag awdurdodau eraill Cymru.

- Gwelwyd tuedd gadarnhaol o ran presenoldeb mewn ysgolion uwchradd yn Abertawe dros y pum mlynedd diwethaf ond roedd y duedd mewn ysgolion cynradd, dros yr un cyfnod, yn gymharol ddigyfnwid. Roedd Abertawe yn y 15fed safle o'i gymharu ag awdurdodau eraill yng Nghymru ar gyfer presenoldeb ysgolion uwchradd yn 2011-12 a 2012-13. Roedd yr awdurdod yn yr 17eg safle yn 2011-12 o ran presenoldeb mewn ysgolion cynradd ac yn rhannu'r 20fed safle (olaf) yn 2012-2013.
- Wrth gymharu perfformiad grwpiau o ysgolion tebyg, roedd 36% (5/14) o ysgolion uwchradd yn hanner uchaf eu grŵp yn 2012-13 sy'n ostyngiad o'r 60% (8/14) a oedd yn yr hanner uchaf yn y flwyddyn flaenorol.
- Wrth gymharu presenoldeb ysgolion cynradd ag ysgolion tebyg ar draws Cymru, 22% (17/78) yn unig a oedd yn hanner uchaf eu grŵp. Mae hyn yn golygu bod 78% (61) o ysgolion cynradd yn hanner isaf eu grŵp, gyda 52.6% (41) yn y 25% isaf ar hyn o bryd.
- Mae'r awdurdod lleol a rhai o'r ysgolion yn ymwybodol o'r mathau o weithredu sy'n gwella presenoldeb. Rhennir arfer da rhwng ysgolion ac ymarferwyr, mewn seminarau gwella presenoldeb er enghraifft a thrwy gysylltiadau anffurfiol rhwng ysgolion.
- Dros y tair blynedd diwethaf, mae Llywodraeth Cymru wedi cynhyrchu dadansoddiadau manwl o ddata presenoldeb cenedlaethol, lleol, awdurdodau lleol ac ysgolion yn y Fframwaith Dadansoddi Presenoldeb a gyhoeddir yn flynyddol. Mae'r data hwn a'r dadansoddiad ohono'n cyfrannu at wella dealltwriaeth ysgolion o'u patrymau presenoldeb ac yn darparu ffocws ychwanegol ar y pwnc ar gyfer ysgolion a'r awdurdod lleol.
- Cyflwynwyd codau diwygiedig ar gyfer presenoldeb ysgol yn 2010 (Mehffin). Mae'r rhain wedi gwella dealltwriaeth o'r codau a ddynodir i bresenoldeb ysgolion drwy Gymru, sydd wedi gwella cysondeb rhwng ysgolion ac awdurdodau lleol. Mae presenoldeb ysgol ymysg yr elfennau sy'n cyfrannu at fand perfformiad cenedlaethol ysgol uwchradd.
- I grynhoi, mae'r pwyslais ar bresenoldeb wedi cynyddu bellach ar bob lefel. Ar y cyd â data a dadansoddiad mwy soffistigedig, mae hyn yn galluogi ysgolion a gwasanaethau cefnogi awdurdodau lleol i dargedu a chynllunio'n fwy effeithiol. Mae arwyddion cynnar ym mlwyddyn academaidd 2013-14 yn dangos tuedd gynyddol ar gyfer presenoldeb mewn ysgolion cynradd ac uwchradd.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae presenoldeb bellach yn ffocws ac yn flaenoriaeth bendant ar gyfer ysgolion, a chefnogir hyn gan y pwyslais newydd ar bresenoldeb yn arolygiadau Estyn;
- Mae ysgolion yn deall eu perfformiad absoliwt a chymharol yn well;
- Mae ysgolion wedi adolygu eu gweithdrefnau presenoldeb gan ddefnyddio'r Hunanwerthusiad Presenoldeb ac wedi cwblhau cynlluniau gweithredu presenoldeb yn unol â'r arweiniad;
- Mae ysgolion yn deall yn well yr hyn mae angen iddynt ei wneud i wella presenoldeb drwy ddata, gwybodaeth a rhannu arfer da;
- Mewn llawer o ysgolion, mae perthnasoedd da rhwng yr ysgol, rhieni, disgyblion ac asiantaethau eraill, sy'n cyfrannu at bresenoldeb gwell;
- Mae Llywodraeth Cymru a'r awdurdod lleol wedi creu dulliau mwy cynhwysfawr a soffistigedig o ddadansoddi a gwerthuso data;
- Dosbarthwyd arweiniad i ysgolion ar y Codau Presenoldeb newydd er mwyn sicrhau cofnodi cywir; ac
- Mae gwaith a dargedir gan swyddogion lles addysg a gweithwyr prosiect i gefnogi ysgolion a disgyblion â phroblemau presenoldeb wedi arwain at welliant mewn sawl ysgol gynradd.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Gwella presenoldeb disgyblion mewn ysgolion cynradd ac uwchradd.	Er mwyn helpu i wella presenoldeb ysgol.
Lleihau nifer yr ysgolion sydd yn hanner isaf eu grŵp o ysgolion tebyg.	
Parhau i weithio'n agos gydag ysgolion i bennu targedau presenoldeb cytunedig a heriol	
Parhau i ddarparu data a dadansoddiad clir i ysgolion ar eu perfformiad presenoldeb absoliwt a chymharol.	
Bydd arweinwyr system yn herio ysgolion ynghylch eu presenoldeb wrth iddynt weithio gydag ysgolion unigol.	

<b>Beth?</b>	<b>Pam?</b>
Rhannu arfer da rhwng ysgolion drwy ddeialog gyda phenaethiaid unigol.	Er mwyn helpu i wella presenoldeb ysgol.
Darparu hyfforddiant i lywodraethwyr ysgol ym maes presenoldeb.	
Nodi'r ysgolion â'r perfformiad gwaethaf a chynnal adolygiadau ar y cyd o'u gwerthusiadau, eu cynlluniau gweithredu a'u systemau presenoldeb.	
Cyflwyno hysbysiadau cosb i rieni os yw eu plant yn absennol o'r ysgol heb ganiatâd, yn unol ag arweiniad Llywodraeth Cymru.	

## B2. Gwella Llythrennedd

**Nod:** Gwella cyfraddau llythrennedd plant

**Mesur:** Cyrhaeddiad mewn Cymraeg neu Saesneg yn y Cyfnod Sylfaen, Cyfnod Allweddol 2, Cyfnod Allweddol 3 a Chyfnod Allweddol 4

SAESNEG	Perfformiad Blaenorol				Rhagamcaniadau		
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Cyfnod Sylfaen	-	81.3%	81.6%	<b>83.4%</b>	<b>84.4%</b>	<b>85.4%</b>	<b>86.4%</b>
Lefel 4+ CA2	83.8%	86.2%	87.4%	<b>89.4%</b>	<b>90.4%</b>	<b>91.4%</b>	<b>91.4%</b>
Lefel 5+ CA3	76.8%	80.2%	82.3%	<b>85.8%</b>	<b>86.8%</b>	<b>87.8%</b>	<b>88.8%</b>
Lefel 2 (A* - C) CA4	63.0%	64.7%	63.1%	<b>63.1%</b>	<b>63.6%</b>	<b>64.1%</b>	<b>64.6%</b>

CYMRAEG	Perfformiad Blaenorol				Rhagamcaniadau		
	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Cyfnod Sylfaen	93.3%	85.8%	89.4%	<b>89.6%</b>	<b>89.8%</b>	<b>90.0%</b>	<b>90.0%</b>
Lefel 4+ CA2	84.2%	90.6%	91.2%	<b>91.7%</b>	<b>91.7%</b>	<b>91.7%</b>	<b>91.7%</b>
Lefel 5+ CA3	82.0%	88.6%	87.6%	<b>86.0%</b>	<b>86.0%</b>	<b>86.0%</b>	<b>86.0%</b>
Lefel 2 (A* - C) CA4	86.1%	87.8%	87.2%	<b>87.2%</b>	<b>87.4%</b>	<b>87.6%</b>	<b>87.6%</b>

### Pam mae hyn yn bwysig:

- Bydd cynyddu canran y disgyblion sy'n perfformio'n dda yn yr asesiadau Cymraeg neu Saesneg, yn cyfrannu at ddiwallu anghenion pob dysgwr i allu darllen, ysgrifennu a bod yn rhifog er mwyn llwyddo yn yr ysgol a'r tu hwnt.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Cafwyd pwyslais cyson ar wella llythrennedd a rhifedd yn Abertawe ers diwedd y 1990au, a hynny mewn ymateb i bryderon am berfformiad disgyblion Abertawe a'r cysylltiad rhwng amddifadedd a lefelau llythrennedd isel.

- Yn ystod y tair blynedd diwethaf, mae Abertawe wedi datblygu strategaeth llythrennedd newydd a weithredir mewn ysgolion lleol, sef yr 8 *Ymddygiad Darllen*, sydd wedi bod yn effeithiol iawn; nod y strategaeth yw rhoi'r holl sgiliau i ddisgyblion y mae eu hangen arnynt i fod yn ddarllenwyr rhugl.
- Mae strategaethau ategol ar waith hefyd ar gyfer gwella parodrwydd i ddarllen ymhlith disgyblion ifanc iawn, gwella ysgrifennu a helpu disgyblion sydd ychydig yn is na'r perfformiad a ddisgwylir i 'ddal i fyny'.
- Mae'r pwyslais yn y strategaethau hyn ar ddarparu mwy o gefnogaeth i ysgolion a disgyblion yn yr ardaloedd amddifadedd uchel a dargedir ac mae'r ysgolion hefyd yn neilltuo arian Grant Effeithiolrwydd Ysgolion i lythrennedd (a rhifedd). Mae'r holl strategaethau llythrennedd wedi'u llunio i apelio at fechgyn ac mae ysgolion wedi sôn am gynnydd ym mrwdfrydedd bechgyn wrth ddarllen ac ysgrifennu. Yn ogystal, mae gwerth y Grant Amddifadedd Disgyblion (GAD/PDG) ar gyfer 2014-15 wedi dyblu. Caiff ei dargedu i gefnogi disgyblion sy'n derbyn pryddau ysgol am ddim, gyda phwyslais penodol ar wella cyflawniad bechgyn.
- Yn ddiweddar, mae Llywodraeth Cymru wedi cyflwyno Fframwaith Llythrennedd (a Rhifedd) newydd sy'n newid pwyslais yr hyn sy'n cael ei brofi o 'Saesneg' i lythrennedd.
- Bellach, cynhelir profion llythrennedd (a rhifedd) cenedlaethol bob blwyddyn i holl ddisgyblion Cymru. Nid oedd y prawf darllen yn ddibynadwy yn 2013, felly gosodir gwaelodlin newydd i fesur llwyddiant yn ystod haf 2014. Tan hynny, ni fydd modd cymharu lefelau llythrennedd â rhai awdurdodau eraill. Oherwydd hyn, mae'r mesur sy'n gysylltiedig â'r nod hwn wedi'i newid o brofion darllen i berfformiad a gyhoeddir yn genedlaethol mewn Cymraeg a Saesneg yn ystod pedwar cyfnod allweddol mewn addysg ffurfiol.
- Bydd prosesau asesu a chymedroli mwy cadarn yn ystod Cyfnod Allweddol 2 a Chyfnod Allweddol 3 yn helpu i gynyddu cyfradd y gwelliant mewn perfformiad.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r strategaeth llythrennedd leol wedi cyfrannu at y perfformiad da yn ystod Cyfnod Allweddol 4.
- Yr 8 Ymddygiad Darllen, ynghyd â strategaethau eraill i ddatblygu sgiliau llythrennedd cynnar mewn meithrinfeydd a gwella ysgrifennu ar draws ysgolion.
- Mae arolygiadau ysgol gan Estyn wedi gwneud sylwadau cadarnhaol am lythrennedd a rhifedd ac ni nodwyd unrhyw broblemau.
- Mae Llythrennedd Cymraeg yn dda ac yn cymharu'n dda iawn yn genedlaethol.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Targedau adnoddau yn ôl yr angen, e.e. ysgolion sy'n peri'r pryder mwyaf, ardaloedd/ysgolion â lefelau llythrennedd a rhifedd isel iawn, disgyblion â'r angen mwyaf mewn ysgolion.	Bydd gan bob plentyn a pherson ifanc y cyfle i fod yn llythrennog, i gael mynediad i'r cwricwlwm a mynd ymlaen i gyflawni ei botensial.
Cynnal rhagor o adolygiadau rhanbarthol o lythrennedd (a rhifedd) mewn ysgolion a dargedir.	
Cefnogi ysgolion a chlystyrau i wella prosesau asesu yn y Cyfnod Sylfaen ac yng Nghyfnodau Allweddol 2 a 3.	
Gwella dulliau olrhain disgyblion pan fydd ymyriad wedi dod i ben er mwyn asesu cynnydd parhaus. (Argymhelliad Estyn)	
Hyfforddi athrawon a staff cynorthwyol mewn strategaethau llythrennedd a rhifedd cenedlaethol, rhanbarthol a lleol.	
Cefnogi datblygiad y Fframwaith Llythrennedd a Rhifedd cenedlaethol drwy rannu arfer effeithiol ym maes gwella sgiliau a pherfformiad ar draws ysgolion.	



### B3. Gwella cyrhaeddiad

**Nod:** Cynyddu canran y disgyblion sy'n cyflawni Trothwy Lefel 2 gan gynnwys Cymraeg/Saesneg a Mathemateg.

**Mesur: (EDU/017)** % y disgyblion sy'n cyflawni Trothwy Lefel 2 gan gynnwys Cymraeg/Saesneg a Mathemateg.

Perfformiad Blaenorol (ystadegau Llywodraeth Cymru)						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
49.2%	52.1%	53.2%	54.6% Canlyniad LIC a gyhoeddwyd ar gyfer 2012	55% Gwir 55.3%	<b>56%</b>	<b>57%</b>	<b>58%</b>	<b>59%</b>

#### Pam mae hyn yn bwysig:

- Hoffai'r cyngor roi cyfleoedd i ddisgyblion sy'n eu helpu i wella'r sgiliau sylfaenol y mae eu hangen ar bob darllenwr fel y bydd pob disgybl yn gallu darllen, ysgrifennu a bod yn rhifog.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Ers y cyflwynwyd y 'Trothwy Lefel 2 Cynhwysol' (5 gradd A\* - C mewn TGAU neu gymhwyster cyfwerth, gan gynnwys Cymraeg/Saesneg a Mathemateg) fel dangosydd cenedlaethol yn 2008, mae perfformiad cynyddol Abertawe a'i safle yn y tablau cenedlaethol wedi bod yn dda ac yn llawer gwell na'r disgwyl, sy'n dangos bod y pwyslais ar llythrennedd (a rhifedd) dros y 15 mlynedd diwethaf wedi bod yn effeithiol. Yn 2012/13, roedd Abertawe'n 9fed o'r holl awdurdodau yng Nghymru gyda chanlyniad o 55.3% o'i gymharu â chanlyniad Cymru, sef 52.7%.
- Cafwyd gostyngiad yng nghanlyniadau TGAU Abertawe a Chymru yn 2012/13. Cyn hynny, roedd ein perfformiad wedi bod yn gwella, gydag Abertawe yn y 6ed safle yng Nghymru yn 2011/12. Gwelwyd tuedd i wella mewn Mathemateg, gyda disgyblion yn cyflawni A\* - C dros y 5 mlynedd diwethaf, sydd wedi bod yn gyson uwch na chyfartaledd Cymru.
- Yn 2013, cynyddodd sgôr Prawf Darllen Cymru Gyfan ar gyfer disgyblion 11 oed (Blwyddyn 7) i 100.3 (99.4 yn 2012) ond gwelwyd gostyngiad bach yn y sgôr ar gyfer disgyblion 7 oed (Blwyddyn 2) i 95.9 (96.4 yn 2012) er y cynhaliwyd y duedd i wella. Yn gyffredinol, roedd sgorau'r bechgyn 3 phwynt yn is na rhai'r merched. Roedd profion unigol yn 2012 wedi dangos bod y strategaeth llythrennedd yn effeithiol a chofnodwyd gwelliant sylweddol gan ddisgyblion a dargedwyd.
- Mae strategaethau i wella llythrennedd wedi bod ar waith ers diwedd y 1990au ac, yn y pedair blynedd diwethaf, mae Abertawe wedi datblygu strategaeth llythrennedd a weithredir mewn ysgolion, sef yr 8 Ymddygiad

Darllen. Mae hon wedi bod yn effeithiol iawn a chafodd ei chanmol gan Estyn pan arolygwyd yr awdurdod ym mis Mehefin 2013. Nod y strategaeth yw rhoi'r holl sgiliau i ddisgyblion y mae eu hangen arnynt i fod yn ddarllenwyr rhugl.

- Mae strategaethau ategol ar waith hefyd ar gyfer gwella parodrwydd i ddarllen ymhlith plant ifanc iawn, gwella ysgrifennu a helpu disgyblion sydd ychydig yn is na'r perfformiad a ddisgwylir i 'ddal i fyny'. Mae pwyslais y strategaethau hyn ar ddarparu mwy o gefnogaeth i ysgolion a disgyblion yn yr ardaloedd o amddifadedd uchel a dargedir. Mae ysgolion yn clustnodi arian o'r Grant Effeithiolrwydd Ysgolion ar gyfer llythrennedd a rhifedd.
- Mae'r holl strategaethau llythrennedd wedi'u llunio i apelio at fechgyn ac mae ysgolion wedi sôn am gynnydd o ran brwdfrydedd bechgyn i ddarllen ac ysgrifennu. Yn ogystal, mae gwerth y Grant Amddifadedd Disgyblion (GAD) ar gyfer 2014-15 wedi dyblu. Caiff ei dargedu i gefnogi disgyblion sy'n derbyn prydau ysgol am ddim, gyda phwyslais penodol ar wella cyflawniad bechgyn.
- Mae Llywodraeth Cymru wedi cyflwyno Fframwaith Llythrennedd a Rhifedd sy'n newid y pwyslais o 'Saesneg' i ddatblygu sgiliau llythrennedd ar draws y cwricwlwm ac o 'Fathemateg' i ddatblygu sgiliau rhifedd.
- Cyflwynwyd profion darllen a rhifedd blynyddol newydd ar gyfer holl ddisgyblion Cymru yn 2013. Fodd bynnag, cafwyd problemau wrth safoni'r prawf darllen cenedlaethol, felly gosodir gwaelodlin newydd i fesur llwyddiant yn ystod haf 2014.
- Bydd yr awdurdod yn parhau i ddatblygu'r strategaeth llythrennedd leol ar y cyd â'r Fframwaith Llythrennedd a Rhifedd cenedlaethol er mwyn helpu i wella llythrennedd a chyrhaeddiad addysgol. Datblygir y strategaeth leol dan arweiniad grŵp penaethiaid y clwstwr.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Yn hydref 2013, cydnabu Estyn y gwelliant mewn safonau yn Abertawe, yn enwedig rhai Cyfnod Allweddol 4. Cyflawnwyd y perfformiad disgwyliedig neu ragorwyd arno. Mae Estyn wedi canmol y strategaeth llythrennedd leol hefyd.
- Roedd Estyn yn cyfeirio at ysgolion uwchradd Abertawe fel modelau o arfer da mewn cynadleddau a dogfennau yn 2013.
- Mae'r awdurdod yn mabwysiadu Fframwaith Llythrennedd a Rhifedd newydd Llywodraeth Cymru ac yn ymgorffori'r strategaeth llythrennedd effeithiol a weithredir mewn ysgolion, ynghyd â strategaethau eraill, ym mhob ysgol er mwyn helpu i wella safonau llythrennedd.

Cynhelir rhagor o adolygiadau llythrennedd a rhifedd rhanbarthol ar gyfer ysgolion a dargedir hefyd ac mae Abertawe'n defnyddio arian yn effeithiol i flaenoriaethu ysgolion.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Gwella cysondeb yr her i ysgolion er mwyn iddynt wella safonau.	Cydydffurfio ag argymhelliad Estyn.
Lleihau nifer yr ysgolion uwchradd sydd yn 50% isaf eu grŵp o ysgolion tebyg (3 yn 2012-2013) drwy bennu targedau sy'n ddigon heriol.	
Targedu adnoddau yn ôl yr angen, e.e. ysgolion sy'n peri'r pryder mwyaf, ardaloedd/ysgolion â lefelau llythrennedd a rhifedd isel iawn, disgyblion â'r angen mwyaf mewn ysgolion.	Bydd gan bob plentyn a pherson ifanc y cyfle i fod yn llythrennog, i gael mynediad i'r cwricwlwm a mynd ymlaen i gyflawni ei botensial.
Hyfforddi athrawon a staff cefnogi mewn strategaethau llythrennedd a rhifedd.	
Hwyluso cefnogaeth ysgol i ysgol fel y rhennir arfer effeithiol ym maes gwella sgiliau a pherfformiad rhwng ysgolion ac awdurdodau.	

## C. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau Plant a Theuluoedd)

### Pam mae hwn yn Amcan Gwella

Mae'n ymwneud â materion allweddol a chanddynt oblygiadau ar gyfer yr angen i wella gwasanaethau cymdeithasol i blant.

#### 1. Y cyd-destun lleol:

- Mae gan Abertawe'r ail boblogaeth gyffredinol fwyaf o'r 22 Awdurdod Unedol yng Nghymru. Poblogaeth gyffredinol plant a phobl ifanc (0-17 oed) yn Abertawe yw 46,808 sef tua 20% o'r boblogaeth gyfan. Mae'r boblogaeth hon yn tyfu'n gyflym a rhagwelir y bydd yn cynyddu fel a ganlyn:
  - 2% rhwng 2013 a 2020
  - 5% rhwng 2011 a 2030.
- Mae'n debygol bod twf y boblogaeth gyffredinol yn Abertawe 'n uwch na gweddill Cymru. Ar ben hyn, mae 12% o ardaloedd Abertawe ymysg y 10% mwyaf difreintiedig yng Nghymru ac mae 25% o ardaloedd Abertawe ymysg yr 20% mwyaf difreintiedig yng Nghymru. Mae mwy o blant yn cael eu magu gyda thlodi uchel, oherwydd bod teuluoedd yn wynebu'r amodau cymdeithasol ac economaidd llym sy'n deillio o'r mesurau arbed arian a'r diwygiadau lles.
- Mae pob un o'r newidiadau hyn yn debygol o arwain at alw sylweddol uwch am yr holl wasanaethau i blant a phobl ifanc dros y blynyddoedd nesaf, gan gynnwys ar gyfer plant ag anghenion cymdeithasol cymhleth.
- Casgliad arolwg annibynnol diweddar (mis Mai 2013) oedd y bu Abertawe'n:
  - Llwyddiannus iawn wrth leihau cyfradd y cyfeiriadau a'r ailgyfeiriadau at Ofal Cymdeithasol Plant
  - Llwyddiannus wrth reoli cyfradd y plant mewn angen
  - Llwyddiannus wrth gadw nifer y plant ar y Gofrestr Amddiffyn Plant yn gymharol isel a digyfnawid pan fo'r nifer wedi bod yn cynyddu'n sylweddol yng ngweddill y DU.
  - Llwyddiannus wrth gefnogi plant sy'n derbyn gofal i gael amrywiaeth o leoliadau sefydlog, gan gynnwys rhai parhaol.
- Mae angen o hyd i ni ganolbwyntio'n hymdrechion ar leihau nifer cyffredinol y plant a phobl ifanc sy'n derbyn gofal er mwyn bod mewn sefyllfa well i helpu plant mewn angen drwy wasanaethau atal ac ymyrryd yn gynnar.
- Mae rhai meysydd i'w gwella gan Gyngor Abertawe a'i bartneriaid:
  - Ein nod yw cyflawni'r canlyniadau gorau posib ar gyfer plant mewn angen: Rydym yn parhau i wneud cynnydd ym meysydd allweddol strategaeth pum mlynedd Abertawe ar gyfer lleihau PDG yn ddiogel.
  - Monitro poblogaeth y plant mewn angen ac effaith y diwygiadau lles ar deuluoedd yn Abertawe.

- Datblygu gwasanaethau ar gyfer plant a phobl ifanc sydd ar fin dod i'r system gofal.
- Gwella gwasanaethau ar gyfer plant a phob ifanc sy'n agosáu at oedolaeth a'r rhai sy'n gadael gofal.

**Cyfraniad y cyngor at welliant:**

- Mae'r cyngor yn parchu hawliau pob plentyn, fel y'u nodir yng Nghonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn, ac mae'n ceisio hyrwyddo'r holl bethau mae eu hangen ar blant a phobl ifanc i sicrhau eu bod yn iach, yn hapus ac yn ddiogel.
- Mae'r cyngor am gyflawni'r canlyniadau gorau posib i blant mewn angen a phlant sy'n derbyn gofal er mwyn i bob un gyflawni ei botensial llawn a'r daith orau bosib mewn bywyd.
- Yn ei rôl fel rhiant corfforaethol, mae'r cyngor am wella iechyd a datblygu lles pob plentyn sy'n derbyn gofal.
- Mae'r cyngor am i blant ddatblygu'n ddinasyddion cyfrifol, cyflawni eu nodau a'u huchelgeisiau eu hunain ac, ymhen amser, bod yn rhieni da i'w plant eu hunain.
- Mae'r cyngor am i bob plentyn fwynhau dysgu ac elwa o'r profiad.
- Mae'r cyngor am i blant brofi perthnasoedd cadarnhaol a themlo bod pobl yn eu gwerthfawrogi ac yn eu caru am bwy yr ydynt.

**C1. Lleihau nifer y plant mewn angen sy'n dod i'r system gofal.**

**Nod:** Lleihau nifer y plant mewn angen sy'n dod i'r system gofal.

**Mesur:** Nifer/% y plant sy'n dod i'r system gofal fesul 10,000 o'r boblogaeth sy'n blant.

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 i'w gadarnhau	2014-15	2015-16	2016-17
<b>Nifer y plant sy'n dod i'r system gofal</b>	170	268	193	161	221	<b>167</b>	<b>160</b>	<b>150</b>	<b>140</b>
<b>% y plant sy'n dod i'r system gofal (fesul 10,000 o'r boblogaeth 0-17 oed)</b>	37.4	59.01	42.80	35.39	47.21	<b>34</b>	<b>32</b>	<b>30</b>	<b>28</b>

**Pam mae hyn yn bwysig:**

- Mae'r cyngor am i bob plentyn fod yn iach a chyflawni lles.
- Mae'r cyngor am gefnogi plant mewn angen yn lleol, mor agos at eu cartrefi â phosib lle bynnag y bo modd, lle gallwn eu cefnogi i fanteisio ar y gwasanaethau sy'n debygol o ddarparu'r canlyniadau gorau.
- Ni ddylai plant ddod i'r system gofal oni bai mai hwn, mewn gwirionedd, yw'r opsiwn gorau neu'r unig opsiwn i ddiogelu neu hyrwyddo eu hiechyd a'u lles.
- Mae'r term 'derbyn gofal' yn berthnasol i blentyn y mae'r awdurdod lleol yn darparu gofal a llety iddo, naill ai drwy orchymyn llys neu drwy gytundeb â rhiant neu geidwad y plentyn.
- Disgrifir rhai plant ag anableddau fel 'plant sy'n derbyn gofal' hefyd; er enghraifft, plant sy'n derbyn lleoliad arbenigol neu seibiannau byr rheolaidd pan fydd angen cefnogaeth statudol.
- Mae cyfran sylweddol o adnoddau'r cyngor yn cael ei dyrannu i nifer cymharol fach o blant yn y system gofal.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Llwyddwyd i leihau nifer y plant sy'n dod i'r system gofal eleni o ganlyniad i ymdrech sylweddol wrth weithredu'r strategaeth ar gyfer lleihau PDG yn ddiogel. Disgwylir cynnydd dros y 5 mlynedd ond awgryma perfformiad blaenorol na fydd modd ailadrodd y newidiadau sylweddol a welwyd eleni bob blwyddyn. Ceir nifer o blant o hyd y mae angen gofalu amdanynt y tu allan i'w teuluoedd naturiol. Mae'n rhaid i ni ddeall yn llawn y ffactorau sy'n cyfrannu at sefyllfa lle mae ang
- en i blentyn dderbyn gofal a'r rhesymau sy'n sail eu hanghenion. Mae plentyn yn dod i'r system gofal oherwydd amrywiaeth o achosion uniongyrchol megis cam-drin rhywiol, esgeulustod, gwrthdaro teuluol neu anawsterau ymddygiad. Yn aml gwelir cam-drin yn y cartref, tloedi, camddefnyddio sylweddau yn y teulu a theuluoedd yn chwalu neu gyfuniad o'r rhain.

- Ein blaenoriaeth bob amser yw sicrhau bod y plentyn yn ddiogel, ei fod yn cael ei amddiffyn a sicrhau y cytunir ar gynllun ar gyfer sefydlogrwydd ym mywyd pob plentyn sy'n derbyn gofal cyn gynted â phosib. Newidiwyd y rhagamcanion i adlewyrchu'r cynnydd sylweddol a wnaed eleni, yn ogystal â'r cynnydd o 2% a ragwelir yn nifer y plant (0-17 oed) yn Abertawe erbyn 2020.
- Mae'r galw am wasanaethau plant a theuluoedd yn gallu cynyddu'n sylweddol a heb rybudd, er enghraifft gall fod angen darparu lleoliad i grŵp mawr o frodyr a chwiorydd heb fawr o rybudd, felly mae'n hanfodol bod gennym strategaeth sy'n seiliedig ar dystiolaeth. Yn ogystal, mae'n rhaid i uwch-reolwyr feddu ar wybodaeth gyfoes a manwl am natur y galw a ragwelir er mwyn sicrhau bod digon o leoliadau addas o safon sy'n gost-effeithiol ar gael a sicrhau ein bod yn rheoli'n hadnoddau yn effeithiol. Dyma ail flwyddyn strategaeth Abertawe ar gyfer lleihau PDG mewn modd diogel ac rydym yn dechrau llwyddo wrth leihau nifer y plant sy'n dod i'r system gofal.
- Yn gyffredinol, mae cyfradd y plant sy'n derbyn gofal yn Abertawe'n uchel, er nad yw mor uchel â rhai awdurdodau cymharol. Rydym yn parhau i ganolbwyntio ar y plant hynny sy'n dod i'r system gofal. Er bod rhaid i ni sicrhau bod plant diamddiffyn yn ddiogel ac yn cael eu hamddiffyn, mae'n rhaid i ni gydnabod hefyd fod y canlyniadau gorau'n cael eu cyflawni fel arfer mewn teuluoedd cefnogol. Mae angen ymdrech gydlynol i gyflawni'r targedau pwysig hyn. I wneud hyn, mae gweithwyr cymdeithasol yn gweithio'n agos gyda theuluoedd, ymarferwyr proffesiynol eraill ac asiantaethau i sicrhau ein bod yn gweithredu i fynd i'r afael ag achosion sylfaenol plant yn dod i'r system gofal, megis tlodi plant, camddefnyddio sylweddau a cham-drin yn y cartref.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae ymagwedd strategol ar waith eisoes sy'n sicrhau'r canlyniadau gorau posib ar gyfer plant yn Abertawe drwy Strategaeth Abertawe ar gyfer lleihau PDG mewn modd diogel.
- Drwy Arwyddion Diogelwch a meddwl sy'n canolbwyntio ar atebion, rydym yn gwella arfer gweithwyr cymdeithasol a sgiliau amrywiaeth o ymarferwyr proffesiynol er mwyn sicrhau diogelwch y plant a datblygu gwydnwch mewn teuluoedd.
- Ar hyn o bryd, rydym yn darparu amrywiaeth o wasanaethau o safon er mwyn rheoli'r galw am Wasanaethau i Blant a Theuluoedd yn Abertawe.
- Drwy'r rhaglen plant a phobl ifanc, mae gennym ymagwedd strategol gydlynol at sicrhau'r canlyniadau gorau posib i blant yn Abertawe.
- Drwy ein gwasanaethau atal ac ymyrryd yn gynnar amrywiol, rydym yn y sefyllfa orau i leihau'r risg bod plant yn dod i'r system gofal, e.e. Gwasanaeth Integredig Cefnogi Teuluoedd, Tîm am y Teulu, Opsiwn2 ac amrywiaeth o wasanaethau cefnogi teuluoedd.

- Mae'r gwasanaethau o safon hyn bellach yn cael eu targedu ar gyfer plant a theuluoedd mewn angen sy'n agos at sefyllfa lle bo angen gofal a reolir arnynt.
- Drwy'r rhaglen newid hon rydym mewn sefyllfa dda i fodloni gofynion y Bil Gwasanaethau Cymdeithasol a Llesiant (Cymru).

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau i fonitro effeithiolrwydd strategaeth lleihau PDG yn ddiogel a'i llwyddiant wrth gyflawni'r canlyniadau gorau posib ar gyfer y grŵp bach hwn o blant.	Er mwyn gwella canlyniadau ar gyfer plant sy'n derbyn gofal a chymryd camau diogel i leihau nifer y plant sy'n dod i'r system ofal.
Ein nod yw cefnogi pob plentyn sy'n derbyn gofal i gyflawni sefydlogrwydd cyn gynted â phosib.	
Lle bo hynny'n briodol, caiff plant eu lleoli yn eu hardal leol neu'n agos ati.	

## C2. Lleihau ailgyfeiriadau a nifer y plant y mae angen ymyriad gan y Gwasanaethau Cymdeithasol arnynt.

**Nod:** Lleihau effaith twf yn y boblogaeth a'r diwygiadau lles ar alw a nifer y plant mewn angen, gan gynnwys gwasanaethau i blant sy'n derbyn gofal, dros y 2-10 mlynedd nesaf.

**Mesurau:** Cyfradd yr ailgyfeiriadau a dderbynnir.  
Cyfanswm y plant yn Abertawe y mae angen ymyriad gan y gwasanaethau cymdeithasol arnynt.

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 <b>TBC</b>	2014-15	2015-16	2016-17
SCC/010 Cyfradd ailgyfeiriadau	33.9	40.8	34.8	30.9	27.8	<b>20</b>	<b>18</b>	<b>17</b>	<b>16</b>
Cyfanswm y plant mewn angen (achosion agored) mewn blwyddyn	4586	3164	3504	4719	4921	<b>3494</b>	<b>Nifer wedi'i leihau</b>		



**Pam mae hyn yn bwysig:**

- Ein nod yw sicrhau bod y gwasanaethau cymdeithasol yn gwneud eu gwaith mwyaf effeithiol gyda'r plant, y bobl ifanc a'r teuluoedd sydd yn yr angen mwyaf. Mae hyn golygu bod rhaid i ni wella arferion amddiffyn a diogelu plant yn barhaus ar draws y cyngor a'r system iechyd.
- Mae'n hollbwysig bod pawb yn cydweithio'n effeithiol a bod unrhyw strategaethau a chynlluniau gwasanaeth yn canolbwyntio ar atal ac ymyrryd yn gynnar ar gyfer y plant a'r teuluoedd mewn angen sy'n fwyaf diamddiffyn. Ein nod yw lleihau'r achosion pan fydd angen ymyriad ffurfiol gan wasanaethau cymdeithasol i gefnogi lles plentyn.
- Yn Abertawe ceir amrywiaeth cynyddol o ran diwylliant, ethnigrwydd a chrefydd. Yn ein holl waith gyda phlant a theuluoedd, mae'n rhaid i ni hyrwyddo eu hamrywiaeth, eu gwahaniaethau diwylliannol a'u hunaniaeth hiliol.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Yn gyffredinol, mae nifer y plant mewn angen mewn blwyddyn wedi gostwng i lefelau tebyg i 2010/11. Er bod nifer y cyfeiriadau at wasanaethau gofal cymdeithasol i blant wedi gostwng, mae nifer cyffredinol y cysylltiadau'n weddol ddigyfnewid. Ymddengys fod nifer y plant mewn angen a chanddynt anabledd yn Abertawe ychydig yn uwch na chyfartaledd Cymru hefyd.
- Fel rhan o'r strategaeth lleihau PDG yn ddiogel, rydym yn cydlynu ymagwedd gyson at blant mewn angen. Drwy weithio gyda phartneriaid i wella effeithiolrwydd eu gwaith gyda phlant mewn angen, gallwn gadw nifer y cyfeiriadau'n is ac, ar yr un pryd, sicrhau nad ydym yn oedi wrth roi ymyriad ffurfiol ar waith er mwyn amddiffyn plentyn mewn angen. Mae cyfradd ailgyfeiriadau wedi gostwng yn gyson eleni, sy'n awgrymu bod ein hymyriadau a dargedir yn effeithiol.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae Gwasanaethau Plant a Theuluoedd a'r Rhaglen Plant a Phobl Ifanc yn cydlynu amrywiaeth o weithgareddau o safon gan wasanaethau megis hyrwyddo cynhwysiad, y Gwasanaeth Integredig Cefnogi Teuluoedd, Tîm am y Teulu, Opsiwn 2 a gwasanaethau cefnogi eraill megis cyswllt dan oruchwyliaeth.
- Mae gwasanaethau megis 'Hyrwyddo Cynhwysiad' yn darparu cefnogaeth i blant sydd mewn perygl o gael eu gwahardd o'r ysgol drwy annog gweithio gyda phlant i'w helpu i aros gartref, yn eu hysgolion, drwy ymagweddau cymunedol at wahardd.
- Rydym wedi ailfodelu'r trefniadau mynediad drws ffrynt i'r Gwasanaethau Plant a Theuluoedd er mwyn gweithio'n effeithiol i reoli cyswllt ac

ailgyfeiriadau, yn ogystal ag ymgynghori ag ymarferwyr proffesiynol eraill ym maes lles plant.

- Mae plant a phobl ifanc yn derbyn asesiad da ac amserol o'u hanghenion.
- Ceir llawer o enghreifftiau o waith ataliol da a defnyddio adnoddau'n greadigol i gyflawni'r canlyniadau gorau ar gyfer plant a phobl ifanc drwy ymagweddau newydd; er enghraifft, canolbwyntio ar atebion wrth gynllunio cefnogaeth, gyda gweithwyr cymdeithasol yn helpu plant a theuluoedd i gytuno ar gynlluniau cefnogi gyda'u strategaethau eu hunain ar gyfer rheoli problemau yn y cartref.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i alinio 'drws ffrynt' y gwasanaethau cymdeithasol ag amrywiaeth ehangach o wasanaethau cefnogi teuluoedd a Maethu Abertawe.	I ehangu amrywiaeth yr opsiynau sydd ar gael i blant a theuluoedd.
Targedu gwasanaethau atal ac ymyrryd yn gynnar megis Tîm am y Teulu (TAT) a ddarperir drwy'r rhaglen Plant a Phobl Ifanc, ar blant a theuluoedd.	Er mwyn atal yr angen am wasanaethau cymdeithasol statudol rhag cynyddu, yn enwedig gwasanaethau PDG.
Cynnal ymgynghoriadau a gwneud cyfeiriadau priodol at y Gwasanaeth Integredig Cefnogi Teuluoedd rhanbarthol lle gall ymyriadau dwys wneud y gwahaniaeth mewn teuluoedd sy'n ceisio gwneud newidiadau mawr.	
Mynd i'r afael ag effaith diwygiadau lles ar dlodi plant a theuluoedd mewn angen.	I hyrwyddo mynediad i gyngor a chefnogaeth arbenigol yn gynnar a mwyafu incwm.
Parhau i fonitro unrhyw newidiadau yn y boblogaeth leol.	I adolygu'r effaith ar y galw a nifer y plant mewn angen, gan gynnwys gwasanaethau plant sy'n derbyn gofal, dros y 2-10 mlynedd nesaf.

**C3. Cefnogaeth ar gyfer gwasanaethau a systemau sy'n gweithredu ychydig islaw'r trothwy ar gyfer gofal cymdeithasol plant.**

**Nod:** Lleihau'r galw am wasanaethau i blant mewn angen a phlant sy'n derbyn gofal drwy dargedu cefnogaeth i'r teulu o fewn ymagwedd system gyfan.

**Mesurau:** Cyfradd y plant sy'n derbyn gofal.  
Cyfradd y plant sy'n derbyn gofal am bob 10,000 o'r boblogaeth 0-17 oed

	Perfformiad Blaenorol						Rhagamcaniad Bras		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 <b>I'W GADARNHAU</b>	2014-15	2015-16	2016-17
<b>Nifer y plant sy'n derbyn gofal</b>	413	558	580	554	588	<b>537</b>	<b>513</b>	<b>500</b>	<b>488</b>
<b>Cyfradd y plant sy'n derbyn gofal (am bob 10,000 o'r boblogaeth 0-17 oed)</b>	-	123	128	123	125	<b>114</b>	<b>108</b>	<b>104</b>	<b>102</b>

**Pam mae hyn yn bwysig:**

- Gall plentyn fod mewn perygl o fynd i'r system gofal o ganlyniad i broblemau dros dro neu barhaol sy'n wynebu ei rieni, o ganlyniad i gamdriniaeth neu esgeulustod, neu oherwydd ymddygiad y plentyn, neu nid oes neb i ofalu amdano.
- Bydd y cyngor yn gweithio mewn partneriaeth â rhieni i ddiwallu anghenion plant drwy ganolbwyntio ar eu cryfderau a dod o hyd i'w hatebion eu hunain.
- Byddwn yn gweithio gyda rhieni ac aelodau'r teulu estynedig er mwyn eu galluogi i ddiwallu anghenion eu plant, gan gynnwys yr angen i'w hamddiffyn.
- Ceir tystiolaeth gref o effaith gadarnhaol gwasanaethau cefnogi teulu a dargedir a systemau cyfan effeithiol megis Tîm am y Teulu (model ataliol gyda'r nod o atal problemau rhag gwaethygu y tu hwnt i reolaeth ac osgoi'r angen am ymyriad gan y gwasanaethau cymdeithasol).
- Pan na fydd rhieni plentyn yn gallu gofalu amdano, mae'n hollbwysig ein bod yn nodi'r dewis ail orau, megis gofalwr o blith aelodau'r teulu a ffrindiau neu leoliad addas gyda gofalwr maeth neu drwy fabwysiadu.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Rydym yn gwella'r defnydd o'r gwasanaethau a'u effaith gyda'r nod o leihau mynediad i'r system gofal a/neu hyrwyddo dychwelyd adref yn gyflym (yn ôl math, angen ac oedran). Gall plant ddod i'r system gofal dros dro neu'n barhaol yn dilyn gweithrediadau amddiffyn plentyn, a byddem yn disgwyl i blentyn ddechrau lleoliad gyda theulu maeth neu leoliad gofal preswyl gyda chynllun ar gyfer sefydlogrwydd ar waith.
- Mae tuedd Abertawe, o ran nifer a chyfradd plant sy'n derbyn gofal, bellach yn cymharu'n dda ag awdurdodau cymharol eraill. Er bod y nifer cyffredinol hyd at 2014 yn sefydlog ac yn gostwng, gwelwyd cynnydd sylweddol iawn mewn awdurdodau lleol eraill. Gwelwyd cynnydd o 24% yn nifer y plant sy'n derbyn gofal yng Nghymru yn ystod y pum mlynedd diwethaf a chyfradd gyfartalog Cymru oedd 91 yn 2013.
- Dyma'r penawdau o ran nifer y plant a phobl ifanc yn Abertawe sy'n derbyn gofal hyd yn hyn (Chwefror 2014):
  - Cafwyd gostyngiad o 8% yn y flwyddyn ddiwethaf yn nifer cyffredinol y plant sy'n derbyn gofal.
  - Mae nifer y plant a phobl ifanc sy'n derbyn gofal yn Abertawe wedi gostwng, am y tro cyntaf ers rhai blynedd, gan gyflawni'r targed a bennwyd gan Strategaeth Lleihau PDG yn Ddiogel Abertawe, sef 20%.
  - Mae cyfradd PDG yn y boblogaeth yn Abertawe, sef 114, bellach yn agosach at gyfartaledd Cymru o'i chymharu â 125 y llynedd.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r cyngor wedi cadw gweithwyr cymdeithasol sy'n parhau i ddatblygu eu profiad, eu sgiliau a'u gwybodaeth. Mae'r rhain yn cael eu defnyddio yn eu gwaith uniongyrchol gyda phlant a theuluoedd.
- Meithrin perthnasoedd cryf a chadarnhaol gyda phlant, teuluoedd a chymunedau drwy dimau ardal leol a dulliau cydlynol, amlasiantaeth o weithio.
- Ailfodelu'r amrywiaeth o wasanaethau er mwyn cefnogi plant a theuluoedd i gyflawni sefydlogrwydd cyn gynted â phosib.
- Lleoli plant yn agosach at ardal eu cartrefi er mwyn hyrwyddo cysylltiadau â'u teuluoedd, lle y bo'n briodol, a gwella mynediad i wasanaethau.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Ar y cyd â phartneriaid, sicrhau bod gwasanaethau a gweithgareddau'r rhaglen hyrwyddo cynhwysiad yn targedu plant sydd mewn perygl o gyrraedd sefyllfa pan fydd angen cyfranogaeth y gwasanaethau cymdeithasol neu angen dod i'r system gofal.	I wella canlyniadau a lleihau'r galw am wasanaethau i blant mewn angen a phlant sy'n derbyn gofal.

**C4. Datblygu gwasanaethau i ymateb hyd yn oed yn well i blant a phobl ifanc sydd mewn perygl o fynd i'r system gofal.**

**Nod:** Gwella gwasanaethau i blant a phobl ifanc a allai fod mewn perygl o fynd i'r system gofal

**Mesurau:** (Amddiffyn Plant)

% y plant ar y Gofrestr Amddiffyn Plant sydd wedi cael eu tynnu o'r gofrestr ac yna eu cofrestru eto.

% y plant sy'n parhau ar y Gofrestr Amddiffyn Plant ar ôl mwy na blwyddyn.

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 i'w gadarnhau	2014-15	2015-16	2016-17
% y plant ar y Gofrestr Amddiffyn Plant sydd wedi cael eu tynnu o'r gofrestr yna eu cofrestru eto	7%	7%	11%	5%	16%	<b>20%</b>	<b>15%</b>	<b>10%</b>	<b>5%</b>
% y plant sy'n parhau ar y Gofrestr Amddiffyn plant am fwy na blwyddyn	25%	24%	18%	23%	14%	<b>16.5%</b>	<b>16%</b>	<b>15%</b>	<b>14.5%</b>

**Pam mae hyn yn bwysig:**

- Ein blaenoriaeth bob amser fydd osgoi'r angen i dderbyn plant i'r system gofal a byddwn bob amser yn chwilio am ddewisiadau eraill sy'n ddiogel ac yn briodol.
- Yn Abertawe, rydym o'r farn bod plant yn fwy tebygol o ffynnu mewn lleoliadau teulu a'n cyfrifoldeb yw sicrhau bod plant yn derbyn gofal mewn cartref teulu a, lle bynnag y bo modd, yn yr ardal leol.
- Gofal maeth yw'r ail ddewis gorau ar ôl teulu'r plentyn ei hun, neu'r teulu estynedig.
- Mae'r cyngor yn dyrannu adnoddau sylweddol i gefnogi nifer cymharol fach o blant sy'n derbyn gofal drwy leoliadau a gefnogir a gofal a reolir.
- Ceir tystiolaeth gref o effaith gadarnhaol gwasanaethau cefnogi teulu a dargedir ac ymagweddau system gyfan effeithiol sy'n cefnogi plant heb ystyried ffiniau proffesiynol neu sefydliadol.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Ein blaenoriaeth bob amser yw diogelu ac amddiffyn plant sydd mewn perygl o niwed a chamdriniaeth sylweddol. Mae'n bwysig ein bod yn cadw llygad ar blant a oedd yn destun cynllun amddiffyn plentyn ac sydd wedi'u tynnu o'r gofrestr ond a allai beri pryder ar adeg yn y dyfodol.

- Buom yn ystyried a ddylid newid pwyslais y mesur i blant sy'n cael eu cofrestru eto o fewn blwyddyn; gallai hyn fod yn ddangosydd gwell i nodi a yw'r cynlluniau diogelwch y cytunwyd arnynt mewn cynhadledd a thrwy weithrediadau'n cael eu gweithredu'n effeithiol ac mewn partneriaeth â theuluoedd ac ymarferwyr proffesiynol eraill. Byddwn yn parhau i greu proffil ar gyfer plant sy'n dychwelyd i'r cofrestr amddiffyn plant gan ystyried a yw'r rhesymau dros yr ymyriad newydd yn debyg i brofiadau ac ymyriadau blaenorol.
- Rydym wedi gwneud cynnydd sy'n well na'r disgwyl o ran sicrhau nad yw plant yn aros ar y gofrestr am gyfnod hwy na'r hyn sy'n angenrheidiol. Mae'r rhagamcanion wedi'u diwygio i adlewyrchu hyn er mwyn sicrhau ein bod yn canolbwyntio ar blant a allai fod mewn perygl o ddod i'r system gofal dros dro neu'n barhaol yn sgîl gweithrediadau amddiffyn plentyn.
- Yn Abertawe, mae nifer a chyfradd y plant ar y gofrestr amddiffyn plant wedi aros yn weddol sefydlog. Mae nifer y plant ar y Gofrestr Amddiffyn Plant yn Abertawe wedi bod oddeutu 200-250 am sawl blwyddyn, ond mae'r ffigur wedi bod ychydig yn is am y rhan fwyaf o'r flwyddyn hon.
- O ganlyniad i newidiadau diweddar yn nhrefniadau amlinellol y Gyfraith Gyhoeddus, mae'n cymryd llai o amser i fynd ag achos drwy weithrediadau llys ac mae'n bosib bod hyn yn effeithio ar y niferoedd a'r targedau yn y maes hwn. Yn gyffredinol, mae cyfraddau gwaith amddiffyn plant yn Abertawe'n debyg iawn i gyfartaledd Cymru ac awdurdodau lleol cymharol eraill.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Gweithio gyda'r tîm cyfreithiol corfforaethol i sicrhau y cydymffurfir â threfniadau amlinellol y gyfraith gyhoeddus a bod rhagor o gofrestriadau a datgofrestriadau'n cael eu cyflawni drwy weithio'n effeithiol i gefnogi gwasanaethau plant a theuluoedd yn eu cynlluniau amddiffyn plant.
- Mae newidiadau yn yr Uned Ansawdd Gwasanaeth wedi gwella ansawdd ac amseroldeb cynadleddau amddiffyn plant, gan wella ansawdd y cynlluniau amddiffyn plant sy'n cael eu dilyn gan adolygiadau amserol.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau i ddatblygu cefnogaeth gyfreithiol ar gyfer timau wrth roi trefniadau'r gyfraith gyhoeddus ar waith.	Er mwyn cau achosion yn gynt ar gyfer plant ar y gofrestr amddiffyn.
Ailwampio paneli amlasiantaeth ar gyfer trafod achosion cymhleth a thargedu adnoddau.	Er mwyn cymryd camau diogel i osgoi'r angen i blant dderbyn gofal drwy sicrhau y defnyddir gwasanaethau ar gyfer plant sydd mewn perygl o fynd i'r system gofal.

**C5. Gwella mynediad i wasanaethau ar gyfer plant sy'n derbyn gofal a'r rhai sy'n gadael gofal.**

**Nod:** Gwella mynediad i adnoddau ar gyfer plant sy'n derbyn gofal a'r rhai sy'n gadael gofal, a chefnogi hyn drwy ddadansoddiad manylach o wariant yr holl bartneriaid ar blant sy'n derbyn gofal.

**Mesurau:** % y plant sy'n derbyn gofal yn Abertawe a gefnogir mewn lleoliad teulu yn hytrach na gofal preswyl (cydbwysedd gofal).

Ar ddiwedd y flwyddyn	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14 I'w gadarnhau	2014-15	2015-16	2016-17
% y plant sy'n derbyn gofal maeth prif ffrwd gyda Maethu Abertawe	dd/b	49%	45%	50%	53%	<b>57%</b>	<b>58%</b>	<b>60%</b>	<b>62.5%</b>
Nifer y plant mewn gofal preswyl	dd/b	43	46	55	62	<b>50</b>	<b>48</b>	<b>45</b>	<b>43</b>
% y plant sy'n derbyn gofal mewn lleoliad teulu	dd/b	92%	92%	89%	88%	<b>92%</b>	<b>93%</b>	<b>94%</b>	<b>95%</b>

**Pam mae hyn yn bwysig:**

- Mae llawer o blant sy'n derbyn gofal mewn mwy o berygl o eithrio cymdeithasol na phlant eraill o oedran tebyg.
- Mae'r lleoliad cywir, yn y lle cywir ac ar yr adeg gywir, yn hanfodol i wella sefydlogrwydd lleoliadau ar gyfer plant sy'n derbyn gofal. Mae hyn, yn ei dro, yn hollbwysig wrth gyflawni canlyniadau gwell ar gyfer plant sy'n derbyn gofal.
- Mae sicrhau digon o leoliadau a llety sy'n diwallu anghenion plant sy'n derbyn gofal yn gam hanfodol wrth gyflawni canlyniadau gwell ar gyfer y grŵp diamddiffyn hwn.
- Y cyngor, fel rhieni corfforaethol, sy'n gyfrifol am blant sy'n derbyn gofal.
- Mae'r cyngor yn disgwyl y caiff pob plentyn sy'n derbyn gofal ei gofrestru gyda meddyg teulu, deintydd ac optegydd ac y bydd yn derbyn profion rheolaidd i sicrhau ei fod yn cadw'n iach. Mae'r cyngor o'r farn ei bod yn haws cyflawni canlyniadau iechyd pan fydd y plentyn mewn gofal lleol a bod modd iddo dderbyn gwasanaethau o safon.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae Abertawe wedi gwneud cynnydd sylweddol eleni at gyflawni'r targedau cynaliadwy a bennwyd yn y strategaeth 5 mlynedd ar gyfer lleihau PDG yn ddiogel. Rydym wedi recriwtio rhagor o ofalwyr maeth, wedi dod o hyd i deuluoedd addas i blant ac wedi trefnu iddynt gael eu mabwysiadu. Ar hyn o bryd, mae cyfran lawer uwch o leoliadau'n cael eu trefnu drwy Faethu Abertawe yn hytrach na thrwy asiantaethau maethu annibynnol.

- Mae llawer llai o blant bellach mewn gofal preswyl. Mae'r plant hynny sydd mewn gofal preswyl yn debygol o fod ag anghenion cymhleth ac yn derbyn gofal arbenigol a gomisiynwyd i ddiwallu anghenion addysgol penodol iawn neu anghenion anableded neu er mwyn bodloni gofynion cyfreithiol. Os oes anghenion cymhleth gan blant, bydd angen bob amser ystyried lleoliadau arbenigol y tu allan i'r ardal os nad yw'r gwasanaethau hynny ar gael yn lleol.
- Rydym bob amser yn disgwyl bod cynllun ar gyfer sefydlogrwydd ar waith pan fydd plentyn yn dechrau lleoliad. Yn gyffredinol, mae rhagor o blant bellach yn cael eu cefnogi mewn teuluoedd ac, i adlewyrchu'r llwyddiant hwn, rydym mewn sefyllfa i addasu'r rhagamcanion ar gyfer y dyfodol.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Rydym yn sicrhau bod dewis o leoliadau ar gael i blant sy'n derbyn gofal, drwy sicrhau bod lleoliadau gofal maeth o safon ar gael yn agosach at gartref.
- Rydym yn recriwtio ac yn cadw nifer uwch o ofalwyr maeth (Maethu Abertawe).
- Drwy gynyddu nifer y gofalwyr maeth arbenigol, gallwn ddod o hyd i leoliadau i ddiwallu amrywiaeth ehangach o anghenion, drwy deulu a ffrindiau, gofal prif ffrwd, therapiwtig a gofalwyr seibiant byr.
- Rydym yn gweithio gyda gofalwyr maeth i sicrhau eu bod yn cael eu hyfforddi a'u cefnogi'n dda a'u gwobrwyo am eu gwaith i gyflawni canlyniadau cadarnhaol ar gyfer y plant yn eu gofal.
- Drwy gomisiynu rhanbarthol, rydym yn sicrhau bod lleoliadau addas yn gost-effeithiol ac yn cyflawni safonau uchel.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Cydlynu ymdrechion gyda phartneriaid drwy strategaeth lleihau PDG yn ddiogel.	I helpu plant sy'n derbyn gofal i gael sefydlogrwydd a darparu canlyniadau gwell i blant ar y cyfle gynharaf.



<b>Beth?</b>	<b>Pam?</b>
<p>Gweithio i sicrhau bod rhagor o blant yn derbyn gofal mewn teuluoedd cefnogol, bod y lleoliadau'n rhai sefydlog, a'u bod yn cyflawni'r canlyniadau gorau drwy fabwysiadu, gorchmynion gwarcheidwaeth arbennig neu leoliadau gyda theuluoedd a ffrindiau.</p>	<p>I helpu plant sy'n derbyn gofal i gael sefydlogrwydd a darparu canlyniadau gwell i blant ar y cyfle gynharaf.</p>
<p>Yn lleol ac yn rhanbarthol, comisiynu amrywiaeth ehangach o wasanaethau i gefnogi plant ag anghenion cymhleth a sicrhau bod lleoliadau o safon ar gael am gost is.</p>	
<p>Gwella'n model pontio ar gyfer pobl ifanc 16 oed a hŷn ag anghenion cymhleth er mwyn cynllunio a chefnogi'r newid o wasanaethau plant i wasanaethau oedolion.</p>	
<p>Sicrhau bod lleoliadau a gwasanaethau cefnogi yn darparu cefnogaeth ddigonol i bobl ifanc a'r rhai sy'n gadael gofal a allai fod mewn perygl o droseddu.</p>	

## Ch. Datblygu partneriaethau, sgiliau a'r isadeiledd er mwyn denu a meithrin economi ar sail gwybodaeth, gan greu swyddi yn y sectorau allweddol.

### Pam mae hwn yn Amcan Gwella

Mae gan Abertawe rai problemau economaidd sylfaenol y mae'n rhaid mynd i'r afael â hwy. Mae gan y cyngor rôl yn hyn drwy gynyddu manteision cymdeithasol prosiectau adfywio a phennu'r fframwaith cynllunio strategol i alluogi twf economaidd.

#### 1. Yr Economi a'r Farchnad Lafur<sup>3</sup>:

- Mae potensial economaidd sylweddol gan Abertawe ond mae'n wynebu nifer o heriau difrifol i'w thwf economaidd yn y dyfodol.
- Mae'r dadansoddiad a gynhaliwyd fel rhan o'r Strategaeth Adfywio Economaidd Ranbarthol yn nodi rôl allweddol Abertawe yn y Dinas-ranbarth ond mae'n amlygu nifer o wendidau o ran isadeiledd y mae'n rhaid eu goresgyn er mwyn ysgogi ffyniant newydd.
- Mae materion sylfaenol megis cynhyrchiant isel, diweithdra uchel, anweithgarwch economaidd a diffyg sgiliau ymysg y pryderon craidd.
- Mae gweithgarwch economaidd a chyfraddau cyflogaeth yn Abertawe islaw'r ffigurau cyfatebol ar gyfer Cymru a'r DU. Mae cyfraddau diweithdra (yn seiliedig ar arolwg) yn Abertawe yn uwch na chyfraddau Cymru a'r DU, er bod cyfraddau hawlwyd yn is.
- Mae ystadegau eraill y farchnad lafur yn atgyfnerthu rôl Abertawe o fewn is-ranbarth de-orllewin Cymru a'i safle fel economi sy'n canolbwyntio ar y sector gwasanaethau, â chyfran uchel o swyddi yn y sector cyhoeddus.

#### 2. Creu Lleoliad Cystadleuol:

- Mae'r cyngor yn cydnabod bod rhaid iddo gydweithio â'i bartneriaid yn y sector preifat, llywodraeth, y byd academaidd a'r trydydd sector i oresgyn heriau Abertawe ac ysgogi twf yn y ranbarth.
- Mae hyn yn cynnwys gweithio ar y cyd ar amrywiaeth o fentrau a phrosiectau, gan gynnwys yr uchelgais i greu lle unigryw ag isadeiledd cystadleuol sy'n cefnogi buddsoddiad mewn sectorau gwerth uchel yn seiliedig ar wybodaeth.
- Felly, mae perfformiad y cyngor yn ei rôl fel awdurdod cynllunio, a sut mae'n mwyafu'r cyfleoedd cyflogaeth a sgiliau a ddarperir gan brosiectau isadeiledd mawr, yn allweddol wrth wynebu'r her o greu lleoliad cystadleuol.

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<sup>3</sup>Asesiad Anghenion Strategol Bwrdd Gwasanaethau Lleol Abertawe (2013)

### Cyfraniad y cyngor at welliant

- Mae cynyddu effaith prosiectau adfywio drwy gynnig a hwyluso lleoliadau hyfforddiant a gwaith cysylltiedig yn ffordd bwysig i Ddinas a Sir Abertawe allu paratoi trigolion ar gyfer heriau'r dyfodol.
- Mae Dinas a Sir Abertawe yn cymryd rhan mewn dau gynllun sylweddol i gyflawni hyn: Gweithffyrdd a'r Tu Hwnt i Frics a Morter.
- Mae cynllun Y Tu Hwnt i Frics a Morter (BB&M) yn helpu busnesau lleol i ddod yn rhan o'r rhaglen adfywio drwy gynnwys cymalau mewn contractau a fydd yn darparu manteision cymdeithasol megis cyfleoedd ar gyfer pobl ddi-waith tymor hir a'r rhai sy'n anweithgar yn economaidd.
- Ym mhrosiect Gweithffyrdd, mae Abertawe'n gweithio gyda thri awdurdod lleol arall yn y rhanbarth i weithio gyda phobl sy'n anweithgar yn economaidd a'r rhai sy'n ddi-waith tymor hir a'u cefnogi i ddychwelyd i gyflogaeth.
- Bydd Gweithffyrdd yn cynnig cefnogaeth wedi'i theilwra i'r rhai sy'n cymryd rhan drwy asesu eu hanghenion a'u cysylltu â chyflogwyr priodol (DS - bydd Llywodraeth Cymru'n adolygu prosiect Gweithffyrdd yn 2013/14)
- Mae lles economaidd ac adfywio Dinas a Sir Abertawe'n dibynnu, i raddau, ar ddatblygu prosiectau mawr, boed ym maes manwerthu, tai neu ddiwydiant.
- Mae hyn yn ymwneud â manteision economaidd y datblygiad terfynol os yw'n fasnachol, a'r gyflogaeth a'r fasnach sy'n deillio o'r broses adeiladu.
- Mae angen partneriaeth lwyddiannus rhwng y datblygwr a'r awdurdod cynllunio lleol er mwyn i gynlluniau sy'n hybu datblygiad economaidd gyrraedd y cam caniatâd cynllunio.

### Ch1. Cynyddu nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol.

**Nod:** Cynyddu nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol a'r Tu Hwnt i Frics a Morter yn eu contractau.

**Mesur:** (BBMA1 - Cynnydd yn nifer y prosiectau sy'n cynnwys cymalau budd cymdeithasol a'r Tu Hwnt i Frics a Morter) yn eu contractau.

Perfformiad Blaenorol					Rhagamcaniad		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	9	12	17	<b>16</b>	<b>18</b>	<b>19</b>	<b>20</b>

**Pam mae hyn yn bwysig:**

- Hoffai'r cyngor gynyddu nifer ei gontractau sy'n cynnwys cymalau budd cymdeithasol drwy fenter y Tu Hwnt i Frics a Morter (BB&M). Mae'r cymalau hyn yn nodi bod rhaid i'r contract greu cyfleoedd hyfforddi, cyflogaeth a phrofiad gwaith ar gyfer y rhai sy'n ddi-waith ac yn anweithgar yn economaidd. Bydd hyn yn gwella cyfleoedd gwaith a sgiliau trigolion Abertawe.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Oherwydd mesurau arbed arian, tybir y bydd gwariant y cyngor yn arafu, sydd wedi arwain at ragamcaniad is ar gyfer nifer y prosiectau yn y flwyddyn ariannol hon.
- Ers i'r cyngor fabwysiadu'r polisi o gynnwys cymalau budd cymdeithasol mewn contractau adfywio penodol, mae'r fenter wedi cymryd amser i wreiddio yn niwylliant ac arferion y cyngor.
- Ceir dylanwadau macro-economaidd nad oes gan y cyngor lawer o reolaeth drostynt, sydd hefyd yn penderfynu a fydd arian ar gael a pha brosiectau a gaiff eu gwireddu.
- Mae ymwybyddiaeth gynyddol o BB&M yn nhimau caffael a phrosiect y cyngor wedi helpu i gyflawni nodau menter BB&M drwy sicrhau bod sylw'r tîm yn cael ei dynnu at brosiectau newydd. Dylai hyn gael effaith gadarnhaol ar dwf economaidd.
- Yn absenoldeb prosiectau adfywio mawr, mae cymalau budd cymdeithasol wedi cael eu cynnwys mewn contractau llai, megis cynlluniau adnewyddu tai, gan gynyddu'r cyfleoedd sydd ar gael yn gyffredinol.
- Er bod targedau'r flwyddyn hon wedi'u cyflawni, yn y dyfodol gallai llai o gontractau fod ar gael i gynnwys cymalau budd cymdeithasol ynddynt oherwydd toriadau i wariant y sector cyhoeddus a strwythurau fframwaith contractau.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Diben Y Tu Hwnt i Frics a Morter yw sicrhau bod arian sy'n cael ei wario ar brosiectau cyhoeddus yn cyflawni buddion i bobl a chymunedau y tu hwnt i'r hyn sy'n cael ei brynu.
- Cefnogir y cynllun gan dîm caffael y cyngor ac adrannau sy'n ymdrin â chontractau addas ac mae perthynas rhyngddynt hwy a'r Tu Hwnt i Frics a Morter.
- Mae gan Y Tu Hwnt i Frics a Morter brofiad o gyfrifo'r cymalau buddion cymdeithasol mewn contractau i gael y budd mwyaf ar gyfer y gymuned.
- Drwy weithio mewn partneriaeth â chynlluniau a sefydliadau hyfforddi sy'n helpu pobl ddi-waith, mae Y Tu Hwnt i Frics a Morter yn gallu llenwi'r

cyfleoedd hyfforddi sy'n cael eu creu â'r bobl y mae angen y cymorth mwyaf arnynt i ddechreuoddi i waith. Darparwyd 1500 o wythnosau o hyfforddiant eleni a dechreuodd 17 o bobl newydd hyfforddiant.

- Mae Y Tu Hwnt i Frics a Morter wedi gallu gosod cymalau mewn contractau llai hefyd, yn ogystal â chynlluniau grant Datblygu Eiddo'r cyngor, gan ddarparu cyfleoedd hyfforddiant a chyflogaeth lle bynnag y bo modd.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Cynyddu ymwybyddiaeth a dealltwriaeth o nodau cynllun Y Tu Hwnt i Frics a Morter a chymalau budd cymdeithasol.	<p>I dawelu unrhyw ofnau, yn enwedig ymhlith noddwyr prosiect, er mwyn eu hannog i gymryd rhan yn y cynllun i sicrhau ei lwyddiant.</p> <p>Oherwydd toriadau staff a newidiadau i strwythurau'r cyngor, bydd angen cynyddu ymwybyddiaeth o BB&amp;M ymhellach er mwyn sicrhau bod staff yn rhannu manylion contractau newydd.</p> <p>Dim ond drwy gael gwybodaeth amserol gan eraill y gellir cynnwys cymalau budd cymdeithasol mewn contractau.</p>
Parhau i gynnwys cymalau yng nghontractau'r cyngor, gan greu ffyrdd newydd o gael cyfleoedd drwy gontractau llai.	I fanteisio i'r eithaf ar y cyfleoedd a ddarperir gan bob contract, yn absenoldeb contractau adfywio mwy.
<p>Cynyddu rhwydweithiau yn y sectorau cyhoeddus, preifat a'r trydydd sector a chyda'r rhai sy'n ymwneud â buddiolwyr.</p> <p>Ehangu'r dulliau rhwydweithio a ddefnyddir gan Y Tu Hwnt i Frics a Morter, er enghraifft rhannu gwybodaeth drwy'r borth gwe, 'Hysbysu Abertawe '.</p>	<p>I helpu i sicrhau y cynyddir nifer y cyfleoedd cyflogaeth a hyfforddiant gan sicrhau bod digon o bobl yn ymwybodol ohonynt ac yn barod i fanteisio arnynt.</p> <p>Mae rhaglenni hyfforddi yn newid yn aml, felly mae'n bwysig cadw mewn cysylltiad â mentrau newydd a rhai sy'n newid fel y gellir rhoi gwybodaeth newydd i gontractwyr.</p>
Cefnogi mwy o gontractau sy'n ymwneud â gwasanaethau o fewn cynllun Y Tu Hwnt i Frics a Morter.	I fanteisio i'r eithaf ar y cyfleoedd a ddarperir gan amrywiaeth ehangach o gontractau'r cyngor.
Gweithio gyda Cyfle, y cynllun prentisiaeth ar y cyd, i ehangu cwmpas y cyfleoedd rydym yn eu creu.	Fel y gall contractau tymor byr wneud mwy o gyfraniad at ddatblygiad unigolyn, drwy hyfforddiant, profiad gwaith a chyfleoedd cyflogaeth.

## D2. Pobl sy'n cael eu cyflogi

**Nod:** - Cynyddu nifer y bobl sy'n cael eu cyflogi o ganlyniad i gymryd rhan ym mhrosiect Gweithffyrdd.

**Mesur: (WWC1) - Nifer y bobl sy'n cael eu cyflogi o ganlyniad i gymryd rhan ym mhrosiect Gweithffyrdd.**

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	201	287	<b>Rhagamcaniad - 220</b>	<b>300</b>	<b>375</b>	<b>400</b>

### Pam mae hyn yn bwysig:

- Ym mhrosiect Gweithffyrdd, mae Abertawe'n gweithio gyda thri awdurdod lleol arall yn y rhanbarth i gynnwys yr anweithgar yn economaidd a'r di-waith tymor hir a'u cefnogi i ddychwelyd i gyflogaeth.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae Gweithffyrdd yn darparu cymysgedd o gefnogaeth y profwyd ei bod yn helpu pobl ddi-waith i ddychwelyd i gyflogaeth ac aros mewn cyflogaeth.
- Mae ymagwedd y prosiect yn cydnabod anghenion y cleientiaid gan roi lle canolig iddynt mewn cynllun gweithredu â'r nod o wneud dychwelyd i'r gweithle'n haws o lawer.
- Ers ei lansio yn Abertawe, mae strwythur Gweithffyrdd wedi newid sawl gwaith cyn cyrraedd y maint a'r ystod o weithgareddau presennol. Y newid pwysicaf oedd cyflwyno tîm penodol at ddiben chwilio am gyfleoedd gwaith.
- Am nifer o resymau, mae hwn wedi bod yn llai na'r hyn sy'n ofynnol ond mae mäs critigol y prosiect ar fin cynyddu.
- Yn ystod 2013/2014 gadawodd nifer o staff am resymau amrywiol.
- Oherwydd bod llythyr cymeradwyo ffurfiol gan Swyddfa Cyllid Ewropeaidd Cymru wedi cyrraedd yn hwyr, bu oedi yn y broses recriwtio sydd wedi effeithio ar nifer y canlyniadau a gyflawnwyd yn y cyfnod. Roedd rhaid cadw niferoedd achosion ar lefel y gallai'r staff a oedd yn dal i weithio ar y prosiect ei rheoli.
- Cafodd deg aelod newydd o staff eu penodi ym mis Rhagfyr 2013/Ionawr 2014. Ni lenwyd chwe swydd wag ychwanegol ar y pryd a chynhelir ymarfer recriwtio eto ar ddechrau 2014.

- Daeth prosiect Genesis i ben yn 2013/2014 ac fel rhan o'r prosiect peilot, roedd gweddill y cyfranogwyr a'r staff i fod i ymuno â phrosiect Gweithffyrdd. Fodd bynnag, nid oedd unrhyw aelodau staff ac roedd nifer y cyfranogwyr yn llawer is na'r hyn a ragwelwyd. Mae'r ffactorau hyn i gyd wedi cyfrannu at nifer is o ganlyniadau na'r hyn a ragwelwyd.
- Mae'r prosiect wedi gofyn am estyniad hyd ddiwedd mis Medi 2014. Oherwydd yr oedi wrth dderbyn cymeradwyaeth, bu'n rhaid i'r prosiect ohirio cymeradwyo unrhyw lleoliadau eraill a ariennir (swyddi dros dro). Mae canran uchel o'r lleoliadau hyn yn arwain at swyddi gyda'r cwmni, felly roedd hyn hefyd yn effeithio ar y canlyniadau.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae cynlluniau eraill sy'n gweithio gyda phobl yn cyfeirio eu cleientiaid at Weithffyrdd pan deimlir eu bod yn barod i ystyried cyflogaeth.
- Mae ymwybyddiaeth o weithgareddau tîm Abertawe'n sicrhau llif o gyfranogwyr newydd i'r prosiect.
- Cyfeirio cyfranogwyr a busnesau at sefydliadau cefnogi addas eraill yn y sir.
- Mae gallu'r prosiect i ddileu'r rhwystrau a wynebir gan y rhai sy'n dymuno dychwelyd i waith a darparu cyfleoedd swyddi dros dro, i helpu unigolyn i baratoi ar gyfer dychwelyd i gyflogaeth barhaol, yn rhoi hyder i unigolion ac mae'n dangos i gyflogwyr bod gan ddarparu weithwyr yr ymagwedd a'r tueddfryd gofynnol.
- O ganlyniad i gynnydd yn nifer y staff, bu modd gwneud rhagor o waith allgymorth. Cynhelir dosbarthiadau chwilio am swyddi mewn pum lleoliad bob wythnos. Mae'r rhain yn cynnig cefnogaeth wrth chwilio am swyddi, llunio CV a sut i wneud cais am swydd. Yn ogystal â hyn, mae staff y prosiect yn cynnal sesiynau ddwywaith yr wythnos ar dechnegau cyfweliad a chyfweliadau ffug.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Cynyddu maint y tîm Cyswllt Cyflogaeth i gyd-fynd â maint tîm mentora Gweithffyrdd.	Bydd hyn yn gwella presenoldeb y prosiect yn y gymuned fusnes, cynyddu nifer ac amrywiaeth y cyfleoedd swydd sydd a'r gael i'r rhai sy'n dychwelwyd i waith, yn aml am y tro cyntaf mewn blynyddoedd maith, a nifer y swyddi mae cleientiaid y prosiect yn eu cael.
Gweithio gyda Llywodraeth Cymru fel rhan o brosiect peilot a fydd yn ceisio cydlynu ymdrechion.	I gynyddu nifer y lleoliadau a rhoi mwy o eglurhad i gleientiaid am sut gallant gyfrannu at ymdrech ehangach i ymladd yn erbyn tlodi.

Beth?	Pam?
Gweithio'n agos gyda Swyddfa Cyllid Ewropeaidd Cymru a'r Bartneriaeth Ddysgu Ranbarthol i baratoi a chyflwyno cais am brosiect Cyflogadwyedd a Sgiliau newydd i'w gynnal rhwng 2014 a 2020.	Adeiladu ar lwyddiant prosiect Gweithffyrdd yn Abertawe i helpu cynifer o bobl â phosib i gael gwaith a chynifer o fusnesau â phosib gyda'u hanghenion recriwtio.

### Ch3. Boddhad â'r Gwasanaeth Cynllunio

**Nod: Cynyddu % yr ymgeiswyr a thrydydd partïon sy'n fodlon neu'n fodlon iawn ar y Gwasanaeth Ceisiadau Cynllunio.**

**Mesur:** % yr ymgeiswyr a thrydydd partïon sy'n fodlon neu'n fodlon iawn ar y gwasanaeth ceisiadau cynllunio

Perfformiad Blaenorol						Rhagamcaniad		
2008	2009	2010	2011	2012	2013	2014	2015	2016
88%	84%	87%	90%	93%	94%	<b>94%</b>	<b>95%</b>	<b>95%</b>

#### **Pam mae hyn yn bwysig:**

- Mae gwell boddhad yn fesur pwysig o safon y gwasanaeth cynllunio; mae gwasanaeth cynllunio o ansawdd uchel yn bwysig gan ei fod yn rhoi hyder i ddatblygwyr a buddsoddwyr i fuddsoddi yn Abertawe er mwyn datblygu sectorau allweddol o'r economi leol.

#### **Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae'r cyngor yn gyfrifol am brosesu a phenderfynu ar geisiadau am ganiatâd cynllunio yn y ddinas a'r sir.
- Mae'n gyfrifoldeb pwysig sy'n effeithio ar yr amgylchedd, trigolion Abertawe a datblygwyr.
- Un o nodau'r cyngor yw darparu'r gwasanaeth hwn mewn modd prydlon a phroffesiynol; mesur da o'i lwyddiant yw lefelau boddhad ymhlith defnyddwyr y gwasanaeth.
- Mae'r mesur hwn yn seiliedig ar arolwg a gynhaliwyd yn gyfan gwbl ar ôl penderfyniad cynllunio ymhlith ymgeiswyr, asiantaethau a phartïon â budd.
- Mae'r Gwasanaeth Cynllunio wedi gweithio gyda'i ddefnyddwyr dros y blynyddoedd diwethaf i wella'r gwasanaeth.
- I'r diben hwn, rydym wedi gwella dulliau cyfathrebu â datblygwyr a phartïon â budd drwy gyflwyno rhyngwyneb gwe gwell sy'n hwylus i'w ddefnyddio a darparu gwasanaeth cyn cyflwyno cais proffesiynol i ddatblygwyr a chymorthfeydd galw heibio ar gyfer deiliaid tai.



- Fodd bynnag, mae rhan helaeth o'r cyd-drafod yn digwydd yn hwyrach yn y broses, h.y. pan gyflwynir cais ffurfiol am ganiatâd cynllunio gan nad yw pawb yn manteisio ar y gwasanaeth cyngor cyn cyflwyno cais.
- Rhagwelir y bydd y mesurau gwella busnes drwy TGCh sydd ar y gweill yn cyflymu'r gwasanaeth proffesiynol manwl a ddarperir, gan gynyddu boddhad drwy ddarparu mynediad gwell i wybodaeth a chyngor proffesiynol mor gynnar yn y broses â phosib. Cynhaliwyd cynllun peilot o'r cam cyn cyflwyno cais i gyfeirio'r broses hon.
- Fodd bynnag, amharwyd ar lefelau gwasanaeth a mynediad oherwydd problemau gydag adnoddau ac anawsterau technegol sydd ynghlwm wrth gyflwyno rhyngwyneb mynediad gwe newydd. Mae arolygon boddhad cwsmeriaid wedi adlewyrchu hyn ond, gan fod boddhad â'r gwasanaeth yn uchel ar hyn o bryd, nid oes llawer o le i wella. Fodd bynnag, mae'n rhaid i'r cyngor barhau â'r perfformiad da hwn.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae lefelau uchel boddhad cwsmeriaid yn dyst i sgiliau proffesiynol y swyddogion sy'n cyd-drafod â chleientiaid a'u hasiantau.
- Mae boddhad cwsmeriaid hefyd yn adlewyrchu safon y cyngor technegol a gweinyddol da a roddir gan swyddogion gweinyddol a thechnegol i ddatblygwyr a'u hasiantau wrth gyflwyno a gweld ceisiadau.
- Mae'r rhyngwyneb ar-lein newydd yn hwyluso mynediad i geisiadau cynllunio, gwybodaeth a gweithdrefnau ac mae wedi darparu mynediad byw i ffeil lawn y cais cynllunio, ynghyd â'r gallu i olrhain statws cais a materion sy'n dod i'r amlwg. Mae hyn wedi gwella tryloywder, ynghyd â dealltwriaeth o'r broses a hyder ynddi ymhlith y cyhoedd, ymgeiswyr ac asiantau.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Cyflwyno newid i brosesau busnes fel bod cyngor a gwybodaeth ar gael yn gynnar yn y broses a rhoi'r pwyslais ar gyngor cyn y cyflwynir cais ffurfiol.	I wella ansawdd ceisiadau ffurfiol am ganiatâd cynllunio a lleihau gwrthdaro ac oedi yn ystod y broses ceisiadau cynllunio ffurfiol er mwyn gwella boddhad ymgeiswyr a thrydydd partiön.
Sicrhau ei bod yn fwy hwylus i ddatblygwyr, asiantau a phartiön â budd gysylltu â swyddogion proffesiynol y cyngor.	I gynnal ymwybyddiaeth, gwella dealltwriaeth, rheoli disgwyliadau a gwella boddhad cwsmeriaid ymhellach.

#### Ch4. Ceisiadau cynllunio ag ysgogiad economaidd

**Nod:** Cynyddu % yr holl geisiadau sylweddol a bychan ag ysgogiad economaidd a gymeradwyir.

**Mesur:** % yr holl geisiadau sylweddol a bychan ag ysgogiad economaidd a gymeradwyir.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	-	86.8%	Gwir= 84.5%	<b>87%</b>	<b>88%</b>	<b>89%</b>

##### **Pam mae hyn yn bwysig:**

- Mae'r mesur hwn yn adlewyrchu llwyddiant trafodaethau rhwng yr awdurdod a'r datblygwyr wrth sicrhau bod cynlluniau sy'n cynorthwyo datblygiad economaidd yn cyrraedd y cam caniatâd cynllunio.

##### **Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae lles economaidd ac adfywio Dinas a Sir Abertawe'n dibynnu, i raddau, ar ddatblygu prosiectau mawr, boed ym maes manwerthu, tai neu ddiwydiant.
- Mae hyn yn ymwneud â manteision economaidd y datblygiad terfynol os yw'n fasnachol, a'r gyflogaeth a'r fasnach sy'n deillio o'r broses adeiladu.
- Mae'r mesurau gwella busnes drwy TGCh a nodwyd yn Ch3 ar y gweill ac mae'r rhain, ynghyd â chanllawiau dylunio a fabwysiadwyd ar gyfer datblygiadau preswyl mawr a bach, wedi darparu mwy o dryloywder, yn gynharach o lawer yn y broses benderfynu. Serch hyn, mae problemau gydag adnoddau staff ac anawsterau technegol sydd ynghlwm wrth gyflwyno meddalwedd newydd wedi effeithio ar safon y gwasanaeth.
- Mae hyn, ynghyd â nifer y penderfyniadau sydd wedi cael eu gwrthdroi gan y pwyllgor, wedi effeithio ar berfformiad.

##### **Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- O ganlyniad i'r arweiniad a roddir i ddatblygwyr a'u hasiantau cyn y cyflwynir cais, ynghyd â'r trafodaethau a gynhelir â datblygwyr wrth i geisiadau gael eu prosesu, mae nifer uchel o'r math hwn o geisiadau wedi cael eu cymeradwyo, er enghraifft Stadiwm Liberty ac estyniadau Prifysgol Fetropolitan Abertawe yn hen Lyfrgell Abertawe, Heol Alexandra.
- Mae'r canllawiau dylunio ar gyfer datblygiadau preswyl mawr a bach a fabwysiadwyd yn egluro'r safonau sy'n ofynnol gan yr awdurdod ac yn darparu gwell sicrwydd ar gyfer datblygwyr a'r broses benderfynu.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i wella'r gwasanaeth er mwyn hwyluso gwelliant parhaus yn safon y ceisiadau a chynyddu nifer y ceisiadau mawr a bach ag ysgogiad economaidd sy'n cael eu cymeradwyo.	Er mwyn hwyluso datblygu cynaliadwy sy'n cyfrannu at adfywio economaidd yr ardal.
Hyrwyddo ymwybyddiaeth a dealltwriaeth o bolisi a chanllawiau dylunio a fabwysiadwyd, gan gynnwys y rhai ar gyfer datblygiadau preswyl mawr a bach.	Er mwyn galluogi datblygwyr a'u hasiantau i baratoi cynlluniau gan wybod y bydd y cyngor yn eu cefnogi, gan gynyddu boddhad.

## D. Hyrwyddo opsiynau credyd a chynilo fforddiadwy a helpu pobl i fwyafu eu hincwm a'u hawliau.

### Pam mae hwn yn Amcan Gwella

Ceir tueddiadau a pheryglon a allai effeithio ar fynediad preswylwyr Abertawe i safon byw dda yn y dyfodol.

#### 1. Diweithdra, incwm a dyled<sup>4</sup>

- Yn y tymor hir (2007 hyd 2012), mae amcangyfrifon yn awgrymu bod canran y plant sy'n byw mewn aelwydydd di-waith yn Abertawe wedi cynyddu i ddechrau - o 21.1% i 26.2% yn 2009 - ond ei bod wedi gostwng ers hynny, yn unol â phatrymau a welir yng Nghymru a'r DU yn gyffredinol.
- Mae mynegeion pennawd Incwm Aelwydydd Crynswth i'w Wario y pen (DU = 100) yn mesur swm yr arian sydd ar gael i aelwydydd ei wario neu ei gynilo ar ôl didynnu gwariant sy'n gysylltiedig ag incwm. Mae'r ffigurau'n awgrymu bod y bwlch rhwng Abertawe a'r DU yn lleihau, er yn araf.
- Mae cyfanswm nifer yr achosion ansolfedd personol newydd fesul blwyddyn galendr yn Abertawe wedi cynyddu o 469 yn 2008 i 530 yn 2011, gyda'r ffigurau diweddaraf ar gyfer 2012 yn nodi ffigur is (469). Mae hyn yn unol â'r duedd gyffredinol yn nifer yr achosion newydd yng Nghymru a Lloegr, a gyrrhaeddodd lefel wastad yn 2009/10 ac sydd wedi gostwng yn 2011 a 2012.
- Gostyngodd cyfradd yr achosion ansolfedd unigol fesul bob 10,000 o oedolion yn Abertawe i 24.3 yn 2012, ar ôl cyfnod o gynyddu, yn unol â thuedd cyffredinol ddiweddar, o 22.7 yn 2007 i uchafbwynt o 32.1 yn 2010.

#### 2. Diwygiadau Lles

- Mae'r diwygiadau lles a gyflwynwyd gan Lywodraeth San Steffan yn rhan o ymdrech barhaus i ad-drefnu'r system fudd-daliadau yn y DU a fydd yn arwain at gyflwyno Credyd Cynhwysol yn 2017 yn ôl yr amcangyfrifon.
- Gallai cyflwyno credyd cynhwysol gael effaith sylweddol ar lefelau incwm a dyled. Mae credyd cynhwysol yn golygu talu'r holl fudd-daliadau y mae gan aelwyd hawl iddynt yn uniongyrchol i gyfrif banc yr hawlydd.
- Yn y cyfamser, mae'r newidiadau a gyflwynwyd hyd yn hyn yn cynnwys y tâl am danfeddiannu a fydd yn lleihau budd-daliadau tai os bernir bod pobl yn tanfeddiannu eu cartrefi yn ôl meini prawf llywodraeth y DU.
- Mae Budd-dal Treth y Cyngor wedi'i ddileu a chyflwynwyd y Cynllun Lleihau Treth y Cyngor yn ei lle.
- Bydd Taliadau Annibyniaeth Bersonol (PIP) yn disodli Lwfans Byw i'r Anabl (DLA) yn ôl rhaglen dreigl.
- Mae hawliadau newydd ers 2013 wedi cael eu hasesu dan PIP.

<sup>4</sup> *Asesiad Anghenion Strategol Bwrdd Gwasanaethau Lleol Abertawe* (2013)

- Ers mis Hydref 2013, mae hawlwyr DLA sy'n rhoi gwybod am newid yn eu hamgylchiadau wedi cael eu hasesu o'r newydd dan PIP.
- Rhwng mis Hydref 2015 a mis Hydref 2018, daw'r holl ddyfarniadau DLA i ben a chânt eu hailasesu dan PIP.
- Mae perygl y gallai newidiadau i system gweinyddu a thalu'r budd-daliadau newydd arwain at gynnydd o ran dyled. Gall cyflwyno credyd cynhwysol, yn enwedig, achosi problemau sylweddol i aelwydydd ag ychydig o sgiliau cyllidebu neu reoli arian neu heb sgiliau o gwbl. Gallai hyn arwain at gynnydd mewn ôl-ddyledion rhent a digartrefedd.

### 3. Rheoli Dyled

- Yn ystod y flwyddyn ddiwethaf, mae'r galw am gyngor ar fudd-daliadau a dyledion wedi cynyddu'n sylweddol ar adeg pan fo pwysau mawr ar adnoddau i ddarparu cyngor yn y sector cyhoeddus a'r trydydd sector.
- Yn ôl adborth a dderbynnir gan sefydliadau partner sy'n darparu cyngor ar ddyled, mae cynnydd sylweddol yn nifer o bobl sy'n gofyn am gyngor ar ddyled a chanddynt nifer o fenthyciadau diwrnod tâl neu fenthyciadau carreg y drws.
- Mae'r cyngor yn parhau i hyrwyddo'r Undeb Credyd Lleol - cydweithfa ariannol sy'n gallu cynnig cynilion hygyrch a mynediad i gredyd rhad - fel dewis cynaliadwy yn hytrach na chwmmñiau benthyciad diwrnod tâl a benthycwyr llog uchel, mewn ymgais i helpu pobl i osgoi mynd i ddyled.

### Cyfraniad y cyngor at welliant

- Drwy hyfforddi rhagor o staff y cyngor a gweithwyr cefnogi i roi cyngor ar hawliau lles sy'n briodol i'w rôl, bydd gennym fwy o allu ac adnoddau i helpu pobl a chleientiaid i gael y budd-daliadau y mae ganddynt hawl iddynt, mwyafu eu hincwm ac ymdopi â materion a phroblemau sy'n gysylltiedig â budd-daliadau yn sgîl y diwygiadau lles.
- Bydd cynyddu nifer gweithwyr y cyngor sy'n cynilo gyda'r Undeb Credyd yn helpu i wella gallu ariannol yr Undeb Credyd ac yn annog mwy o bobl Abertawe i ymaelodi, fel y gall mwy o bobl elwa o opsiynau credyd a chynilo fforddiadwy.
- Bydd cynyddu nifer tenantiaid y cyngor sy'n ymaelodi â'r Undeb Credyd yn eu helpu i addasu i'r diwygiadau lles, rheoli eu harian a thalu eu rhent neu eu biliau'n brydlon mewn ymgais i'w helpu i osgoi mynd i ôl-ddyledion rhent ac anawsterau ariannol.
- Bydd hyn yn flaenoriaeth gynyddol wrth i ni baratoi ar gyfer Credyd Cynhwysol.
- Mae darparu cyngor a chefnogaeth ariannol barhaus yn ffordd o osgoi troi tenantiaid allan o'u cartrefi o ganlyniad i ôl-ddyledion rhent oherwydd dyled.

- Bydd helpu i osgoi dyled a digartrefedd yn helpu pobl i sicrhau sefydlogrwydd a diogelwch eu teuluoedd, diogelu eu hiechyd a'u lles ac atal eithrio cymdeithasol, yn ogystal â lleihau'r costau sy'n gysylltiedig â llety gwely a brecwast dros dro.

### D1. Staff sydd wedi derbyn hyfforddiant mewn cyngor ar hawliau lles a budd-daliadau

**Nod:** Rhoi hyfforddiant priodol i'w rôl i ragor o staff y cyngor/gweithwyr ar roi cyngor ar hawliau lles/budd-daliadau

**Mesur:** Nifer y staff/gweithwyr sydd wedi derbyn hyfforddiant priodol i'w rôl mewn cyngor ar hawliau lles/budd-daliadau.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
313	195	282	538	600	Gwir= 595	<b>500</b>	<b>500</b>	<b>500</b>

#### Pam mae hyn yn bwysig:

- Drwy gynyddu nifer staff y cyngor a gweithwyr cefnogi sy'n gallu darparu cyngor ar hawliau lles sy'n briodol i'w rôl, bydd canran uwch o drigolion Abertawe'n derbyn cyngor a chefnogaeth i sicrhau eu bod yn gallu derbyn y budd-daliadau y mae ganddynt hawl iddynt yn rhwyddach.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae'r cyngor yn darparu amrywiaeth o gefnogaeth arbenigol i gynorthwyo gweithwyr rheng flaen i gyflawni ei nodau statudol a pholisi o ran amcanion gwrthdlodi a chynhwysiad cymdeithasol; mae hyn yn cynnwys cyngor a hyfforddiant hawliau lles i staff a gweithwyr cefnogi i'w helpu i ymdrin ag ymholiadau yn y maes hwn gan y cyhoedd a'u cleientiaid.
- Y targed ar gyfer 2013/14 oedd hyfforddi 650 o aelodau staff. Y nifer a hyfforddwyd oedd 595. Ni lwyddwyd i gyflawni'r targed oherwydd sawl rheswm. Cafodd 680 o leoedd eu cynnig ar 24 o gyrsgiau hyfforddi a 2 seminar, felly cafodd 87.5% o'r lleoedd eu llenwi. Oherwydd natur y gwaith a wneir gan staff sy'n derbyn yr hyfforddiant, nid yw'n anarferol iddynt ganslo ar ddiwrnod yr hyfforddiant os oes argyfwng gan un o'u cleientiaid.
- Bu'n rhaid canslo 3 chwrs ar Gredyd Cynhwysol (60 o leoedd) oherwydd nad oedd dyddiadau gweithredu wedi'u derbyn gan yr Adran Gwaith a Phensiynau Penderfynwyd gohirio'r hyfforddiant nes y derbynnir dyddiad gweithredu lleol er mwyn sicrhau bod staff wedi'u hyfforddi yn fersiwn ddiweddaraf Credyd Cynhwysol.

- Oherwydd newidiadau i'r system budd-daliadau sy'n wahanol i unrhyw beth a welwyd o'r blaen, cafwyd cynnydd eisoes yn nifer y bobl yn Abertawe y mae angen cefnogaeth arnynt i hawlio eu budd-daliadau. Mae hyn yn debygol o gynyddu eto pan gyflwynir Credyd Cynhwysol yn Abertawe. Nid yw'r dyddiad wedi'i gadarnhau eto ond nid yw'n debygol o ddigwydd cyn 2015.
- Mae'r galw am gyngor yn cynyddu oherwydd y gostyngiad yng nghyllid darparwyr cyngor yn y trydydd sector.
- Rhwng mis Mawrth a mis Mai 2013, cysylltodd bron 13,000 o bobl â'r cyngor i ofyn am gyngor a gwybodaeth am y newidiadau lles.
- Bydd y cyngor yn ceisio hyfforddi grŵp ehangach o staff/gweithwyr cefnogi fel y gall cynghorwyr hawliau lles arbenigol y cyngor ganolbwyntio ar yr achosion cyngor mwy cymhleth.
- Yn y pen draw, byddwn wedi hyfforddi'r nifer uchaf posib a chynnig y nifer uchaf posib o gyrsiau o fewn gallu ac adnoddau'r cyngor i gyflwyno cyngor a hyfforddiant.
- Ers mis Hydref 2013, cyn y gellir cyflwyno cais i apelio yn erbyn penderfyniad am fudd-daliadau mewn tribiwnlys, mae'n ofynnol cyflwyno cais i swyddfa'r DWP a wnaeth y penderfyniad gwreiddiol ac, oherwydd hyn, mae'n bosib y bydd llai o apeliadau'n cael eu cyflwyno i'r tribiwnlys, gan ganiatáu i'r cyngor ymdrin â rhagor o geisiadau am gyngor/hyfforddiant.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae darparu hyfforddiant yn gwella gallu staff/gweithwyr cefnogi i nodi problemau gyda budd-daliadau'n gynnar ac yn atal problemau rhag gwaethygu.
- Mae'n bwysig cefnogi staff i roi'r hyn a ddysgwyd yn y sesiynau hyfforddi ar waith er mwyn atgyfnerthu dysgu a darparu gwasanaeth gwell i gleientiaid.
- Drwy danlinellu'n gyson fanteision ymyrryd yn gynnar wrth fynd i'r afael â phroblemau budd-daliadau, gallwn gynyddu ymwybyddiaeth staff o'r problemau a'u hannog i fanteisio ar yr hyfforddiant sydd ar gael.
- Yr her yn y flwyddyn o'n blaen fydd mesur yr effaith barhaus mae'r hyfforddiant wedi'i chael ar gyflwyno gwasanaethau.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau i gynyddu ymwybyddiaeth ymhlith staff y cyngor a gweithwyr cefnogi o'r hyfforddiant a'r cyngor ar hawliau lles sydd ar gael.	I annog rhagor o staff i gael eu hyfforddi i gefnogi eu cleientiaid.

Parhau i ddarparu amrywiaeth ehangach o gyrsiau ym maes budd-daliadau sy'n adlewyrchu'r diwygiadau lles.	I sicrhau bod cydweithwyr yn deall effaith debygol y newidiadau ar sefyllfaoedd eu cleientiaid a'u galluogi i nodi problemau'n gynnar.
Parhau i ddarparu cefnogaeth barhaus i gydweithwyr drwy'r Llinell Gyngori Hawliau Lles.	Er mwyn darparu cyswllt i gydweithwyr dderbyn cyngor ac arweiniad ychwanegol wrth iddynt rhoi'r gwersi a ddysgwyd drwy hyfforddiant ar waith. I Sicrhau eu bod mor effeithiol ag y gallant wrth gefnogi eu cleientiaid.
Llunio arolwg ar-lein ar ôl i staff dderbyn hyfforddiant	I'n galluogi i fonitro effaith yr hyfforddiant ar hyder staff a'u gallu i ymdrin â materion budd-daliadau.
Parhau i adolygu sut y cyflwynir y gwasanaeth hawliau lles yn sgîl darparu hyfforddiant ychwanegol i staff a gweithwyr cefnogi.	I sicrhau bod adnoddau'n cael eu targedu'n briodol a'u defnyddio yn y ffordd fwyaf effeithiol er lles cleientiaid.
Parhau i gynyddu ymwybyddiaeth ymhlith staff y cyngor a gweithwyr cefnogi o'r hyfforddiant a'r cyngor ar hawliau lles sydd ar gael.	I annog rhagor o staff i gael eu hyfforddi i gefnogi eu cleientiaid.

## D2. Staff y cyngor sy'n cynilo gyda'r Undeb Credyd

**Nod:** Cynyddu nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd

**Mesur:** Nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	53	56	Gwir = 101	150	250	350

### Pam mae hyn yn bwysig:

- Bydd cynyddu nifer staff y cyngor sy'n cynilo gyda'r Undeb Credyd yn helpu i gynyddu gallu ariannol a chynladwyedd tymor hwy yr Undeb Credyd. Bydd cynyddu nifer aelodau'r Undeb Credyd yn Abertawe'n sicrhau bod pobl yn gallu elwa o opsiwn credyd a chynilo mwy cynaliadwy a fforddiadwy.



**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Cydweithfa ariannol yw'r Undeb Credyd Lleol, sy'n golygu mai ei aelodau sy'n berchen arno.
- Yn wahanol i fanc ar y stryd fawr, nid oes ganddo gyfranddalwyr allanol ac mae'r elw'n mynd yn ôl i'r aelodau.
- Gall undebau credyd gynnig cynilion hygyrch a mynediad i gredyd rhad gydag yswiriant diogelu benthyciad a bywyd wedi'i gynnwys (gydag amodau).
- Yn y gorffennol, roedd ymwybyddiaeth o'r Undeb Credyd ymhlith staff y cyngor a thrigolion Abertawe'n weddol isel, ac mae swyddfeydd yr Undeb Credyd y tu allan i brif ardal siopa Abertawe ar hyn o bryd.
- Yn sgîl mabwysiadu datganiad polisi ym mis Mawrth 2013, mae'r cyngor wedi parhau i weithio mewn partneriaeth â'r Undeb Credyd Lleol a sefydliadau partner eraill i roi cyfleusterau benthycia a gwasanaethau cefnogi gwell a mwy cynaliadwy ar waith i bobl Abertawe. Un o'r nodau pennaf oedd lleihau gweithgareddau cwmnïau benthyciad diwrnod tâl, benthycwyr llog uchel a phrynwyr oportiwnistaidd sy'n gallu gadael teuluoedd mewn amgylchiadau byw diflas ac yn methu dianc rhag cylch dyled peryglus.
- Gwelwyd cynnydd o 55% yn nifer y staff sy'n cynilo drwy ddiidyniadau cyflogres rhwng 2012/13 a 2013/4, ond mae'r nifer - cynnydd o 56 i 101 - yn gymharol isel o hyd.
- Rydym yn datblygu tudalen lanio a fydd yn cyfeirio staff sy'n chwilio am wefannau benthycwyr diwrnod tâl at yr Undeb Credyd fel dewis moesegol, yn ogystal â'u cyfeirio at gyngor/cefnogaeth ar ddyled. Bydd yr un dudalen ar gael ar gyfrifiaduron a ddefnyddir gan y cyhoedd hefyd.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae pob un o aelodau Cabinet y Cyngor wedi ymaelodi â'r Undeb Credyd. Dylai hyrwyddo'r Undeb Credyd a'i gwneud yn haws i ymaelodi annog rhagor o aelodau staff a'r cyhoeddi i fod yn aelodau.
- Mae nifer bach o dimau unigol wedi cael cyflwyniad ar yr Undeb Credyd yn eu cyfarfodydd tîm arferol.
- Rydym wedi rhwystro mynediad i wefannau benthycwyr diwrnod tâl ar gyfrifiaduron y cyngor.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i hyrwyddo'r Undeb Credyd ymhlith staff y cyngor, gan ddefnyddio amrywiaeth o gyfryngau, gan gynnwys systemau cyfathrebu mewnol y cyngor, Arwain Abertawe a'r Undebau Llafur.	I annog mwy o staff y cyngor i ymaelodi â'r Undeb Credyd.
Parhau i ddarparu cyfres o gyflwyniadau i staff, drwy gyfarfodydd tîm, ar yr amrywiaeth o wasanaethau ariannol cystadleuol sydd ar gael gan yr Undeb Credyd.	I chwalu'r syniad a allai fod gan staff y cyngor bod yr Undeb Credyd ar gyfer pobl sy'n wynebu tlodi neu galedi yn unig, fel eu bod yn ei ystyried yn opsiwn sy'n addas iddynt hwy.  I sicrhau staff y cyngor bod yr Undeb Credyd yn cael ei reoleiddio gan yr FSA (Awdurdod Gwasanaethau Ariannol) a bod yr FSCS (Cynllun Iawndal Gwasanaethau Ariannol) yn berthnasol i'r holl gynilon fel y byddant yn hyderus i fod yn aelodau.
Gwneud hi'n haws i staff y cyngor ymaelodi â'r Undeb Credyd yng Nghanolfan Gyswllt y cyngor neu drwy ddidyniadau cyflogres i annog aelodaeth.	Mae swyddfa'r Undeb Credyd ar gyrion canol y ddinas, felly mae'n hawdd i staff ei chyrraedd yn gyffredinol. Bydd y gallu i ymaelodi a chynilo yn y gweithle'n cael gwared ar y rhwystr daearyddol.
Gweithio gyda'r undebau llafur i gael eu cefnogaeth wrth hyrwyddo'r Undeb Credyd	Er bod y pwyslais ar annog staff i gynilo mwy, nodwyd bod staff sy'n cael anawsterau ariannol weithiau'n mynd i'w hundebau llafur am gyngor a chefnogaeth ariannol. Felly, gallant fod yn gyswllt ar gyfer eu haelodau sy'n chwilio am gyngor oherwydd amgylchiadau ariannol.

### D3. Tenantiaid y Cyngor sy'n ymaelodi â'r Undeb Credyd

**Nod:** Annog mwy o denantiaid y cyngor i ymaelodi â'r Undeb Credyd

**Mesur:** Nifer tenantiaid y cyngor sy'n ymaelodi â'r Undeb Credyd

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
-	-	-	-	-	89 @ 6.3.14	Cronnol 150	Cronnol 250	Cronnol 350

#### Pam mae hyn yn bwysig:

- Bydd cynyddu nifer tenantiaid y cyngor sy'n ymaelodi â'r Undeb Credyd yn eu helpu i reoli eu harian a thalu eu rhent a'u biliau'n brydlon, mewn ymgais i'w helpu i osgoi mynd i ôl-ddyledion rhent ac anawsterau ariannol.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Cydweithfa ariannol yw Undeb Credyd Abertawe, sy'n golygu mai ei aelodau sy'n berchen arno. Yn wahanol i fanc ar y stryd fawr, nid oes ganddo gyfranddalwyr allanol ac mae'r elw'n mynd yn ôl i'r aelodau.
- Yn ystod 2013/14 gwnaeth y Gwasanaeth Tai ymrwymiad i Undeb Credyd Abertawe (LASA) y byddai'n ei gefnogi er mwyn ei helpu i gynyddu ei allu ariannol. Er mwyn cyflawni hyn, cyflwynwyd cynllun peilot i annog tenantiaid i ymaelodi. Roedd hyn yn cynnwys hyrwyddo'r Undeb Credyd i denantiaid a thalu'r ffi fechan ar gyfer y rhai a oedd am ymaelodi â'r cynllun.
- Caiff y cynllun ei adolygu bob blwyddyn oherwydd y gall unrhyw benderfyniadau/newidiadau a wneir yn y dyfodol wrth roi Credyd Cynhwysol ar waith effeithio ar y cynllun. Bwriedir parhau â'r cynllun yn ystod 2014/15.
- Gall undebau credyd gynnig cynilion hygyrch a mynediad i gredyd rhad gydag yswiriant diogelu benthygiad a bywyd wedi'i gynnwys (gydag amodau). Mae annog tenantiaid i chwilio am gredyd mwy fforddiadwy yn gysylltiedig â'r agenda gwrthlodi. Mae hefyd yn rhan o bolisi'r cyngor i hyrwyddo LASA i holl drigolion Abertawe.
- Caiff amrywiaeth o gyfrifon eu cynnig er mwyn cefnogi tenantiaid y cyngor i baratoi am rai o'r newidiadau sylweddol i fudd-daliadau a ddaw i rym pan gyflwynir Credyd Cynhwysol erbyn 2017.
- Er y gwelwyd gostyngiad o 400 yn nifer y tenantiaid sy'n derbyn llai o fudd-dal tai yn sgîl dileu'r cymhorthdal ystafell sbâr ers mis Ebrill 2013, mae'n dal i effeithio ar oddeutu 1900. Mae lle i hyrwyddo'r Undeb Credyd o hyd gan y bydd Credyd Cynhwysol yn effeithio ar y tenantiaid hyn.

- Bydd Undeb Credyd Abertawe'n cynnig helpu teuluoedd i reoli eu harian a thalu eu rhent neu eu biliau'n brydlon mewn ymgais i atal pobl rhag mynd i drafferthion ariannol.
- Ym mis Mawrth 2013, mabwysiadodd y cyngor ddatganiad polisi i weithio mewn partneriaeth â'r Undeb Credyd lleol a sefydliadau partner eraill i roi cyfleusterau benthycyca a gwasanaethau cefnogi gwell a mwy cynaliadwy ar waith i bobl Abertawe. Un o'r nodau pennaf yw lleihau gweithgareddau cwmnïau benthyciad diwrnod tâl, benthycwyr llog uchel a phrynwyr oportiwnistaidd a allai achosi problemau dyled i deuluoedd diamddiffyn. Mae'r datganiad hwn yn berthnasol o hyd ac felly bydd yn parhau yn 2014/15.
- Darperir cyfrif rhent, cyfrif cynilo a chyfrif cyllidebu i denantiaid y cyngor sy'n ymaelodi â'r cynllun.
- Ar ôl i'r tenant dalu i'r cyfrifon hyn, bydd yr Undeb Credyd yn gwneud taliadau rhent uniongyrchol ar ei ran ar y dyddiad talu os yw'r tenant yn dymuno.
- Yna, rhoddir yr arian sydd dros ben ar gerdyn rhagdaledig y gellir ei ddefnyddio fel cerdyn debyd.
- Manteision y cynllun hwn yw nad oes unrhyw daliadau banc, ynghyd â'r sicrwydd bod y biliau hanfodol yn cael eu talu.
- Bydd gan denantiaid sy'n ymuno â'r cynllun gyfle i ddefnyddio'r gwasanaethau eraill a ddarperir gan Undeb Credyd, megis cynlluniau cynilo a benthyciadau fforddiadwy.
- Roedd 89 o denantiaid yn aelodau'r Undeb Credyd ar 6 Mawrth 2014. Mae'r canlyniad hwn yn un cadarnhaol oherwydd nad oedd gennym unrhyw darged gwaelodlin a'r bwriad o'r cychwyn oedd cynyddu aelodau'n araf.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Penodwyd Swyddog Tenantiaeth newydd. Pryd bynnag y bo modd, mae'n bresennol pan fydd tenantiaid newydd yn llofnodi eu tenantiaeth - gan dargedu'r rhai mwyaf diamddiffyn - ac mae'n hyrwyddo'r Undeb Credyd.
- Yn ogystal â'r swyddog tenantiaeth newydd, mae'r swyddogion rhent a'r swyddog cynhwysiad ariannol yn nodi tenantiaid â phroblemau dyled ac yn eu hannog i ymaelodi â'r Undeb Credyd. Mae'r Gwasanaethau Tai yn talu'r ffioedd ar gyfer tenantiaid presennol hefyd. Mae'n gwneud hyn er mwyn annog tenantiaid â phroblemau dyled i osgoi sefydliadau benthycyca arian drud.
- Mae'r Cyngor yn cydweithio'n agos â'r DWP i baratoi ar gyfer effaith Credyd Cynhwysol.
- Mae Swyddfeydd Tai Rhanbarthol y cyngor yn rhoi cyhoeddusrwydd i'r Undeb Credyd ac anfonir pecynnau gwybodaeth at denantiaid y cyngor, gan gynnwys rhai newydd.

- Mae'r Gwasanaeth Tai wedi cynhyrchu ei lyfryn gwybodaeth ei hun ar gyfer tenantiaid.
- Mae awdurdod gan Wasanaeth Tai'r Cyngor i gadarnhau prawf o incwm/hunaniaeth etc ar gyfer tenantiaid sy'n ymaelodi â'r Undeb Credyd a bydd hyn yn helpu i gyflymu'r broses.
- Mae adrannau eraill y cyngor wedi cael eu briffio am newidiadau'r diwygiadau lles a'r Undeb Credyd ac maent wedi derbyn pecynnau gwybodaeth.
- Darperir hyfforddiant i staff rheng flaen yr adran tai i sicrhau bod yr holl wasanaeth yn ymrwymedig i hyrwyddo'r Undeb Credyd. Yn ogystal, mae holl staff y gwasanaeth tai yn ymwybodol - drwy daflen wybodaeth y tîm/sesiynau briffio - o fanteision cynilo gyda'r Undeb Credyd.
- Mae pecynnau gwybodaeth yn cael eu darparu i'r trydydd sector hefyd, e.e. Swyddfa Cyngor ar Bopeth, Shelter, cyfreithwyr lleol etc er mwyn hyrwyddo'r Undeb Credyd.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i annog tenantiaid y cyngor a thenantiaid newydd i ymaelodi â'r Undeb Credyd ac agor cyfrifon.	Er mwyn i denantiaid allu rheoli eu harian a thalu eu rhent neu eu biliau'n brydlon.
Annog tenantiaid i ddefnyddio eu cyfrifon gyda'r Undeb Credyd i dalu eu rhent yn uniongyrchol i'r Cyngor.	Mae'r dull hwn o dalu'n uniongyrchol yn arfer rheolaeth ariannol da i denantiaid ac yn ffordd effeithiol i'r cyngor gasglu rhent.
Parhau i gynhyrchu pecynnau gwybodaeth am yr Undeb Credyd a'u dosbarthu i Swyddfeydd Tai Rhanbarthol, adrannau eraill y cyngor a phartneriaid y trydydd sector.	I wella ymwybyddiaeth a dealltwriaeth o'r Undeb Credyd ac annog rhagor o denantiaid y cyngor i ymaelodi.
Cyhoeddi erthyglau rheolaidd yn Tŷ Agored i hyrwyddo'r Undeb Credyd i'r holl denantiaid.	Er mwyn parhau i gynyddu ymwybyddiaeth o'r Undeb Credyd a hyrwyddo ei rôl.
Parhau i ddarparu gwybodaeth am yr Undeb Credyd i staff allweddol y cyngor.	I sicrhau eu bod yn ymwybodol o'r Undeb Credyd a'u bod yn annog tenantiaid i ymaelodi ac agor cyfrifon.
Parhau i fonitro'r cynllun yn 2014/15 a nifer yr aelodau yn y blynnyddoedd nesaf.	I sicrhau bod tenantiaid yn parhau i elwa o'r cynllun.
Byddwn yn ymgynghori ymhellach â	I gynyddu ymwybyddiaeth, casglu

thenantiaid wrth ddatblygu'r Strategaeth Rhenti yn 2014.	adborth ac ystyried pa ddulliau eraill sydd ar gael i gefnogi tenantiaid.
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#### D4. Gwarantau Troi Allan a Ataliwyd

**Nod:** Gostwng canran y gwarantau a roddir ar waith yn erbyn tenantiaid y cyngor drwy gynnig cefnogaeth a chymorth ariannol

**Mesur:** % y gwarantau troi allan yn erbyn tenantiaid y cyngor oherwydd ôl-ddyledion rhent a gafodd eu hatal o ganlyniad i gefnogaeth a chymorth ariannol

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
50.86%	49.81%	53.84%	48.38%	49%	<b>49.5% Rhagamcaniad = 60%</b>	<b>65%</b>	<b>66%</b>	<b>67%</b>

#### Pam mae hyn yn bwysig:

- Bydd cyngor a chymorth ariannol parhaus yn helpu tenantiaid sydd mewn perygl o gael eu troi allan oherwydd ôl-ddyledion rhent sy'n waeth oherwydd dyled.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae'r diwygiadau lles a'r penderfyniad i ddileu'r cymhorthdal ystafell sbâr wedi cael effaith sylweddol ar achosion o ôl-ddyledion rhent ar draws Abertawe. Mae nifer y tenantiaid sy'n gorfod talu cyfran o'u rhent (14% neu 25%) oherwydd gostyngiad yn eu budd-daliadau tai wedi gostwng o 2339 (y ffigur ar 1 Ebrill 2013) i 1986 ar 11 Chwefror 2014. Mae hyn o ganlyniad i gyfuniad o resymau, gan gynnwys tenantiaethau'n dod i ben, tenantiaid yn symud i eiddo llai etc.
- Mae cyfanswm y tenantiaid mewn ôl-ddyledion (gan gynnwys y rhai sydd wedi colli'r cymhorthdal ystafell sbâr) wedi cynyddu 1151, sef cynnydd o 31%. Bydd hyn yn parhau i effeithio ar adnoddau oherwydd yr amser a dreulir wrth ymwneud ag achosion newydd o ôl-ddyledion.
- Wrth i ôl-ddyledion gynyddu, gallai hyn arwain at gynydd yn nifer y gweithrediadau llys a bydd y cyngor yn ceisio lleihau'r rhain cymaint â phosib. Mae'n anochel felly, y bydd cynnydd yn nifer y tenantiaid sydd mewn perygl o gael eu troi allan a bydd hyn yn effeithio ar ddiartrefedd.
- Rydym eisoes wedi gweld cynnydd o ran ôl-ddyledion ac, o ganlyniad, cynnydd bach yn nifer y tenantiaid sy'n cael eu troi allan oherwydd yr hinsawdd economaidd gyffredinol.
- Fodd bynnag, gwelwyd cynnydd sylweddol yn 2013/14 yn nifer y gwarantau a ataliwyd gan naill ai'r Gwasanaeth Tai neu'r llys. Y perfformiad yn y trydydd

chwarter oedd 75.9% sy'n galonogol wrth i gyngor a chefnogaeth gynnar ar gyfer tenantiaid ddechrau cael effaith.

- Mae holl swyddogion y Tîm Rhenti wedi'u hyfforddi i ddarparu amrywiaeth eang o gefnogaeth a chynghor i denantiaid. Mae hyn yn cynnwys cyngor ar ddyled, sut i fanteisio i'r eithaf ar fudd-dal tai, gan gynnwys ôl-daliadau, taliadau tai dewisol ac, os yw budd-daliadau wedi'u gordalu, sut i leihau'r gyfradd ad-dalu.
- Mae'r elfen o Gredyd Cynhwysol sy'n golygu bod budd-daliadau tai'n cael eu talu'n uniongyrchol i'r tenant wedi ei gohirio. Nid oes dyddiad wedi'i gadarnhau eto ond dylid ei rhoi ar waith yn Abertawe erbyn 2017 fan bellaf. Bydd hyn yn cael effaith ddifrifol ar nifer yr achosion o ôl-ddyledion rhent a lefelau perfformiad.
- Cyfanswm ôl-ddyledion rhent y cyngor ar ddiwedd 2012/13 oedd £850,187 o'i gymharu ag £805,058 yn 2011/12. Y cyfanswm ar 9 Chwefror 2014 oedd £1,118,953 gyda 1000 o denantiaethau ychwanegol mewn ôl-ddyledion. Mae'n debyg mai dileu'r cymhorthdal ystafell sbâr a'r hinsawdd economaidd gyffredinol sy'n gyfrifol am hyn.
- Wrth edrych i'r dyfodol, mae'n anochel y bydd angen monitro effaith credyd cynhwysol yn ofalus, ynghyd ag agweddau eraill ar ddiwygiadau lles.
- Mae'r cyngor yn gweithio gydag Undeb Credyd Abertawe i annog tenantiaid i ymaelodi ac i ddarparu cyfrifon i'w helpu i reoli eu harian, talu eu biliau a'u rhent yn brydlon ac osgoi mynd i anawsterau ariannol

#### **Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae staff tai'r cyngor yn cynnig cymorth i gwblhau ffurflenni cais am Daliadau Tai Dewisol, a fydd yn helpu tenantiaid y cyngor i ychwanegu at eu budd-dal tai am gyfnod cyfyngedig.
- Mae'r cyngor wedi newid ei weithdrefnau ôl-ddyledion rhent er mwyn rhoi cyfnod estynedig i'r tenantiaid hynny y bydd colli'r cymhorthdal ystafell sbâr yn effeithio arnynt. Cyn dileu'r cymhorthdal ystafell sbâr, roedd 1301 o denantiaid yn derbyn budd-dal tai llawn a heb unrhyw ôl-ddyledion. Mae 738 o'r rhain mewn ôl-ddyledion bellach.
- Darperir cymorth i denantiaid y cyngor sydd mewn ôl-ddyledion am y tro cyntaf oherwydd y tâl am danfeddiannu, ar yr amod eu bod yn dangos eu bod yn fodlon symud i eiddo llai.
- Mae swyddog cynhwysiad ariannol arbenigol y Tîm Rhenti a'r swyddogion tenantiaethau newydd yn helpu tenantiaid drwy gynnig cefnogaeth a chynghor ar y diwygiadau lles ac ar reoli eu hól-ddyledion yn gyffredinol.
- Mae ymagwedd 'gadarn ond teg' at adennill ôl-ddyledion yn sicrhau y gellir eu cyfyngu yn hytrach na chaniatáu iddynt gynyddu y tu hwnt i reolaeth, sy'n helpu tenantiaid i reoli eu hól-ddyledion.

Yr hyn rydym yn bwriadu ei wneud:

Beth?	Pam?
Parhau i gynorthwyo tenantiaid y cyngor i gwblhau ffurflenni cais am daliadau tai dewisol.	Er mwyn i denantiaid allu ychwanegu at eu budd-dal tai ac osgoi dyled.
Byddwn yn ymgynghori ymhellach â thenantiaid fel rhan o lunio'r Strategaeth Rhenti yn 2014.	I gynyddu ymwybyddiaeth, casglu adborth ac ystyried pa ddulliau eraill sydd ar gael i gefnogi tenantiaid.
Gweithio'n agos gyda'r Adran Gwaith a Phensiynau mewn perthynas â chyflwyno Credyd Cynhwysol.	Lle bo perygl y gallai talu'r elfen tai'n uniongyrchol i denantiaid effeithio'n ddifrifol ar lefelau ôl-ddyledion rhent a pherfformiad.
Cyfeirio tenantiaid â phroblemau dyled at Swyddog Cynhwysiad Ariannol y Gwasanaeth Tai, yr Uned Cefnogi Tenantiaid, etc am gymorth a chefnogaeth ariannol.	Er mwyn helpu i sicrhau y telir biliau a rhent yn brydlon a bod tenantiaid yn gallu rheoli eu harian ac osgoi anawsterau ariannol.
Parhau i annog tenantiaid newydd i ymaelodi â'r Undeb Credyd ac agor cyfrifon.	



## D5. Atal Digartrefedd

**Nod:** Cynyddu canran yr aelwydydd mewn perygl o fod yn ddigartref y llwyddwyd i atal digartrefedd am 6 mis.

**Mesur: (HHA/013)** % yr aelwydydd mewn perygl o fod yn ddigartref y llwyddwyd i atal digartrefedd am o leiaf 6 mis.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
23.3%	29.1%	29.4%	35.2%	49.3%	<b>49.5%</b> <b>Rhagamcaniad = 48%</b>	<b>48%</b>	<b>40%</b>	<b>40%</b>

### Pam mae hyn yn bwysig:

- Bydd atal digartrefedd yn helpu pobl i gynnal sefydlogrwydd a diogelwch eu teuluoedd, diogelu eu hiechyd a'u lles ac atal eithrio cymdeithasol, gan leihau'r costau sy'n gysylltiedig â darparu llety gwely a brecwast dros dro.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae'r cyngor yn gweithio i atal digartrefedd lle bynnag y bo modd. Mae'r cyngor yn gwneud hyn drwy helpu pobl i aros yn eu cartrefi presennol yn y tymor hir neu nes y bydd rhywun yn gallu cael cartref arall.
- Er enghraifft, bydd y cyngor yn siarad â pherthnasau a ffrindiau am adael i rywun aros yn eu cartref nes y gall yr unigolyn hwnnw ddod o hyd i rywle mwy addas. Ymysg pethau eraill, bydd yn helpu hefyd gyda rhybuddion i ymadael ac achosion meddiannu gan landlordiaid neu fenthycwyr morgais.
- Mae'r perfformiad o ran atal digartrefedd am 6 mis neu fwy wedi gwella'n gyson ers 2007/08 a chanlyniad 2012/13, sef 49.3%, yw'r un gorau hyd yn hyn. Fodd bynnag, hyd yn oed gyda chynnydd o 14.1% ar berfformiad 2011/12, byddai'r gwelliant yn ein symud o'r 19eg safle i'r 17eg safle yn unig, yn seiliedig ar ganlyniadau 2011/12.
- Ein canlyniad cronol ar gyfer Ebrill - Rhagfyr 2013 yw 55.3%. Fodd bynnag, rydym fel arfer yn derbyn nifer uchel o geisiadau digartrefedd yn y pedwerydd chwarter (Ionawr-Mawrth), felly mae'r canlyniad terfynol ar gyfer 2013/14 yn debygol o fod yn is na'r canlyniad presennol. Y rhagamcaniad cyfredol yw 48%.
- Mae Llywodraeth Cymru wedi cynnig newidiadau i ddeddfwriaeth digartrefedd yng Nghymru ac mae'n ymgynghori â cynghorau ar hyn o bryd ar yr effeithiau posib ar y gwasanaeth. Mae'r newidiadau hyn yn debygol o ddod i rym yn 2015 a gallant effeithio'n sylweddol ar ein perfformiad yn y maes hwn, gan gynnwys sut gellid mesur y dangosydd hwn yn y dyfodol.

- Yn seiliedig ar y diffiniad a'r cyfrifiadau presennol, rhagwelir y bydd y cyngor yn atal digartrefedd am 6 mis ar gyfer 40% o aelwydydd sydd mewn perygl o golli eu cartrefi erbyn 2016/17. Nid yw holl effaith diwygiadau lles ac, yn benodol cyflwyniad Credyd Cynhwysol, wedi dod i'r amlwg eto, felly mae'r ffigur hwn yn ansicr ar adeg llunio'r adroddiad hwn. Yr hyn sy'n amlwg yw y bydd y ddau'n parhau i gynyddu galw am wasanaethau a phwysau ar berfformiad.
- Er bod 40% yn llai na'n perfformiad cyfredol, byddwn yn parhau i ganolbwyntio ar weithgareddau atal a disgwylir y bydd nifer yr achosion lle rydym yn atal digartrefedd yn cynyddu. Fodd bynnag, mae cyfradd ceisiadau digartrefedd yn cynyddu'n gyflymach. O ran canran yn unig, mae hyn yn cyfyngu ar ein gallu i atal digartrefedd.
- Fel y nodwyd, bydd y diwygiadau lles yn parhau i effeithio ar ddigartrefedd ar draws Abertawe ac mae perygl hefyd y gallai'r Credyd Cynhwysol arfaethedig - talu'r elfen tai'n uniongyrchol i'r tenant - gynyddu nifer yr aelwydydd mewn ôl-ddyledion rhent a gallai hyn, yn ei dro, effeithio ar lefelau digartrefedd.
- Mae Gwasanaeth Tai'r cyngor wedi darparu cyngor a gwybodaeth am oblygiadau'r tâl tanfeddiannu i 2,500 o denantiaid y cyngor y mae'r tâl hwn yn effeithio arnynt.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae sicrhau bod systemau clir a rennir ar waith a chynnal cysylltiadau gweithio da â darparwyr tai eraill yn gwella gallu'r cyngor i helpu i atal digartrefedd ar gyfer cleientiaid.
- Yn yr un modd, mae ymyrryd yn gynnar i atal digartrefedd yn cynyddu'r cyfle i gadw rhywun yn ei gartref neu ddod o hyd i lety arall addas iddo.
- Ym mis Chwefror 2014, neilltuodd Llywodraeth Cymru arian ar gyfer gweithgareddau i atal digartrefedd. Mewn partneriaeth â'r Wallich, defnyddiwyd yr arian i ddarparu bondiau i landlordiaid nad ydynt yn fodlon derbyn tystysgrif bond, i dalu rhent ymlaen llaw ac i dalu ffioedd gweinyddol er mwyn helpu pobl i gael tenantiaeth yn y sector rhentu preifat. Defnyddiwyd yr arian hwn ar gyfer cynllun peilot i ddangos effaith sicrhau arian ar gyfer gweithgareddau atal i ganiatáu i ni weithio yn y ffordd a ddisgwylir gennym pan ddaw'r ddeddfwriaeth newydd i rym ym mis Ebrill 2015. Disgwylir y bydd rhagor o arian ar gael ar gyfer gweithgareddau atal yn y cyfnod cyn y cyflwynir y Ddeddf newydd.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i feithrin a hwyluso cysylltiadau gweithio da â darparwyr tai cymdeithasol ac eraill, megis Bwrdd Bond Abertawe.	Er mwyn gwella'r cyfle i gleientiaid osgoi digartrefedd a chael llety i'w rentu.
Parhau i weithredu system gyfeirio generig a ddefnyddir ar gyfer yr holl ddarparwyr cefnogaeth a llety.	I gynnig cronfa fwy o opsiynau tai i bobl sydd dan fygythiad digartrefedd.
Parhau i hyrwyddo gwefan Tai Abertawe.	I helpu'r rhai sy'n chwilio am dai yn Abertawe i ddewis yr opsiynau tai mwyaf addas sydd ar gael iddynt.
Parhau i gynnig system Porth i ddarparwyr tai eraill.	I darparu mynediad uniongyrchol i hostelau ar gyfer pobl a allai fod yn ddigartref.
Parhau i roi cyngor ar dai a digartrefedd ac ymyrryd yn gynt.	I geisio atal cleientiaid rhag colli eu cartref.
Parhau i weithredu "Ymgynghorydd Dewis", sy'n rhoi syniad i bobl am eu cyfle i gael eiddo'r cyngor.	I alluogi'r cyngor i ddarparu gwell cyngor i bobl ar yr opsiynau tai eraill sydd ar gael.
Archwilio ffyrdd o weithio gyda Landlordiaid Cymdeithasol Cofrestredig i ddatblygu asiantaeth gosodiadau cymdeithasol.	I'n helpu i gynorthwyo aelwydydd digartref i ddod o hyd i lety preifat o safon i'w rentu.
Gweithio i atal pobl rhag mynd i ddyled, anawsterau ariannol, ôl-ddyledion rhent a bygythiad digartrefedd o ganlyniad i gyflwyno'r diwygiadau lles (gweler D1 i D4 a restrwyd o'r blaen).	Er mwyn helpu i sicrhau y telir biliau a rhent yn brydlon a bod pobl yn gallu rheoli eu harian ac osgoi anawsterau ariannol a thai.

## Dd Gwella Tai a Chyflenwad Tai er mwyn cynyddu argaeledd tai fforddiadwy o ansawdd da.

### Pam mae hwn yn Amcan Gwella

Ceir tueddiadau allweddol a chanddynt oblygiadau ar gyfer yr angen i wella tai a chyflenwad tai, yn enwedig tai fforddiadwy.

#### 1. Newidiadau demograffig<sup>5</sup>:

- Poblogaeth bresennol Abertawe yw 239,600 (canol 2012), ac mae wedi tyfu dros ddeng mlynedd yn olynol ers 2001.
- Yn ôl rhagamcanion, disgwylir i boblogaeth Abertawe gynyddu 14.1% (31,200) rhwng 2011 a 2036, yr ail gyfradd dwf uchaf yng Nghymru.
- Mae nifer yr aelwydydd yn Abertawe wedi cynyddu oddeutu 9,000 (+10%) rhwng 2001 a 2011, gyda'r cynnydd mwyaf yn nifer yr aelwydydd pobl sengl.
- Gwelwyd cynnydd o 3,400 (+8.2%) ym mhoblogaeth hŷn Abertawe (dros 65 oed), sy'n arwydd o boblogaeth hŷn gynyddol.

#### 2. Gweithgarwch economaidd a chyflogaeth:

- Mae gweithgarwch economaidd a chyfraddau cyflogaeth yn Abertawe islaw'r ffigurau cyfatebol ar gyfer Cymru a'r DU.
- Mae cyfraddau diweithdra (yn seiliedig ar arolwg) yn Abertawe yn uwch na chyfraddau Cymru a'r DU, er bod cyfraddau hawllyr yn is.

#### 3. Cyflwr tai:

- Bob blwyddyn, cysylltir cyflwr tai â hyd at 50,000 o farwolaethau ac oddeutu 0.5 miliwn o achosion salwch y mae angen triniaeth feddygol arnynt, ar draws y DU.
- Mae cyflwr tai gwael yn effeithio mwy ar aelwydydd ag incwm isel a phobl hŷn.
- Mae gwella a moderneiddio'r 13,600 o dai a fflatiau sy'n eiddo i'r cyngor fel eu bod yn bodloni Safon Ansawdd Tai Cymru (WHQS) yn un o nodau polisi allweddol y cyngor.
- Mae'r WHQS yn ddiffiniad rhesymol o ansawdd tai cymdeithasol, a'i nod yw gwella, nid yn unig adeiledd cartrefi, ond hefyd safon yr amwynderau mewnol, yr amgylchedd ehangach o amgylch y tai a sut caiff y stoc ei rheoli.

<sup>5</sup> *Asesiad Anghenion Strategol Bwrdd Gwasanaethau Lleol Abertawe* (2013)

### Cyfraniad y cyngor at welliant

- Nid oes digon o dai fforddiadwy yn Abertawe i fodloni'r galw; felly drwy ddarparu rhagor, byddwn yn diwallu'r angen hysbys hwn ac yn cyfrannu at leihau digartrefedd a nifer y bobl sy'n cael eu gorfodi i fyw mewn llety anaddas a/neu anfforddiadwy.
- Mae'r cyngor am leihau nifer y cartrefi gwag sydd ganddo a manteisio i'r eithaf ar ei stoc tai fel bod cynifer ohonynt â phosib yn cael eu meddiannu.
- Mae'n helpu i leihau nifer y tai gwag sydd gan y cyngor os yw tenantiaid yn cael cymorth i gynnal eu tenantiaethau, gan ddarparu sefydlogrwydd i'w teuluoedd a chymunedau cydlynol.

### Dd1. Tai Fforddiadwy

**Nod:** Cynyddu nifer yr unedau tai fforddiadwy newydd

**Mesur:** Nifer yr unedau tai fforddiadwy newydd a ddarperir/y mae eu hangen

Perfformiad blaenorol - wedi'u darparu						Rhagamcaniad - yr angen (cyfanswm cronus)		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
299	124	104	297	50	<b>1,000</b> <b>188</b> <b>wedi'u darparu erbyn Chwarter 3</b>	<b>946</b>	<b>1419</b>	<b>1892</b>

#### **Pam mae hyn yn bwysig:**

- Nid oes digon o dai fforddiadwy yn Abertawe i fodloni'r galw. Felly, bydd helpu i ddarparu rhagor yn diwallu'r angen hysbys hwn ac yn cyfrannu at leihau digartrefedd a nifer y bobl sy'n parhau i fyw mewn llety anaddas a/neu anfforddiadwy.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae prinder tai fforddiadwy ar draws Dinas a Sir Abertawe a dyma broblem allweddol sy'n wynebu trigolion ar hyn o bryd.
- Cyhoeddwyd yr Asesiad o'r Farchnad Dai sy'n dangos bod angen 7100 o dai fforddiadwy yn Abertawe erbyn 2025. Mae hyn gyfwerth â 473 y flwyddyn. O ganlyniad, mae'r rhagamcanion cronol hyd at 2016/17 wedi'u diwygio. Nid yw hyn yn darged ond mae'n adlewyrchu nifer y tai newydd y mae eu hangen. Fodd bynnag, mae'n annhebygol y caiff yr angen hwn ei ddiwallu'n llawn oherwydd yr ansicrwydd yn yr economi a gall y ffigur hwn newid dros amser.
- Mae'r ffigurau ar gyfer unedau tai fforddiadwy newydd yn y tabl ar y dudalen flaenorol yn deillio o'r adroddiad ystadegol a ddarperir gan Landlordiaid Cymdeithasol Cofrestredig (LCC) i Lywodraeth Cymru. Mae hwn yn cynnwys anheddau parhaol newydd a adeiladwyd, cynnydd yn nifer yr anheddau drwy addasu neu wella adeiladau ac unedau tai a drosglwyddwyd i LCC gan ddatblygwyr fel rhan o gytundebau Adran 106. Mae'r ffigur hwn hefyd yn cynnwys morgeisi a achubwyd ac unrhyw uned arall a drosglwyddwyd i'r stoc tai fforddiadwy. Darparwyd 188 o unedau hyd at drydydd chwarter 2013/14.
- Nid yw cost prynu a rhentu tŷ am ei werth ar y farchnad yn fforddiadwy i lawer o bobl ar incwm isel ac, o ganlyniad, mae angen ymyrryd yn y farchnad dai i ddarparu tai fforddiadwy mewn modd arall.
- Mae'r dirwasgiad economaidd presennol wedi effeithio ar y farchnad dai.
- Mae prisiau tai sy'n gostwng ac anallu prynwyr, yn enwedig rhai sy'n prynu am y tro cyntaf, i gael morgais, wedi arwain at ostyngiad dramatig yng ngweithgareddau adeiladu'r sector preifat a nifer y ceisiadau cynllunio a gyflwynir ar gyfer datblygiadau preswyl newydd.
- Ar yr un pryd, mae llai o arian ar gael o'r Grant Tai Cymdeithasol a ddarperir gan Lywodraeth Cymru at ddiben adeiladu tai fforddiadwy ychwanegol.
- Oherwydd ansicrwydd economaidd, mae'n anodd rhagweld nifer y tai fforddiadwy y bydd eu hangen yn y tymor hwy, ond mae'r angen am dai fforddiadwy sydd heb ei ddiwallu yn Abertawe'n parhau'n sylweddol.
- Roedd y gostyngiad i 50 uned yn 2012/13 o ganlyniad i lai o fflatiau'n cael eu datblygu yn y cyfnod hwnnw. Fodd bynnag, mae'r cyngor wedi sicrhau grant eiddo llai i adeiladu fflatiau 1 a 2 ystafell wely. Bydd hyn yn cynyddu nifer y fflatiau sy'n cael eu hadeiladu.
- Mae rhagamcanion o'r ddarpariaeth debygol yn ddibynnol ar ffactorau y tu hwnt i reolaeth uniongyrchol y cyngor, h.y. lefel y Grant Tai Cymdeithasol, gweithgarwch y farchnad dai etc. Yn y blynyddoedd blaenorol, cwblhawyd tua 150 o unedau'r flwyddyn sy'n sylweddol lai na'r hyn sy'n angenrheidiol.
- Mae gan y cyngor rôl alluogi wrth ddarparu tai fforddiadwy drwy ei swyddogaethau strategol ym maes cynllunio a thai.

- Mae'r cyngor yn gweithio i ddarparu tystiolaeth o anghenion tai a gofynion tai fforddiadwy yn Ninas a Sir Abertawe.
- Mae'r cyngor yn cynnal trafodaethau â datblygwyr, drwy ei swyddogaethau cynllunio (gan gynnwys defnyddio cytundebau Adran 106) er mwyn cynnwys tai fforddiadwy ar safleoedd mewn ardaloedd lle gellir dangos prinder tai o'r fath.
- Mae'r cyngor yn gweithio hefyd i leihau nifer yr eiddo gwag yn Abertawe ac i nodi cynlluniau i sicrhau arian Grant Tai Cymdeithasol ar gyfer Landlordiaid Cymdeithasol Cofrestredig at ddiben darparu tai fforddiadwy. Bydd hyn yn cynnwys ailddatblygu adeiladau masnachol y gellir eu hadnewyddu i ddarparu tai fforddiadwy.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae prinder tai fforddiadwy'n broblem genedlaethol a bydd rhaid i'r cyngor barhau i weithio gyda Llywodraeth Cymru ac eraill i ymchwilio i ffyrdd mwy blaengar o gynyddu nifer y tai fforddiadwy.
- Yn ddiweddar, mae asesiad o'r farchnad dai wedi nodi'r bwlch rhwng cyflenwad tai fforddiadwy a'r galw amdanynt.
- Yn y gorffennol, mae'r awdurdod wedi llwyddo i sicrhau arian ychwanegol gan Lywodraeth Cymru at ddiben darparu rhagor o dai fforddiadwy a bydd yn parhau i gyflwyno ceisiadau am arian ychwanegol o'r fath pan fydd ar gael.
- Mae'r awdurdod wedi cyflwyno cais llwyddiannus am arian ar gyfer nifer o gynlluniau drwy Grant Cyllid Tai Llywodraeth Cymru a'r cynllun eiddo llai.
- Mae Bwrdd Craffu Cymunedau Cryfach a Diogelach y cyngor wedi archwilio sut mae'r cyngor yn galluogi darpariaeth unedau newydd o dai fforddiadwy ac mae argymhellion allweddol y bwrdd wedi'u rhoi ar waith.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau i weithio mewn partneriaeth â Landlordiaid Cymdeithasol Cofrestredig.	I ddatblygu ffynonellau newydd o lety fforddiadwy ar gyfer aelwydydd nad ydynt yn gallu fforddio cost tai ar y farchnad yn Abertawe.
Lle y bo'n briodol, parhau i ddefnyddio cytundebau Adran 106.	I sicrhau neu ehangu darpariaeth tai fforddiadwy.
Parhau i gynyddu lefelau buddsoddiad arian GTC yn Ninas a Sir Abertawe.	Er mwyn galluogi datblygu rhagor o dai fforddiadwy.
Parhau i gynyddu lefelau buddsoddiad arian GTC yn Ninas a Sir Abertawe.	Er mwyn galluogi datblygu rhagor o dai fforddiadwy.

<p>Cyfrannu at drothwy a tharged cytunedig y Cynllun Datblygu Lleol.</p>	<p>I gynyddu darpariaeth tai fforddiadwy ar ddatblygiadau'r dyfodol, yn seiliedig ar yr Astudiaeth Dichonoldeb ac Asesiad y Farchnad Dai Leol.</p>
<p>Rhoi sylw i argymhellion Bwrdd Craffu Cymunedau Cryfach a Diogelach y Cyngor sy'n deillio o'i banel ymchwilio i ddarpariaeth tai fforddiadwy yn Abertawe.</p>	<p>Gyda'r nod o gynyddu'r cyflenwad o dai fforddiadwy.</p>
<p>Ymchwilio i fodolau newydd o ddarparu tai fforddiadwy drwy fodolau ariannu gwahanol.</p>	<p>Cynyddu i'r eithaf nifer yr unedau y gellir eu darparu drwy'r GTC neu ddulliau eraill. Byddwn hefyd yn ystyried modelau eraill â dulliau ariannu y mae angen mwy neu lai o Grant Tai Cymdeithasol arnynt. Bydd hyn yn golygu y gellir darparu mwy o unedau â llai o arian grant.</p>



## Dd2. Cartrefi Cyngor gwag

**Nod:** Lleihau nifer y cartrefi gwag sydd gan y cyngor.

**Mesur:** (HSG2) Nifer y cartrefi gwag sydd gan y cyngor.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
383	286	251	221	278	<b>220</b>	<b>235</b>	<b>225</b>	<b>215</b>

### Pam mae hyn yn bwysig:

- Mae'r cyngor am fanteisio i'r eithaf ar ei stoc tai fel bod cynifer ohonynt â phosib yn cael eu meddiannu. Mae hyn yn enwedig o bwysig yn Abertawe lle ceir prinder tai fforddiadwy i ddiwallu anghenion tai hysbys.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Yn y gorffennol, bu nifer cartrefi gwag y cyngor yn uwch na'r ffigurau presennol oherwydd stoc ac ardaloedd amhoblogaidd a rhwyddineb cael morgais, prynu eiddo drwy'r cynllun Hawl i Brynu neu rentu yn y sector rhentu preifat.
- Er mwyn mynd i'r afael â nifer y cartrefi gwag, newidiodd y cyngor ei ffordd o baratoi eiddo gwag yn 2004. Mae'r newidiadau hyn, ynghyd â galw cynyddol am gartrefi'r cyngor, wedi arwain at ostyngiad graddol dros amser yn nifer y cartrefi gwag sydd gan y cyngor.
- Yn ystod 2012/13, gwelwyd cynnydd yn nifer y cartrefi gwag, yn bennaf oherwydd bod mwy o denantiaethau wedi dod i ben, er enghraifft, o ganlyniad i gynydd yn nifer y: tenantiaid sy'n trosglwyddo i lety cyngor arall, tenantiaethau sy'n dod i ben yn sgîl marwolaeth y tenant a thenantiaethau sy'n dod i ben oherwydd cam-drin yn y cartref. Mae ffactorau eraill, megis strwythur presennol y gwasanaeth, yn effeithio ar nifer y cartrefi gwag hefyd. Fodd bynnag, mae adolygiad meddwl drwy systemau, sy'n edrych yn feirniadol ar y systemau sydd ar waith ar gyfer cyflwyno'r gwasanaeth, wedi dechrau mynd i'r afael â rhai o'r materion hyn. Serch hyn, mae'n amhosib rhagweld pa effaith uniongyrchol mae'r newidiadau hyn wedi'i chael ar nifer y cartrefi gwag.
- Yn ystod tri chwarter cyntaf 2013/14, gwelwyd tuedd gynyddol yn nifer y tenantiaethau a ddaeth i ben o'i chymharu â'r flwyddyn ddiwethaf/blynyddoedd blaenorol. Fodd bynnag, gwelwyd gostyngiad yn y ffigurau yn y pedwerydd chwarter. Mae dadansoddiad yn dangos bod rhagor o denantiaethau'n dod i ben oherwydd cynnydd yn nifer y tenantiaid sy'n symud i'r sector rhentu preifat; yn symud i fyw gydag aelodau teulu; yn cael eu troi allan neu'n gadael eu heiddo. Nid oes tystiolaeth gadarn ar gael i gefnogi'r rhesymau hyn ond mae'n debygol bod y diwygiadau lles yn rhannol gyfrifol.

- Er bod y cyngor yn bodloni'r targed ar gyfer cwblhau gwaith ac mae contractwyr allanol yn cyflawni eu rhwymedigaethau contract, oherwydd y cynnydd yn y nifer a'r galw, bu'n rhaid i'r cyngor recriwtio adnoddau ychwanegol.

- Er y gwelwyd gostyngiad sylweddol yn nifer y cartrefi gwag dros y blynyddoedd diweddar (ac eithrio 2012/13), gyda'r nifer ar ei isaf, sef 221 (6% o'r stoc), ar ddiwedd mis Mawrth 2012, roedd cadw'r nifer yn isel bob amser yn mynd i fod yn her fawr. Ceir ansicrwydd sylweddol ynglŷn â sut bydd y diwygiadau lles yn effeithio ar symudiadau tenantiaid ac felly nifer y cartrefi gwag. Mae'n rhaid ystyried rhagamcaniadau o nifer y cartrefi gwag yn y cyd-destun hwn.
- Gellir disgwyl i'r gostyngiad o ran cartrefi gwag arafu'n naturiol gan ystyried y gostyngiad mawr yn ystod y blynyddoedd diweddar (gwelwyd gostyngiad o 42% yn y cyfnod 2008/09-2011/12). Fodd bynnag, ceir rheswm i fod yn obeithiol, wrth i'r arferion gwaith newydd a ddeilliodd o'r Adolygiad Meddwl drwy Systemau gael eu hymgorffori yn ystod 2013 a phan gaiff y newidiadau arfaethedig i strwythur Gwasanaethau Adeiladu ac Eiddo Corfforaethol y Cyngor eu rhoi ar waith yn ystod 2013 hefyd. Adolygir y newidiadau hyn yn ystod 2014 i fesur eu heffaith. Mae rhagor o newidiadau yn yr arfaeth ar gyfer 2014/15 a ddylai leihau'r amser a gymerir i ailosod eiddo.
- Awgrymir felly, y byddai gostyngiad bychan graddol bob blwyddyn yn fwy realistig ac yn haws ei gyflawni yn ystod y blynyddoedd nesaf.
- Y ffigur ar gyfer Chwarter 3 yw 304 ond, er bod cyfradd y tenantiaethau sy'n dod i ben wedi arafu ar ddechrau Chwarter 4, mae'n anodd rhagweld canlyniadau diwedd y flwyddyn eto.

#### **Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Profwyd bod defnyddio coffrau allweddi'n fuddiol. Er enghraifft, prynwyd 200 o goffrau allweddi ac mae'r rhan fwyaf ohonynt yn cael eu defnyddio. Mae'r rhain wedi bod yn ffordd effeithiol iawn o ymgymryd â nifer o dasgau ar yr un pryd.
- Datblygwyd system TG newydd er mwyn monitro effaith coffrau allweddi ar yr amser a gymerir i ailosod eiddo gwag. Mae gwasanaeth clirio, garddio a glanhau wedi bod ar waith ers mis Ebrill 2013 ac mae'r ymagwedd gydlynol hon o gyflawni'r tasgau hyn wedi bod yn llwyddiannus.
- Mae'r holl swyddfeydd tai rhanbarthol wedi mabwysiadu gweithdrefnau hyblyg ar gyfer ymdrin â thenantiaethau sy'n dod i ben. Nod y fenter hon yw gwneud defnydd mwy effeithiol o'r cyfnod pan fydd tenant wedi rhoi rhybudd o'i fwriad i adael ei denantiaeth.

- Cyfleoedd i weld eiddo yng nghwmni aelod staff y cyngor yn ystod y broses atgyweirio - mae hyn wedi bod ar waith yn llwyddiannus iawn mewn sawl ardal: bydd ar gael ym mhob ardal a rhoddir gweithdrefnau newydd ar waith maes o law. Bwriedir rhoi hyn ar waith yn ystod 2014/15.
- Ceir llai o alw am rai mathau o eiddo ac ardaloedd. Eir i'r afael â hyn drwy farchnata eiddo, e.e. defnyddio gwefan tai Abertawe gwefan y cyngor a Homeswapper i hysbysebu eiddo.
- Mae hyn wedi bod yn llwyddiannus wrth osod rhai tai y mae galw isel amdanynt yn Townhill. Hysbysebir eiddo â galw isel bob wythnos yn Opsiynau Tai.
- Mae'r Gwasanaethau Adeiladau ac Eiddo Corfforaethol (GAEC) wedi cael eu hailstrwythuro a phenodwyd rheolwr eiddo gwag sy'n gweithio'n agos iawn gyda'r uned atgyweirio cartrefi.
- Mae GAEC wedi recriwtio mwy o weithwyr i wneud atgyweiriadau mewn cartrefi gwag a chynorthwyo i leihau'r amser a gymerir i ailosod eiddo. Wrth i'r gweithwyr ymsefydlu, rhagwelir y cymerir llai o amser i ailosod eiddo.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Hyrwyddo symud tai drwy Homeswapper (cyfnewid tai).	Gall nifer y tenantiaid sy'n gofyn am symud i eiddo arall y cyngor gynyddu wrth iddynt chwilio am eiddo llai oherwydd y diwygiadau lles.
Rhoi camau gweithredu ar waith i helpu tenantiaid y cyngor i aros yn eu tenantiaeth, gan gynnwys: Tynhau rheolaethau ar amodau tenantiaeth ar gyfer tenantiaid sydd am drosglwyddo; rhagor o opsiynau o ran pecynnau celfi; cyfeirio tenantiaid newydd at ddarparwyr nwyddau a gwasanaethau, h.y. Undeb Credyd, elusennau, mentrau cymdeithasol etc.	I geisio lleihau cyfradd y tenantiaethau sy'n dod i ben.
Rhoi gwell strwythur ar waith, gan gynnwys y posibilrwydd o sefydlu tîm penodol i ymdrin â chartrefi gwag. Cyflawnwyd hyn yn rhannol drwy benodi rheolwr eiddo gwag.	Er mwyn helpu i leihau nifer y cartrefi gwag sydd gan y cyngor.

Beth?	Pam?
Ymgorffori arbrofion sy'n deillio o'r Adolygiad Meddwl drwy Systemau gan ddileu pob proses ddiangen a sicrhau bod tenantiaid yn ganolog i'r system cartrefi gwag.	Er mwyn helpu i leihau nifer y cartrefi gwag sydd gan y cyngor.
Gwella dulliau marchnata a chydlynu eiddo y mae galw isel amdanynt, er enghraifft drwy ddefnyddio gwefan tai Abertawe, HomeSwapper, Opsiynau Tai a gwefan y cyngor.	I hysbysebu eiddo gwag a lleihau nifer y tai gwag sydd gan y cyngor. Mae hyn wedi helpu i osod rhai o'r cartrefi nad oes llawer o alw amdanynt.
Adolygu'r Gofrestr Tai'n rheolaidd a gwella ansawdd yr wybodaeth am yr eiddo a'r ardal ar gyfer darpar denantiaid.	I leihau nifer y darpar denantiaid sy'n cael eu gwrthod.
Gwella ansawdd eiddo'r cyngor, e.e. lwfansau glanhau/ailbaentio; gwella ansawdd drysau, darparu ceginau ac ystafelloedd ymolchi newydd mewn cartrefi gwag, ar y cyd â'r rhaglen gyfalaf lle bynnag y bo hynny'n briodol, a thrwy weithio at fodloni Safon Ansawdd Tai Cymru.	I annog tenantiaid i aros yn eu tenantiaeth a lleihau nifer y cartrefi gwag sydd gan y cyngor.

### Dd3. Cynnal tenantiaethau'r cyngor

**Nod:** Cynyddu canran tenantiaid y cyngor sy'n aros yn eu tenantiaeth am fwy na 2 flynedd.

**Mesur:** % tenantiaid y cyngor sy'n aros yn eu tenantiaethau am fwy na 2 flynedd.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
77.16 %	75.13 %	75.05 %	76.45 %	77.00 %	<b>77.5%</b> <b>76.82%</b> ar adeg llunio'r adroddiad hwn	<b>78.00%</b>	<b>79.00%</b>	<b>80.00%</b>

**Pam mae hyn yn bwysig:**

- Mae'n bwysig bod tenantiaid yn gallu cynnal eu tenantiaethau er mwyn gwella sefydlogrwydd eu teuluoedd a chreu cymunedau cydlynol i fyw ynddynt.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Cyflwynwyd DP newydd ar gyfer 2013/14, felly nid oes unrhyw ddadansoddiad na gwaith wedi'i wneud ar y dangosydd hwn.
- Yn ystod 2012/13, daeth mwy o denantiaethau i ben, er enghraifft oherwydd cynnydd yn nifer y: tenantiaid sy'n trosglwyddo i lety cyngor arall a thenantiaethau sy'n dod i ben oherwydd cam-drin yn y cartref.
- Yn ogystal â'r gwaith sy'n cael ei wneud i osod rhagor o eiddo, mae'r cyngor am annog a helpu tenantiaid i aros yn eu tenantiaeth yn hwy. Yn ogystal â lleihau nifer y cartrefi gwag, bydd hyn hefyd yn gwella sefydlogrwydd teuluoedd a'r cymunedau maent yn byw ynddynt.
- Mae llawer o ffactorau'n effeithio ar y cyfnod mae pobl yn aros yn eu tenantiaethau, megis cyflwr y stad dai, ymddygiad gwrthgymdeithasol, neu ganfyddiadau ohono, newidiadau mewn cyfansoddiad teuluoedd, megis y twf yn nifer yr aelwydydd person sengl, methu fforddio'r math o lety mae'r tenant am fyw ynddo yn ei ardal o ddewis, argaeledd ac ansawdd cyfleusterau cymunedol ac addasrwydd yr eiddo i anghenion a gofynion yr unigolyn, er enghraifft addasiadau arbennig.
- Dylai gwella safon yr eiddo annog mwy o denantiaid i aros yn hwy yn eu cartrefi. Ar hyn o bryd mae'r Gwasanaeth Tai'n gweithio i wella ei stoc gyfan fel y bydd yn bodloni Safon Ansawdd Tai Cymru erbyn 2020.
- Ceir ansicrwydd sylweddol ynglŷn â sut bydd y diwygiadau lles yn effeithio ar symudiadau tenantiaid. Efallai y bydd rhaid i rai tenantiaid dalu tâl tanfeddiannu am ystafelloedd gwely sbâr neu bydd rhaid iddynt symud. Fodd bynnag, rydym yn cynnig cymaint o gymorth â phosib i denantiaid i helpu i liniaru effaith y diwygiadau lles. Y ffigur ar gyfer sefydlogrwydd yn chwarter 3 oedd 74.71%.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r cyngor yn darparu amrywiaeth o wasanaethau i helpu tenantiaid i aros yn eu tenantiaethau. Mae'r rhain yn amrywio o'i wasanaethau rheoli tenantiaethau a stadau i ddarparu gwasanaethau arbennig megis yr Uned Cefnogi Cymdogaethau i fynd i'r afael ag ymddygiad gwrthgymdeithasol a'r Uned Cefnogi Tenantiaid sy'n cynnig amrywiaeth eang o wasanaethau cyngor a chefnogaeth i denantiaid i'w helpu i gynnal eu tenantiaethau.

- Mae'r cyngor wedi ymweld â 2500 o denantiaid y gallai'r diwygiadau lles effeithio arnynt er mwyn rhoi gwybod iddynt am y newidiadau a'r goblygiadau ar gyfer eu tenantiaethau a chynnig cymorth a chyngor.
- Mae swyddog cynhwysiad ariannol yn y Tîm Rhenti'n helpu tenantiaid gyda phroblemau dyled a ddylai eu helpu i gynnal eu tenantiaethau.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Gwella'r stoc tai fel y bydd yn bodloni Safon Ansawdd Tai Cymru erbyn 2020.	I wella ansawdd tai'r cyngor ac annog tenantiaid i aros yn eu cartrefi'n hwy.
Parhau i archwilio sut gall y cyngor liniaru effaith y diwygiadau lles ar denantiaid.	Er mwyn i denantiaid allu parhau yn eu tenantiaethau.
Diweddarau'r strategaeth rheoli stadau gan ymgynghori â thenantiaid.	I helpu i wella stadau ac annog tenantiaid i gynnal eu tenantiaethau.

## E. Helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw er mwyn gwella eu hiechyd.

### Pam mae hwn yn Amcan Gwella

Ceir tueddiadau allweddol a chanddynt oblygiadau ar gyfer yr angen i helpu pobl i fabwysiadu a datblygu ffyrdd iach o fyw er mwyn gwella eu hiechyd.

#### 1. **Marwolaeth Gynamserol**<sup>6</sup>:

- Yn unol â gweddill y DU, cafwyd tuedd am i lawr mewn marwolaeth gynamserol (dan 75 oed) o bob achos yn Abertawe.
- Fodd bynnag, mae cyfraddau marwolaeth gynamserol yn Abertawe wedi parhau'n uwch na'r cyfartaledd, er nad oedd y gyfradd yn Abertawe'n ystadegol uwch na chyfartaledd Cymru yn 2007-2009 (Abertawe, 143 o farwolaethau am bob 100,000 o'r boblogaeth; Cymru, 394 o farwolaethau am bob 100,000 o'r boblogaeth).

#### 2. **Gordewdra:**

- Yn Abertawe, cofnodir bod dros hanner y boblogaeth sy'n oedolion (57%) dros eu pwysau neu'n ordew, sydd wedi cynyddu 5 pwynt canran ers yr asesiad o anghenion diwethaf yn 2003/4.
- Yn Abertawe, dim ond 32% o bobl sy'n bwyta'r swm o ffrwythau a llysiau a argymhellir bob dydd.

#### 3. **Gweithgarwch corfforol:**

- Yn y blynyddoedd diweddar, mae canran yr oedolion yn Abertawe sy'n gwneud y lefel o weithgarwch corfforol a argymhellir wedi parhau'n weddol sefydlog. Mae'r ffigurau ar gyfer 2011/12 (26%) yn nodi bod Abertawe islaw cyfartaledd Cymru (29%) ac yn un o'r pedwar awdurdod lleol gwaethaf yng Nghymru.

### Cyfraniad y cyngor at welliant

- Mae'r cyngor am annog pobl i fabwysiadu ffyrdd iachach o fyw o ran deiet a gwella eu lefelau gweithgarwch corfforol.
- Er mwyn hyrwyddo ffyrdd iachach o fyw ymhellach, hoffai'r cyngor annog mwy o bobl ifanc rhwng 11 ac 16 oed i barhau â'u gweithgareddau corfforol neu chwaraeon y tu allan i'r ysgol er mwyn gwella cyfranogiad parhaus mewn gweithgareddau iach.
- Yn yr un modd, os llwyddir i gynyddu % y plant sy'n gallu nofio erbyn 11 oed, byddant yn llai tebygol o foddï a byddant hefyd yn dysgu sgil bywyd sy'n hwyl ac yn cyfrannu at ffordd iach o fyw.

<sup>6</sup> *Asesiad Anghenion Strategol Bwrdd Gwasanaethau Lleol Abertawe (2012)*

- Ar ben arall y sbectrwm, hoffai'r cyngor weld mwy o bobl sydd wedi cael eu cyfeirio at raglen ymarfer corff y cyngor gan eu meddygon teulu'n parhau'n actif ar ôl 12 mis er mwyn dangos eu bod wedi mabwysiadu ffordd iachach o fyw.
- Bydd cynyddu nifer y lleoedd tyfu'n annog pobl i dyfu eu bwyd eu hunain, gan eu helpu i ymdopi â phrisiau bwyd cynyddol, annog hunangynhaliaeth, darparu gweithgaredd iach a hyrwyddo bwyta'n iachach.
- Bydd cynyddu % y disgyblion ysgol sy'n bwyta prydau ysgol am ddim yn cynorthwyo dysgu ac yn helpu i sicrhau lles disgyblion yn y dyfodol.

### E1. Cynnal lefelau gweithgareddau corfforol a chwaraeon y tu allan i'r ysgol

**Nod:** Cynyddu canran y bobl ifanc 11-16 oed sy'n cymryd rhan mewn 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol yn ystod y flwyddyn ysgol.

**Mesur:** % y plant 11 i 16 oed sy'n cymryd rhan mewn 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol yn ystod y flwyddyn ysgol.

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
5%	7%	7%	9%	9%	<b>11%</b> <b>Gwir =</b> <b>*6.12%</b>	<b>11%</b>	<b>12%</b>	<b>13%</b>

\*Mae'r holl ganlyniadau a'r targedau yn y tabl yn cael eu hadrodd am y flwyddyn flaenorol, yn seiliedig ar berfformiad y flwyddyn academaidd flaenorol. Er enghraifft, mae'r canlyniad ar gyfer 2013-14, sef 6.12%, yn seiliedig ar berfformiad blwyddyn academaidd 2012-13 pan gofnodwyd y canlyniad ym mis Gorffennaf 2013. Cofnodir canlyniad 2014-15 ym mis Gorffennaf 2014.

#### Pam mae hyn yn bwysig:

- Hoffai'r cyngor annog mwy o bobl ifanc rhwng 11 ac 16 oed i barhau â'u gweithgareddau corfforol neu chwaraeon y tu allan i gwricwlwm yr ysgol er mwyn gwella cyfranogiad parhaus a hyrwyddo ffyrdd iachach o fyw.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- 5x60 yw enw rhaglen genedlaethol a ariennir gan Chwaraeon Cymru ac sy'n cael ei darparu'n lleol gan Ddinas a Sir Abertawe. Y nod pennaf yw cynyddu cyfleoedd cynaliadwy i bobl gymryd rhan mewn chwaraeon a gweithgareddau corfforol a chynyddu cyfranogiad gan bobl ifanc 11-16 oed.
- Nod y rhaglen yw darparu cyfleoedd i bobl gymryd rhan mewn chwaraeon a gweithgareddau corfforol allgyrsiol mewn ysgolion ac yn y gymuned leol sy'n gallu arwain at lwybrau gadael cynaliadwy drwy glybiau a grwpiau cymunedol gan annog cyfranogiad tymor hwy.



- Datblygir cyfleoedd 5x60 gan swyddogion pobl ifanc actif sy'n defnyddio hyfforddwyr cymunedol, hyfforddwyr gwirfoddol, arweinwyr chwaraeon a rhieni i helpu i ddarparu'r cyfleoedd.
- Mae'r gwasanaeth 5x60 yn gwrando ar farn pobl ifanc (llais y disgybl) drwy amrywiaeth o ddulliau megis yr Arolwg Cenedlaethol o Chwaraeon Ysgol, cysylltiad uniongyrchol, ymgynghori rhwng y swyddogion pobl ifanc actif a thrwy'r rhaglen Cenhadon Ifanc sy'n grymuso pobl ifanc i wneud eu penderfyniadau eu hunain drwy ymgynghori, arweinyddiaeth a pherchnogaeth.
- Cynyddodd canran y bobl ifanc 11-16 oed sy'n gwneud 20 neu fwy o weithgareddau corfforol neu chwaraeon allgyrsiol o 5% ym mlwyddyn academaidd 2008-09 i 9% yn 2011-12. Mae'r cynnydd o ganlyniad i ddatblygu'r rhaglen a chynnydd yn nifer y cyfleoedd wrth i ragor o ysgolion fabwysiadu 5x60.
- Yn ystod blwyddyn academaidd 2012/13, gostyngodd y perfformiad i 6.12% (cofnodwyd y canlyniad yn 2013/14) oherwydd nifer uchel o staff yn gadael a phroblemau recriwtio a effeithiodd ar nifer y cyfleoedd a oedd ar gael i blant gymryd rhan mewn chwaraeon a gweithgareddau corfforol.
- Ar yr adeg hon, adolygwyd y gwasanaeth i ystyried sut gellid ei ailstrwythuro i'w wneud yn fwy effeithiol. O ganlyniad, mae Swyddogion Pobl Ifanc Actif (Swyddogion PIA) yn rhoi mwy o bwyslais ar hwyluso a byddant yn darparu cefnogaeth uniongyrchol i ysgolion cynradd ac uwchradd, yn ogystal â chlybiau lleol a sefydliadau cymunedol yn eu hardaloedd dynodedig.
- Rhoddwyd y strwythur newydd ar waith ar gyfer dechrau blwyddyn academaidd 2013/14 (Medi 2013) ac mae wedi dechrau'n dda gyda 10% mwy o bobl ifanc yn cymryd rhan yn rhaglen 5x60 o'i gymharu â'r un cyfnod (tymor yr hydref) yn 2012/13. Rydym yn obeithiol iawn y bydd y perfformiad hwnnw'n gwella a chaiff y rhagamcaniad o 11% ar gyfer 2014/15 ei gyflawni ym mis Gorffennaf 2014.
- Fodd bynnag, mae problemau parhaus ynghylch yswiriant i wirfoddolwyr yn cyfyngu ar rôl y swyddog PIA a bellach mae'n rhaid iddo oruchwylio pob gwirfoddolwr sy'n cyflwyno gweithgaredd. Mae'n hyn yn cyfyngu ar nifer y cyfleoedd y gellir eu cynnwys yn y rhaglen oherwydd bod rhaid i'r swyddog PIA fod yn bresennol ar bob adeg, er bod cymwysterau digonol gan rai o'r gwirfoddolwyr. Mae'r amser a dreulir gan swyddogion yn goruchwylio'n cyfyngu ar eu gallu i wneud gwaith datblygu. Mae'r tîm PIA yn ceisio datrys y broblem hon gydag adran yswiriant yr awdurdod.
- Er gwaethaf hyn, disgwylir i'r perfformiad wella bob blwyddyn i 15% yn 2017/18.
- Ar hyn o bryd, mae'r tîm PIA yn cyflwyno 'Chwarae i Ddysgu' ac 'Aml-Sgiliau a Champau'r Ddraig' mewn ysgolion cynradd i ddatblygu sgiliau a hyder pobl ifanc er mwyn eu hysgogi i fod yn actif yn rheolaidd wrth iddynt symud i'r ysgol uwchradd a'r tu hwnt.

- Mae'r tîm PIA wedi dechrau cefnogi darpariaeth chwaraeon cymunedol ar garreg drws pobl gyda Street Games UK. Bydd hyn yn parhau ym mlwyddyn academaidd 2014/15. Cynhelir gweithgareddau rheolaidd mewn cyfleusterau megis ardaloedd gemau aml-ddefnydd, parciau, canolfannau cymunedol, mannau agored a hyd yn oed mewn meysydd parcio, gan ddibynnu ar yr angen a'r math o weithgaredd sy'n cael ei ddarparu. Mae'r sesiynau hyn yn darparu cyfleoedd rheolaidd mewn ardaloedd lle ceir llai o glybiau chwaraeon cymunedol ac mae'r cyfraddau cyfranogiad mewn chwaraeon a gweithgareddau corfforol yn llai na'r cyfartaleddau lleol a chenedlaethol.

#### **Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- O ganlyniad i'r adolygiad a'r ailstrwythuro, datblygwyd ymagwedd newydd at ddarparu gwasanaeth, yn seiliedig ar ardaloedd. Bellach, mae rôl y swyddogion PIA wrth ddarparu gweithgareddau'n uniongyrchol wedi'i lleihau ac maent yn canolbwyntio ar ddatblygu a hwyluso mwy o gyfleoedd drwy hyfforddwr cymunedol ac arweinwyr ifanc.
- Ers penodi hyfforddwr cymunedol, bu modd darparu cyfleoedd rheolaidd a sefydlog i ddisgyblion gymryd rhan mewn chwaraeon a gweithgareddau corfforol.
- Yn ogystal, mae'r hyfforddwr cymunedol yn cefnogi'r Swyddogion PIA wrth farchnata a hyrwyddo pob rhaglen PIA i bobl ifanc.
- Mae'r tîm PIA wedi gwneud rhagor o waith gyda'r ysgolion i gyflwyno staff newydd a phwysleisio'r ymagwedd newydd sy'n seiliedig ar ardaloedd (yn hytrach nag ar ysgolion).
- Bydd Arweinwyr Ifanc a Chenhadon Ifanc hefyd yn rhan o gyflwyno'r rhaglenni gyda chefnogaeth a goruchwyliaeth uniongyrchol gan Swyddogion PIA a Hyfforddwr Chwaraeon Cymunedol. Mae'r Chenhadon Ifanc wedi cyflawni rôl werthfawr iawn wrth sicrhau bod cyfleoedd yn cael eu cynnig a thrwy eu brwdfrydedd i feithrin cysylltiadau â phobl ifanc eraill ac athrawon a mynegi llais y disgybl ar chwaraeon a gweithgareddau corfforol.
- Mae swyddogion PIA yn gyfrifol am hyfforddi, cadw a gwneud defnydd effeithiol o amrywiaeth o wirfoddolwyr i gynorthwyo wrth gyflwyno'r rhaglen, drwy'r polisi datblygu ac allgymorth gwirfoddolwyr.
- Mae'n bwysig darparu rhaglen gytbwys o weithgareddau, gan gynnwys gweithgareddau iechyd a ffitrwydd, hamdden a chwaraeon mwy traddodiadol pan gaiff plant eu hannog i ymaelodi â chlybiau.
- Mae rheoli perfformiad wedi bod yn elfen allweddol o hyn fel bod pob swyddog Pobl Ifanc Actif yn cael targedau i'w cyflawni sy'n cael eu monitro bob mis.
- Cynhaliwyd Arolwg ar Chwaraeon Ysgol gan Chwaraeon Cymru rhwng Ebrill a Gorffennaf 2013. Darparwyd data a thystiolaeth a fydd yn helpu i olrhain tueddiadau cyfranogiad mewn chwaraeon ysgol. Ddefnyddir y rhain i helpu i lunio polisi chwaraeon a chynllunio darparu chwaraeon a gweithgareddau corfforol ar draws rhaglen 5x60 yn Abertawe.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
<p>Datblygu'r rhaglenni cenhadon ifanc ac arweinwyr ifanc ymhellach ar draws yr awdurdod lleol.</p> <p>Ymgorffori model sy'n seiliedig ar bobl ifanc.</p>	<p>Er mwyn cynrychioli llais y person ifanc ynghylch AG a chwaraeon ysgol yn eu hysgolion, mewn clybiau chwaraeon ac mewn cymunedau.</p> <p>I fanteisio ar frwdfrydedd pobl ifanc i hyrwyddo buddion ffyrdd iach o fyw a chymryd rhan mewn gweithgareddau corfforol.</p>
<p>Cefnogi darpariaeth cyfleoedd chwaraeon ar garreg drws pobl, ar y cyd â Chwaraeon Cymunedol, Streetgames UK a phartneriaid eraill, drwy sicrhau bod gan bobl ifanc rywle yn y gymuned i fod yn actif ar ôl yr ysgol.</p>	<p>I gynnal diddordeb a chyfranogiad plant a phobl ifanc yn eu gweithgaredd neu eu camp o ddewis.</p>
<p>Cefnogi clybiau chwaraeon cymunedol yn uniongyrchol drwy ddenu aelodau newydd, mynediad i gyfleoedd ariannu a datblygu'r gweithlu.</p>	<p>Er mwyn galluogi clybiau chwaraeon i gynyddu gallu a derbyn mwy o blant a phobl ifanc fel aelodau, gan sicrhau eu bod yn parhau i gymryd rhan.</p>
<p>Sicrhau bod ysgolion cynradd ac uwchradd ar draws Abertawe yn cwblhau Arolwg ar Chwaraeon Ysgol Chwaraeon Cymru.</p>	<p>Mae data'r arolwg yn caniatáu i swyddogion PIA olrhain tueddiadau cyfranogiad ac mae'n darparu tystiolaeth sy'n helpu i lunio polisi chwaraeon a chynllunio darpariaeth chwaraeon ar draws Abertawe.</p>
<p>Darparu adnoddau a hyfforddiant i ysgolion a chlybiau a/neu sefydliadau chwaraeon cymunedol i gynnwys Chwarae i Ddysgu ac Aml-sgiliau a Champau'r Ddraig yn eu rhaglenni.</p>	<p>Bydd hyn yn cyfrannu at well lefelau o ymwybyddiaeth gorfforol drwy gydol bywyd a chyfranogiad mewn chwaraeon ymhlith oedolion.</p>
<p>Cadarnhau polisiâu ar ddefnyddio gwirfoddolwyr mewn ysgolion gyda'r adran yswiriant.</p>	

## E2. Nofio erbyn 11 oed

**Nod:** Cynyddu canran y plant sy'n gallu nofio erbyn 11 oed.

**Mesur:** % y plant sy'n gallu nofio erbyn 11 oed.

Perfformiad Blaenorol					Rhagamcaniad		
2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
55%	76%	82%	87%	<b>89%*</b>	<b>91%</b>	<b>92%</b>	<b>93%</b>

\*Mae'r canlyniadau'n cyfeirio at y flwyddyn flaenorol oherwydd bod y flwyddyn academaidd yn dod i ben ym mis Gorffennaf. Cofnodwyd canlyniad 2013-14 ym mis Gorffennaf 2013.

### Pam mae hyn yn bwysig:

- Drwy gynyddu % y plant sy'n gallu nofio erbyn 11 oed, bydd plant yn ddiogelach ger dŵr ac yn dysgu sgil bywyd sy'n hwyl ac yn cyfrannu at ffordd iachach o fyw.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae'r cyngor wedi gwella'n sylweddol a newid sut mae gwersi nofio'n cael eu cyflwyno yn y blynyddoedd diweddar sydd wedi arwain at gynnydd anferth - 34% - yn nifer y disgyblion sy'n gallu nofio erbyn 11 oed.
- Penodwyd mwy o hyfforddwyr nofio gan y cyngor sydd wedi gwella cyfleoedd a safon gwersi ar gyfer ysgolion. Yn ogystal, ad-drefnwyd yr amserlen i leihau nifer y gwersi ond cynyddu eu hyd ac mae hyn wedi gwella'r cyfraddau llwyddo.
- Defnyddiwyd y grant nofio am ddim a ddarparwyd gan Lywodraeth Cymru i gynnig gwersi nofio ychwanegol am ddim yn ystod gwyliau'r ysgol i ddisgyblion y nodwyd nad ydynt yn gallu nofio neu sy'n cael anhawster bodloni'r safon ofynnol.
- Cyflwynwyd gwersi un i un ar gyfer plant ag anableddau a phlant eraill ag anghenion penodol tua 2 flynedd yn ôl a bydd hyn yn parhau.
- Yn ôl y cyfrifiadau a ddefnyddir gan Chwaraeon Cymru, mae Abertawe'n 7fed o 22 o gynghorau o ran ei berfformiad ac Abertawe yw'r cyngor gorau o lawer o blith cynghorau dinas yng Nghymru.
- Fodd bynnag, bydd gwella'r canlyniad a gyflawnwyd yn 2013/14, sef 89%, yn her enfawr oherwydd y bydd angen gwella'r gyfradd lwyddiant ymhlith grwpiau sy'n anodd eu cyrraedd i wneud hyn. Felly, dylid disgwyl gwelliannau bach a graddol. Mae'r rhagamcaniad wedi'i ddiwygio i adlewyrchu hyn.
- Nodwyd bod sawl grŵp o ddisgyblion yn cael anhawster bodloni'r safon. Mae'r rhain yn cynnwys disgyblion o ardaloedd tlotach Abertawe, disgyblion o gefndir lleiafrifoedd ethnig a du a disgyblion sy'n newid ysgolion yn aml.

- Oherwydd gofynion crefyddol a diwylliannol, y prif ffactorau sy'n effeithio ar wersi nofio i leiafrifoedd ethnig a du (BME) yw prinder pyllau sy'n cynnig cyfleoedd nofio BME a phrinder sesiynau nofio i fenywod yn unig (pwll Pentrehafod yn unig). O ganlyniad, nid yw plant BME wedi cael yr un cyfleoedd nofio hamdden lle gallant gael profiad o nofio a magu hyder yn y dŵr cyn cael gwersi nofio yn yr ysgol a fyddai'n sicrhau eu bod yn llawer mwy tebygol o gyflawni'r safon ofynnol.
- Felly, mae cyfraddau llwyddiant mewn ysgolion cynradd â nifer uchel o blant BME mor isel â 13% a 30%.
- Mae'r gwasanaeth Dysgu i Nofio eisoes wedi rhoi sawl menter ar waith i wella'r cyfraddau llwyddiant hyn ond heb fawr o lwyddiant. Fodd bynnag, er mwyn parhau i wella'r gyfradd llwyddiant, byddant yn rhoi cynnig eto ar rai o'r mentrau hyn ac yn ceisio mwy o gefnogaeth a chydweithrediad gan randdeiliaid allweddol.
- Mae Llywodraeth Cymru yn ystyried lleihau'r grant Nofio am Ddim i blant o 2014/15 a allai effeithio ar ein gallu i dargedu unigolion drwy'r cynllun hwn. Os bydd hyn yn digwydd, mae'n bosib mai gwersi ysgol fydd yr unig cyfle i rai disgyblion ddysgu nofio ac efallai na fydd gwersi dal i fyny ar gael.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Yn gyffredinol, mae darparu mwy o gyfleoedd i blant nofio a threulio mwy o amser yn nofio wedi cael effaith gadarnhaol ar nifer y plant sy'n gallu nofio erbyn 11 oed.
- Mae gwersi nofio gan athrawon nofio cymwys hefyd yn ffactor llwyddiant pwysig, ynghyd ag annog plant i ddechrau nofio'n gynharach mewn bywyd.
- Manteisio ar gefnogaeth a chydweithrediad gwerthfawr penaethiaid ac athrawon i ganiatáu i ddisgyblion llwyddyn 6 penodol barhau i gael gwersi nofio ychwanegol yn yr ysgol os nad ydynt wedi bodloni'r safon ofynnol eto.
- Cytuno â'r ysgolion i rannu'r dosbarthiadau ar draws tymhorau er mwyn cynyddu ansawdd a hyd yr amser a dreulir yn y pwll.
- Ysgolion yn gweithredu i hyrwyddo gwersi nofio a hysbysu rhieni am eu pwysigrwydd, yn enwedig rhieni BME a allai weld rhwystrau - e.e. gwisg nofio - a gwella presenoldeb mewn gwersi.
- Mae'r polisi hyblyg o ran gwisg nofio yn caniatáu i ddisgyblion wisgo rhai mathau o wisg grefyddol/diwylliannol (o fewn terfynau iechyd a diogelwch) os oes angen.
- Cynnig gwersi nofio am ddim yn ystod gwyliau'r ysgol.
- Darparu hyfforddwr nofio ym mhwl Treforys (dim ond amser pwll a oedd ar gael o'r blaen) i gyflwyno gwersi ysgolion.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Parhau i gynnig gwersi nofio ychwanegol am ddim i ddisgyblion blwyddyn 5/6 penodol yn ystod gwyliau'r ysgol.	I gynyddu canran y plant sy'n gallu nofio erbyn 11 oed.
Trafod pwysigrwydd gwersi nofio â rhieni holl ddisgyblion cyfnod allweddol 2 (a'u hysbysu am y polisi hyblyg o ran gwisg nofio) drwy gyswllt rhwng pennaeth yr ysgol, athrawon a'r cydlynedd nofio mewn nosweithiau rhieni, boreau coffi a digwyddiadau ysgol.	I wella presenoldeb mewn gwersi nofio'n gyffredinol ac ymhlith disgyblion BME i helpu i gynyddu canran y plant sy'n gallu nofio erbyn 11 oed.
Gweithio gyda sefydliadau a grwpiau BME lleol i hyrwyddo pwysigrwydd gwersi nofio ymhellach ymhlith rhieni BME.	Er mwyn datblygu mentrau i annog plant a rhieni lleiafrifoedd ethnig i nofio mwy.
Siarad â chynghorau eraill â phoblogaethau BME uchel i weld a ellir dysgu ganddynt i wella'n perfformiad.	
Adolygu opsiynau i ehangu cyfleoedd i oedolion a phlant BME nofio fel gweithgaredd hamdden er mwyn cefnogi cyrhaeddiad mewn gwersi nofio ysgol. Bydd hyn yn cynnwys: <ul style="list-style-type: none"> <li>▪ Ailystyried rhaglen ar gyfer merched a menywod yn unig dan arweiniad menywod.</li> <li>▪ Ceisio cefnogaeth a chydweithrediad gan ysgolion uwchradd â phyllau nofio er mwyn bodloni'r galw a chynnig cyfleoedd nofio i gymunedau BME ar y safleoedd hyn.</li> </ul>	

**E3. Y nifer sy'n parhau'n actif ar ôl cael eu cyfeirio at raglen ymarfer corff gan feddyg teulu.**

**Nod:** Cynyddu canran y bobl sy'n parhau'n actif 12 mis ar ôl cael eu cyfeirio at y cyngor gan ymarferwyr iechyd a nodir bod eu hiechyd wedi gwella.

**Mesur:** Cyfeiriadau Meddyg Teulu - % a'r nifer sy'n parhau'n actif ar ôl 12 mis, a nodir bod eu hiechyd wedi gwella.

Perfformiad Blaenorol							Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>%</b>	-	53.8%	51%	54%	51%	<b>53%</b>	<b>55%</b>	<b>57%</b>	<b>57%</b>
<b>Nifer</b>	-	<b>Dd/b</b>	<b>Dd/b</b>	145/266	147/289	<b>165 / 310</b>	<b>180 / 325</b>	<b>195 / 340</b>	<b>200 / 350</b>

**Pam mae hyn yn bwysig:**

- Hoffai'r cyngor weld cynnydd yn nifer y bobl sy'n parhau'n actif 12 mis ar ôl cael eu cyfeirio gan ymarferwyr iechyd i ddangos eu bod wedi mabwysiadu ffyrdd iachach o fyw.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae'r Cynllun Cyfeirio Ymarfer Corff a gynigir gan Ddinas a Sir Abertawe yn rhan o Raglen Cyfeirio Ymarfer Corff Genedlaethol a ariennir gan Lywodraeth Cymru. Mae'r cynllun ar gyfer pobl â chlefyd cronig neu sydd mewn perygl o ddatblygu clefyd cronig a byddai cynyddu gweithgarwch corfforol ac ymarfer corff yn wella eu hiechyd.
- Y nod yw bod cleientiaid yn cwblhau rhaglen 16 wythnos ac yna'n gwneud gweithgarwch corfforol yn rhan o'u bywydau.
- Mae nifer y bobl sy'n cael eu cyfeirio gan y rhaglen yn cynyddu ac, yn y blynyddoedd diweddar, mae nifer y cleientiaid sy'n cwblhau'r cynllun 16 wythnos wedi cynyddu i 70% (canran o'r holl bobl a ddechreuodd y cynllun 16 wythnos).
- Mae nifer y cleientiaid sy'n parhau i fod yn actif ar ôl 12 mis wedi bod yn uwch na 50% (51%-54%) yn gyson yn Abertawe, sy'n uwch na tharged cenedlaethol Llywodraeth Cymru, sef 50%. Ystyrir bod 50% yn darged heriol i'w gyflawni.
- Mae'r broses weinyddol wedi gwella dros amser a chymerir camau dilynol gyda chleientiaid yn rheolaidd erbyn hyn. Mae ymrwymiad cleientiaid i'r cynllun yn well ac maent yn fwy ymwybodol o'r manteision ar ôl cwblhau'r cynllun 16 wythnos.
- Mae cynnal rhaglen gytbwys o weithgareddau corfforol yn helpu i gynnal diddordeb cleientiaid ac felly maent yn fwy tebygol o gwblhau'r cynllun. Ychwanegwyd Tai Chi at y rhaglen a chaiff hyn ei ehangu yn 2014/15.

- Mae cynnig llwybrau gadael addas i gleientiaid, fel y gallant barhau i fyw bywydau iach ac actif, wedi helpu i gadw cleientiaid yn actif ar ôl diwedd y cynllun 16 wythnos. Mae gostyngiad ar aelodaeth o gampfeydd Abertawe Actif (canolfannau hamdden y cyngor) a chyfleusterau partneriaid yn cefnogi hyn. Mae'r gwaith gwella cyfleusterau yng nghanolfannau hamdden y cyngor wedi cyfrannu at gynnydd bach yn nifer y cleientiaid sy'n manteisio ar aelodaeth drwy ddebyd uniongyrchol.
- Mae'r hyfforddwyr ymarfer corff proffesiynol sy'n darparu'r cynllun wedi nodi'r angen am lyfr cofnod ar gyfer cleientiaid i'w helpu wrth iddynt fynd drwy'r rhaglen a darparu gwybodaeth ddefnyddiol iddynt (e.e. amserlen, cyngor ar ymarfer corff, manylion cyswllt).
- Mae angen adolygu rhaglenni, ffyrdd o weithio, amserlenni a meysydd blaenoriaeth er mwyn mwyafu effaith y cynllun gan ystyried yr adnoddau cyfyngedig a'r galw cynyddol am y gwasanaeth.
- Oherwydd y cyfraddau gordewdra sy'n cynyddu ar garlam ymhlith plant a phobl ifanc, gallai cynlluniau cyfeirio ddechrau targedu'r grŵp hwn. Mae'n debygol y bydd hyn yn golygu rôl ymchwil a datblygu yn y tymor byr gyda'r gwasanaeth yn cael ei gyflwyno gan ein partneriaid neu rai newydd yn y tymor canolig.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r gallu i gydweithio â meddygon teulu i hyrwyddo'r cynllun cyfeirio gan feddygon yn helpu i sicrhau bod cyfeiriadau newydd yn addas ac yn gallu elwa o'r cynllun.
- Mae'r staff ymroddedig ac arbenigol gyda'u hymagwedd gyfeillgar a chymhellol yn cyflawni rôl sylweddol wrth gefnogi cleientiaid i gwblhau'r cynllun 16 wythnos a mabwysiadu ffyrdd iachach o fyw.
- Mae'r broses weinyddol wedi gwella dros amser a chymerir camau dilynol gyda chleientiaid yn rheolaidd erbyn hyn. Mae ymrwymiad cleientiaid i'r cynllun yn well ac maent yn fwy ymwybodol o'r manteision ar ôl cwblhau'r cynllun sy'n eu hannog i barhau i fabwysiadu ffordd iachach o fyw.
- Mae pwyslais clir ar sicrhau bod pobl sy'n cwblhau'r cynllun cyfeirio ymarfer corff drwy feddyg teulu yn parhau'n actif drwy gynnig aelodaeth campfeydd Abertawe Actif am gost is.
- Yn ogystal â'i ganolfannau hamdden ei hun, mae'r cyngor yn gweithio gyda'r LC a phartneriaid eraill i gynnig llwybr gadael i gyfranogwyr barhau i fyw bywyd actif ar ddiwedd y cynllun.
- Mae'r cyngor hefyd yn defnyddio cyfleusterau partneriaid, megis yr LC, Hazel Court mannau agored, yn fwy i helpu i gyflwyno rhaglen amrywiol a lleol.



- Drwy fanteisio ar gefnogaeth staff cymwys mewn cyfleusterau (h.y. yr LC, canolfannau hamdden cymunedol) i ddarparu oriau ychwanegol o weithgareddau'r rhaglen, darperir mwy o gyfleoedd i gleientiaid barhau i fod yn actif.
- Mae'r gronfa ddata genedlaethol sy'n casglu gwybodaeth am y cynllun wedi gwella a bellach mae'n caniatáu i ni ddarparu adroddiadau manwl i ymarferwyr meddygol proffesiynol a phartneriaid eraill.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Cynnig rhaglen ehangach o weithgareddau i annog cleientiaid i roi cynnig ar weithgaredd newydd megis Tai Chi a'r rhaglen Foodwise sy'n gysylltiedig â llwybrau gadael parhaus er mwyn cynnal ffordd iach o fyw.	Er mwyn helpu i annog mwy o gleientiaid y cynllun cyfeirio ymarfer corff i barhau'n aelodau a chadw'n actif.
Darparu llyfryn gwybodaeth i gleientiaid i'w helpu i gofnodi eu cynnydd yn ystod y cynllun, atgyfnerthu cyngor, eu hannog i aros ar y cynllun a'i gwblhau ac i ddylanwadu ar ddewisiadau bywyd iach yn y dyfodol.	
Parhau i ddarparu pecynnau aelodaeth penodol i gleientiaid y cynllun cyfeirio ymarfer corff i'w hannog i fanteisio ar gynnis debyd uniongyrchol gydag Abertawe Actif neu safleoedd partneriaid er mwyn eu cefnogi wrth iddynt fabwysiadu ffyrdd mwy actif ac iach o fyw.	
Adolygu sut mae'r rhaglen yn cael ei chyflwyno mewn ymgais i leihau costau a gwella effeithlonrwydd fel bod y cynllun yn parhau i fod yn effeithiol a chynnig cynifer o gyfleoedd â phosib i gleientiaid sy'n cael eu cyfeirio.	I sicrhau bod y cynllun yn gynaliadwy a'i fod yn cael ei gyflwyno'n effeithiol i gefnogi cleientiaid i fabwysiadu ffyrdd iachach o fyw.
Gwella dulliau casglu data i sicrhau bod yr holl wybodaeth yn cael ei choladu'n gywir ac y gellir ei defnyddio i fonitro'r cynllun yn effeithiol. Yn ogystal,	I fonitro a gwerthuso effeithiolrwydd y rhaglen a bodloni gofynion cenedlaethol partneriaid ariannu.

darparu tabledi electronig i gefnogi staff sy'n cyflwyno'r cynllun yn y gymuned fel y gallant gofnodi a chasglu data a chysylltu â systemau swyddfa gefn.	
Gweithio gyda phartneriaid yn lleol ac yn genedlaethol i ddatblygu ymateb i'r angen am raglen sy'n debyg i'r cynllun cyfeirio ar gyfer plant a phobl ifanc nad ydynt yn byw bywydau iach ar hyn o bryd.	I dargedu'r plant a phobl ifanc sydd yn y perygl mwyaf o ddatblygu salwch sy'n gysylltiedig â gordewdra a'u helpu i newid eu bywydau a bod yn iach.

#### E4. Rhagor o Leoedd Tyfu

**Nod:** Cynyddu nifer y lleoedd tyfu sydd ar gael.

**Mesur:** Nifer y lleoedd tyfu

Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
15	15	15	15	16	<b>25 Gwir = 28</b>	<b>40</b>	<b>55</b>	<b>70</b>

#### **Pam mae hyn yn bwysig:**

- Mae'r cyngor am gynyddu nifer y lleoedd tyfu i annog pobl i dyfu eu bwyd eu hunain er mwyn ymdopi â phrisiau bwyd cynyddol a helpu i fynd i'r afael â thlodi. Bydd hyn yn hybu hunangynhaliath, cryfhau cymunedau a darparu gweithgaredd iach wrth hyrwyddo bwyta'n iachach.

#### **Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae annog pobl i dyfu eu bwyd eu hunain yn un o ymrwymadau polisi'r cyngor ac mae'n elfen bwysig o strategaeth y cyngor i fynd i'r afael â thlodi a helpu pobl i fabwysiadu a datblygu ffyrdd iach a chynaliadwy o fyw.
- Nid yw nifer y lleoedd tyfu sydd ar gael, megis rhandiroedd, wedi newid dros y blynyddoedd. Ar hyn o bryd, mae gan y cyngor 16 o safleoedd rhandiroedd y prydlesir 10 ohonynt i'r gymuned leol sy'n eu rheoli drwy gymdeithasau rhandiroedd. Mae 1 safle wedi cael ei adfer yn ddiweddar a rheolir 5 ohonynt gan y cyngor. Nid yw'r cyngor yn bwriadu annog rhandiroedd newydd ond yn hytrach, rhagor o leoedd tyfu hyblyg.
- Mae'r rhan fwyaf o'r rhandiroedd presennol tua gorllewin y ddinas. Mae'r cyngor yn bwriadu blaenoriaethu datblygu lleoedd newydd mewn ardaloedd nad oes ganddynt lawer o leoedd tyfu neu ddim o gwbl.

- Mae'r diffiniad o leoedd tyfu'n hyblyg ac nid yw'n gyfyngedig i randiroedd ffurfiol. Gall fod yn unrhyw ddarn o dir a ddefnyddir i dyfu ac sy'n cael ei reoli, ar unrhyw safle neu mewn unrhyw ardal. Caiff prosiectau cynaliadwy a arweinir gan gymunedau eu hannog a'u blaenoriaethu ar dir lleol mewn cymunedau.

- Ym mis Ionawr 2014, nodwyd nifer gwaelodlin o'r lleoedd tyfu sydd ar gael ar hyn o bryd. Bydd hyn yn ein galluogi i fesur cynnydd yn nifer y lleoedd.
- Yn 2013/14, crëwyd Tîm Bwyd a Thyfu Cymunedol i gydlynu gwaith bwyd a thyfu yn Abertawe.
- Darparwyd cyllideb tyfu'n lleol gwerth £50k o 2013/14 at ddiben datblygu lleoedd tyfu cymunedol er mwyn gwella'r lleoedd presennol a chreu cyfleoedd newydd.
- Ymchwiliwyd i'r cynllun Rhannu Gardd a chynhaliwyd trafodaethau cychwynnol rhwng y cyngor, landlordiaid cymdeithasol eraill a gwasanaethau trydydd sector i bobl hŷn yn Abertawe. Ar hyn o bryd, mae sefydliadau'n ceisio canfod faint o ddiddordeb sydd gan ddefnyddwyr eu gwasanaethau. Byddwn yn ymchwilio ymhellach i ddatblygu cynllun yn 2014/15 os nodir digon o ddiddordeb.
- Gwelyau uchel mewn Canolfannau Cymunedol. Ni ddatblygwyd un o'r rhain yn 2013/14 ond cynhaliwyd trafodaeth â thîm adeiladau cymunedol y cyngor ynghylch y posibilrwydd o nodi tir ger canolfannau yn 2014/15 i ddatblygu amrywiaeth o leoedd tyfu a allai gynnwys gwelyau uchel.
- Nodir mai proses raddol yw datblygu lleoedd tyfu newydd a chynaliadwy a gymerir sawl blwyddyn i'w sefydlu. Mae'r cyngor yn ymrwymedig i'r broses hon a theimlwn y bydd y cynnydd sylweddol a wnaed yn 2013/14 yn cynyddu yn 2014/15.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r gyllideb tyfu'n lleol a oedd ar gael o 2013/14, ynghyd â'r gwaith a wneir gan y cyngor i ddatblygu lleoedd tyfu, wedi cynyddu nifer y lleoedd tyfu sydd ar gael a'r nifer sy'n manteisio arnynt. Dyfarnwyd 30 o grantiau o'r gronfa yn 2013/14 a chrëwyd 12 o leoedd tyfu newydd.
- Mae'r cyngor yn gweithio gydag aelodau ward, partneriaid a pherchnogion tir eraill yn Abertawe i nodi a rhyddhau tir er mwyn cynyddu nifer y lleoedd tyfu.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Cynhyrchu canllawiau a 'mapiau llwybr' ar gyfer pobl sydd â diddordeb mewn datblygu/defnyddio lleoedd tyfu. Mae	I ganfod yr ymagwedd orau at ddatblygu lleoedd tyfu.

hyn yn gysylltiedig â gwaith Cymunedau'n Gyntaf a'r canolfannau cymunedol.	
Parhau i gyflwyno'r cynllun Tyfu'n Lleol drwy ei ail-lansio ym mis Ebrill. Cefnogir hyn gan Gymunedau'n Gyntaf a phartneriaid eraill. Y nod yw cynyddu nifer y bobl sy'n defnyddio lleoedd tyfu ac yn datblygu rhai newydd.	I gynyddu nifer y lleoedd tyfu er mwyn helpu i annog pobl i dyfu eu bwyd eu hunain.
Hwyluso 'rhwydwaith tyfu' i bobl rannu profiadau a chefnogi ei gilydd i ddatblygu lleoedd tyfu newydd.	
Cynnal ymarfer mapio i nodi tir addas y gellir ei neilltuo at ddiben tyfu.	
Datblygu 5 safle 'peilot' newydd gan ddefnyddio amrywiaeth o ymagweddau tyfu a gaiff eu gwerthuso am eu heffeithiolrwydd.	

### E5. Cynyddu nifer y disgyblion sy'n bwyta cinio ysgol am ddim

**Nod:** Cynyddu canran y disgyblion a nodwyd gan y Cyfrifiad Ysgolion Blynyddol ar Lefel Disgyblion (PLASC) sy'n bwyta cinio ysgol am ddim.

**Mesur:** % y disgyblion a nodwyd gan PLASC sy'n bwyta cinio ysgol am ddim - ysgolion cynradd/uwchradd

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>Ysgolion Cynradd</b>	85%	77%	79%	74%	77%	i'w gadarnhau	<b>81%</b>	<b>83%</b>	<b>85%</b>
<b>Ysgolion Uwchradd</b>	64%	61%	65%	62%	64%	i'w gadarnhau	<b>67%</b>	<b>68%</b>	<b>70%</b>

#### Pam mae hyn yn bwysig:

- Bydd cynyddu % y disgyblion sy'n bwyta cinio ysgol maethlon am ddim yn cynorthwyo dysgu ac yn helpu i sicrhau eu lles yn y dyfodol.

#### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Mae Abertawe ymysg yr awdurdodau sy'n perfformio orau o ran annog plant i fanteisio ar eu hawl i gael cinio ysgol am ddim.
- Mae gwasanaeth prydau ysgol Cyngor Abertawe yn darparu hyd at 13,000 o brydau i sefydliadau addysgol ar draws y ddinas a'r sir bob dydd.

- Ceir cysylltiad rhwng cyrhaeddiad addysgol a bwyta'n iach.
- Mae'r gwasanaeth prydau ysgol yn y sector cynradd yn cydymffurfio â safonau maeth a bwyd cynllun Blas am Oes ac mae'r 3 bwydlen wythnosol yn cydymffurfio'n llwyr â safonau Llywodraeth Cymru.
- Mae ysgolion uwchradd yn gweithio i gydymffurfio'n llwyr â safonau maeth a bwyd Blas am Oes erbyn mis Medi 2013 ac maent wedi cymryd camau breision tuag at hyn drwy sesiynau ymgynghori/blasu dwys gyda disgyblion. Mae'r cyngor yn parhau â'i ymdrechion i fodloni gofynion maeth Blas am Oes mewn ysgolion cynradd ac uwchradd.
- Mae'n bwysig hyrwyddo prydau ysgol yn y sector uwchradd i sicrhau bod ffreuturau yn lleoedd dymunol a bod brand 'Caffi Tawe' yn amlwg. Caiff y gwaith hwn ei wneud o fis Ebrill ymlaen fel y bydd ffreuturau wedi'u gweddnewid erbyn y tymor newydd ym mis Medi.
- O'r disgyblion sydd â hawl i gael prydau ysgol am ddim yn Abertawe, roedd 26% ohonynt yn cael brecwast, o'i gymharu â chyfartaledd Cymru, sef 23.5%. Mae'r sector cynradd yn gwneud ymdrech barhaus, drwy gyfarfodydd rhieni, i farchnata brecwast am ddim ar gyfer pob disgybl yn yr ysgolion a chanddynt y nifer uchaf o ddisgyblion â hawl i brydau am ddim. Y gobaith yw y bydd hyn yn effeithio ar y nifer sy'n hawlio cinio am ddim hefyd. Bydd ffigurau gwir/cymhariaeth ar gael ar ddiwedd y flwyddyn ariannol.
- Bu'r cyngor yn datblygu systemau di-arian fel na fydd yn amlwg pa ddisgyblion sy'n derbyn prydau ysgol am ddim. Mae'r system ddi-arian ar gyfer ysgolion uwchradd bron yn barod i'r ysgolion sydd am ei chyflwyno. Disgwylir cwblhau'r rhaglen hon erbyn diwedd tymor yr haf. Y fantais i ddisgyblion fydd ffordd gyflymach o dalu, gan leihau ciwiau a dileu'r stigma sy'n gysylltiedig â hawlio prydau ysgol am ddim. Bydd hyn yn gwneud y gwasanaeth yn fwy deniadol i'r plant sydd â'r hawl i fanteisio arno. Y nod yw y bydd rhagor o blant sydd â hawl i'r gwasanaeth yn manteisio arno.
- Mae'r cyngor yn gwneud ei orau i barhau i annog plant i hawlio prydau ysgol am ddim drwy ehangu'r system ddi-arian i bawb, er enghraifft cafodd ei chyflwyno yn Ysgol Esgob Gore ym mis Medi 2013. Mae Treforys wedi rhoi'r system ar waith yn llwyddiannus yn yr adeilad newydd ac mae rhagor o blant yn defnyddio'r gwasanaeth. Rhoddwyd y system ar waith yn YGG Bryn Tawe ym mis Chwefror 2014 ac roedd Ysgol Penyrheol ac Ysgol Tregŵyr yn bwriadu ei mabwysiadu ym mis Mawrth 2014.
- Cynyddodd pris prydau ysgol i £2.00 ym mis Ionawr 2014 oherwydd y cynnydd mewn prisiau bwyd. Dyma'r tro cyntaf i brisiau prydau ysgol gynyddu ers 2012. Nid yw'r ffigurau hyd yn hyn wedi dangos unrhyw effaith negyddol ar y nifer sy'n defnyddio'r gwasanaeth ond caiff y sefyllfa ei monitro'n barhaus oherwydd bwriedir adolygu prisiau'n rheolaidd.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae plant yn elwa o bryd iach ganol dydd ac mae bwydlenni'n cael eu cynllunio i wneud amser cinio'n hwyl.
- I'r rhan fwyaf o ddisgyblion, amser cinio yw'r rhan bwysicaf o'r dydd. Maent yn edrych ymlaen yn fawr at gael amser i ailborthi, ymlacio, cymdeithasu ac ymarfer.
- Mae darparu prydau ysgol sy'n gytbwys o ran maeth, mewn amgylchedd dymunol, yn helpu i wella ymddygiad plant a'u gallu i ganolbwyntio ar ddysgu yn y prynhawn.
- Mae prydau ysgol am ddim yn hanfodol i blant oherwydd efallai na fyddant yn cael pryd o fwyd twym arall yn y diwrnod.
- Mae hyrwyddo prydau ysgol am ddim drwy ymgyrch 'Capten Jac y Môr-leidr - Ymunwch â'r Criw' wedi helpu i gynyddu nifer y disgyblion ysgolion cynradd sy'n mwynhau prydau ysgol iach amser cinio.
- Mae'n anodd mesur effaith y system ddi-arian bresennol ar y nifer sy'n hawlio prydau am ddim oherwydd y nifer o newidiadau a symudiadau a welwyd, e.e. Daniel James yn cau a'r disgyblion yn symud i Ysgol Pentrehafod a lleoliadau eraill; effaith y diwygiadau lles o fis Ebrill 2013 a allai effeithio ar hawliau i brydau ysgol am ddim hefyd. Mae adborth gan ddisgyblion yn awgrymu eu bod yn hoffi'r system ddi-arian a bod mantais gadarnhaol drwy drin pob disgybl yn yr un ffordd wrth y cownter bwyd.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Ystyried cyflwyno system talu gan y rhieni am brydau ysgol i'w gwneud yn haws i rieni dalu am brydau eu plant.	I annog mwy o ddisgyblion ysgol i fwyta prydau ysgol iach am ddim.
Parhau i hyrwyddo prydau ysgol drwy ymgyrch Capten Jac.	
Parhau i hyrwyddo prydau ysgol am ddim i ddisgyblion sydd â'r hawl i'w derbyn.	

## F. Mae pobl yn ddiogel, yn iach ac yn cael eu cefnogi i fyw'n annibynnol (Gwasanaethau i Oedolion)

### Pam mae hwn yn Amcan Gwella

Gwelwyd newidiadau allweddol mewn tueddiadau demograffig a disgwyliadau pobl o ofal cymdeithasol ac mae gan y rhain oblygiadau ar gyfer newid darpariaeth gwasanaethau gofal cymdeithasol i oedolion.

#### 1. Anghenion newidiol:

- Mae'r pwysau ar adnoddau gofal cymdeithasol yn cynyddu ac yn debygol o gynyddu ymhellach wrth i effeithiau poblogaeth sy'n heneiddio ddod i'r amlwg. Wrth i'r boblogaeth hŷn gynyddu, bydd amlder problemau megis llesgedd a dementia'n cynyddu hefyd. Dangosir hyn gan y tabl<sup>7</sup> isod sy'n tanlinellu'r newidiadau ym mhoblogaeth hŷn a bregus Abertawe erbyn 2018. Yn y cyfamser, disgwylir cynnydd o 13 y cant mewn achosion dementia yn Abertawe erbyn 2018<sup>8</sup>.

Tabl 1: Rhagamcaniadau demograffig ar gyfer y dyfodol

	Cyfanswm >65 oed			Amcangyfrif boblogaeth fregus o'r			Bregus fesul 1,000 >65 oed
	2012	2018	Newid	2012	2018	Newid	
<b>Abertawe</b>	44,290	49,396	+11.5%	4,687	5,226	+11.5%	106

- Ar y cyd â'r newidiadau demograffeg hyn, ceir gostyngiadau mewn cyllid cyhoeddus ac, ar yr un pryd, mae disgwyliadau pobl y mae angen gofal cymdeithasol arnynt yn cynyddu.
- Mae hyn yn golygu y bydd mwy o alw am wasanaethau amserol sy'n ymatebol ac wedi'u teilwra i ddiwallu anghenion a dewisiadau pobl. Bydd angen hefyd ddangos gwelliant parhaus o ran cydbwysedd gofal gyda'r pwyslais mwy ar gefnogi pobl i fod yn annibynnol.
- Mae'r newid hwn i roi mwy o bwyslais ar annibyniaeth gynyddol yn cyd-fynd â'r cyd-destun cenedlaethol a amlinellir mewn dogfennau megis Gwasanaethau Cymdeithasol Cynaliadwy a'r Bil Gwasanaethau Cymdeithasol a Llesiant (Cymru), a thrwy fentrau rhanbarthol megis y model gwasanaethau gofal canolraddol sy'n cael ei ddatblygu ar hyn o bryd gan bartneriaid Bae'r Gorllewin.

#### 2. Gwasanaethau sy'n newid<sup>9</sup>:

- Er mwyn i wasanaethau gofal cymdeithasol fod yn gynaliadwy, yn lleol ac yn genedlaethol, sylweddolir bod 'rhaid gwneud pethau'n wahanol' ac mae angen ymagwedd fwy blaengar at gyflwyno gwasanaethau.

<sup>7</sup> Ffynhonnell - Achos Busnes Gwasanaethau Gofal Ganolraddol Gwasanaethau Cymunedol Bae'r Gorllewin 2014

<sup>8</sup> Ffynhonnell - Achos Busnes Gwasanaethau Gofal Ganolraddol Gwasanaethau Cymunedol Bae'r Gorllewin 2014

<sup>9</sup> *Asesiad Anghenion Strategol Bwrdd Gwasanaethau Lleol Abertawe* (2013)

- I'r perwyl hwn, mae'r cyngor yn ystyried nifer o fodolau cyflwyno gwasanaethau sy'n wahanol i'r mathau mwy traddodiadol o ofal preswyl a nyrsio.
- Er enghraifft, mae'r cyngor wedi cyflwyno gwasanaethau sy'n canolbwyntio ar ailalluogi ac ailsefydlu er mwyn i bobl allu byw yn eu cymunedau cyhyd â phosib.
- Mae'r cyngor yn gweithio gyda phartneriaid Bae'r Gorllewin hefyd i ddatblygu gwasanaethau gofal canolraddol ymateb cyflym. Lluniwyd achos busnes tair blynedd a chyflwynir cais am arian gan Gronfa Gofal Canolraddol Llywodraeth Cymru i'w ryddhau ym mis Ebrill 2014.
- Mae gweithio ar y cyd â phartneriaid iechyd wedi'i ei gyflwyno eisoes drwy Dîm Gofal Integredig Gŵyr, sef y tîm peilot. Drwy'r fenter ar y cyd hon, a ddechreuodd ym mis Hydref 2013, mae ymarferwyr gofal cymdeithasol ac iechyd proffesiynol o Wasanaethau Cymdeithasol Cyngor Abertawe a Bwrdd Iechyd PABM yn cydweithio i ddarparu gofal a chefnogaeth i drigolion Gŵyr.
- Mae'r Gwasanaethau Cymdeithasol i Oedolion hefyd wedi canolbwyntio ar ddatblygu adnoddau cymunedol effeithiol i gefnogi pobl hŷn ac annog mwy o bobl i'w defnyddio. Mae gwasanaethau fel hyn ar gael i bawb yn aml (h.y. nid oes angen asesiad i'w defnyddio).

### Cyfraniad y cyngor at welliant

- Fel y dangoswyd uchod, mae Gwasanaethau Oedolion yn ymrwymedig i weithio gyda phartneriaid i ddatblygu gwasanaethau newydd a blaengar sy'n gost-effeithiol, gwell canlyniadau ar gyfer defnyddwyr gwasanaeth a lleihau risg.

### F1. Achosion lle rheolwyd y risg

**Nod:** Cynyddu canran yr achosion lle rheolwyd y risg wrth ddiogelu oedolion diamddiffyn.

**Mesur:** % yr achosion lle rheolwyd y risg

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
% yr achosion lle rheolwyd y risg	-	-	83.77 %	90.41 %	92.00 %	<b>84.09 %</b> (Chw. 2)	<b>92.2 %</b>	<b>92.3 %</b>	<b>92.4 %</b>



**Pam mae hyn yn bwysig:**

- Mae diogelu yn un o swyddogaethau craidd Gwasanaethau Cymdeithasol. Y llynedd, buom yn adolygu ein trefniadau diogelu er mwyn sicrhau eu bod mor effeithiol â phosib wrth reoli risg. Gellir gweld dwy thema yn yr adolygiad hwn.
1. Ad-drefnu ein trefniadau diogelu oedolion ar ffurf ranbarthol (Bwrdd Diogelu Oedolion Rhanbarthol Bae'r Gorllewin):
    - Rydym bellach yn un o bartneriaid Bwrdd Diogelu Oedolion Bae'r Gorllewin sy'n cwmpasu Abertawe ynghyd ag ardaloedd awdurdodau lleol Abertawe, Castell-nedd Port Talbot, a Phen-y-bont ar Ogwr, yn ogystal â Bwrdd Iechyd Abertawe Bro Morgannwg. Bydd y bwrdd hefyd yn cynnwys ardaloedd dwy Uned Reoli Sylfaenol (BCU) Heddlu De Cymru.
    - Bydd gan yr ymagwedd ranbarthol hon at ddiogelu lawer o fanteision cynhenid, megis sicrhau cysondeb ar draws sefydliadau, mwyafu dysgu ar y cyd rhwng asiantaethau pan fydd pethau'n mynd o chwith a chydweithio i nodi meysydd risg.
  2. Datblygu ymagwedd 'mae diogelu'n fusnes pawb' yn lleol:
    - Casgliad adolygiad o'n trefniadau diogelu a gynhaliwyd eleni oedd bod angen cynnwys holl staff awdurdod lleol yn y broses yn hytrach na bod tîm ar wahân yn gyfrifol am ddiogelu. Yn y bôn, argymhelliad yr adolygiad oedd y dylai diogelu fod yn 'fusnes pawb': Dylid rhannu cyfrifoldeb am ddiogelu ar draws Gwasanaethau Oedolion ac asiantaethau partner i sicrhau bod oedolion sy'n agored i niwed yn cael eu hamddiffyn.
    - I hwyluso hyn, trosglwyddwyd staff o'r tîm diogelu i dimau gwaith cymdeithasol.
    - Nod cyffredinol yr ymagwedd newydd hon yw annog staff i fod yn gyfrifol ar y cyd am ddiogelu, yn hytrach na'i ystyried yn gyfrifoldeb tîm arbenigol.
    - Ystyrir bod yr ymagwedd hon yn fwy gwydn hefyd; bydd angen y gwydnwch hwn i ymdopi â'r galw cynyddol gan boblogaeth sy'n heneiddio, yn ogystal â phwysau economaidd-gymdeithasol sy'n debygol o arwain at fwy o straen ar deuluoedd a'r gwasanaethau cyhoeddus.
  - Er y cyflwynwyd y datblygiadau hyn y llynedd, rydym yn parhau i ymgorffori'r newidiadau hyn a'u hadolygu fel yr amlinellir isod.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Rydym wedi perfformio ychydig yn well na chyfartaledd Cymru o ran y dangosydd perfformiad cenedlaethol perthnasol (SCA/019 - cyfeiriadau a gwblhawyd lle ceir tystiolaeth bod y risg wedi'i rheoli) am y ddwy flynedd ariannol ddiwethaf.
- Mae gwybodaeth gyfredol yn dangos bod mwy o bobl yn cael eu cyfeirio a'u hasesu yn Abertawe nag yn y rhan fwyaf o awdurdodau lleol cymharol eraill.
- Roeddem yn disgwyl y byddai'r trefniadau newydd yn seiliedig ar egwyddor 'busnes pawb' yn sicrhau ymateb mwy cyson a chymesur i bryderon am niwed a chamdriniaeth oedolion diamddiffyn.

- Trafodir cyfeiriadau diogelu'n wythnosol ac yn ddyddiol i fonitro a yw'r trothwyau'n cael eu dilyn, yn unol â chanllawiau cenedlaethol.
- Bydd canlyniadau ymarfer gwerthuso sydd ar fin cychwyn yn rhan bwysig o ddeall effeithiolrwydd yr ymagwedd newydd at ddiogelu. Bydd yr ymarfer hwn yn archwilio:
  - Nifer y cyfeiriadau diogelu a'r rhesymau drostynt cyn y newidiadau hyn ac ar eu hôl.
  - A fodlonwyd y trothwy ar gyfer cynnal ymchwiliad diogelu yn amlach neu'n llai aml ers newid y trefniadau diogelu.
  - Cynhelir cyfweiliadau â defnyddwyr gwasanaeth a staff i ddysgu am eu profiadau o'r trefniadau diogelu newydd.
  - Adborth gan asiantaethau partner i ganfod eu profiadau hwy o ddefnyddio'r prosesau diogelu newydd.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Ni ellir dweud pa agweddau ar y trefniadau newydd sy'n gweithio'n dda nes bydd y gwerthusiad ffurfiol wedi'i gwblhau. Rydym yn disgwyl derbyn y canlyniadau tua diwedd mis Ebrill 2014.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Cynnal gwerthusiad o'r trefniadau diogelu newydd. Derbyn y canlyniadau ym mis Ebrill 2014.	I feithrin cyfrifoldeb ar y cyd am ddiogelu ymhlith ein holl aelodau staff, cynyddu'r gallu i ymdopi â galw cynyddol gan boblogaeth sy'n heneiddio a newid pwyslais gwaith cymdeithasol i ganolbwyntio ar y teulu (yn hytrach na gwahanu oedolion a phlant).
Gwneud mwy o waith i archwilio'r posibilrwydd o integreiddio diogelu ar draws gwasanaethau i oedolion a phlant a theuluoedd yn adran Gwasanaethau Cymdeithasol Abertawe.	
Ymchwilio ymhellach i sut gellid addasu'r dull Arwyddion Diogelwch ar gyfer Gwasanaethau i Oedolion. Mae'r ymagwedd flaengar hon at waith achos amddiffyn plant yn seiliedig ar gryfderau a diogelwch ac mae'n cael ei threialu ar hyn o bryd gan y Gwasanaethau Plant a Theuluoedd.	

## F2. Cefnogi mwy o bobl i fod yn annibynnol.

**Nod** Cynyddu nifer a chanran y bobl a gefnogir i fod yn annibynnol.

**Mesur:** Nifer /% y bobl a gefnogir i fod yn annibynnol.

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Nifer /% y bobl a gefnogir i fod yn annibynnol	6,644	7,444	6,529	6,324	6,828	Dd/B*	<b>6,990</b>	<b>7,090</b>	<b>7,200</b>
	86.3%	87.4%	85.5%	85.1%	85.8%		<b>86.2%</b>	<b>86.4%</b>	<b>86.6%</b>

\*Mae'r DP yn datblygu drwy gydol y flwyddyn. Byddai cofnodi gwerth Chwarter 3 yn gamarweiniol.

### Pam mae hyn yn bwysig:

- Mae cadw pobl yn annibynnol yn un o'n gwerthoedd cymdeithasol craidd ac mae wrth wraidd polisi lleol a chenedlaethol. Byddwn yn parhau i weithio gydag asiantaethau partner a defnyddwyr gwasanaeth i hybu annibyniaeth, diogelwch ac urddas.
- Oherwydd pwysigrwydd ein nod o hybu annibyniaeth, rydym
  - wedi ehangu'r prosiect gwelyau asesu. Nod y prosiect gwelyau asesu yw helpu pobl i fyw gartref yn annibynnol cyhyd â phosib. Cyflawnir hyn drwy gyfnod byr o ailsefydlu/ailalluogi mewn cartref gofal. Mae gennym 20 gwely asesu bellach (12 yn Nhŷ Bonymaen ac 8 yn Nhŷ Waunarlwydd); dechreuodd y prosiect yn 2011 gyda dau wely yn unig.
  - Buom yn rhan o achos busnes i geisio am arian gan Lywodraeth Cymru ar gyfer gwasanaethau gofal canolraddol ar draws ardal Bae'r Gorllewin. Darperir y gwasanaethau canolraddol yn y gymuned yn bennaf, naill ai gan iechyd neu ofal cymdeithasol lle nodir angen ailsefydlu neu ailalluogi cryf.
  - Cyflwynwyd tîm peilot Gofal Canolraddol Gŵyr. Dwy'r fenter ar y cyd hon, a ddechreuodd ym mis Hydref 2013, mae ymarferwyr gofal cymdeithasol ac iechyd proffesiynol o Wasanaethau Cymdeithasol Cyngor Abertawe a Bwrdd Iechyd PABM yn cydweithio i ddarparu gofal a chefnogaeth mewn ardaloedd sy'n anodd eu cyrraedd.
  - Drwy ein Tîm Derbyn, rydym wedi parhau i sicrhau bod pobl ag anghenion cefnogaeth is a gyfeirir atynt yn cael eu dargyfeirio i adnoddau cymunedol a'r trydydd sector yn hytrach na gofal y gwasanaethau cymdeithasol.
  - Parhau i roi'r prosiect Cysylltwyr Cymunedol ar waith. Mae'r prosiect hwn, ymysg pethau eraill, yn cysylltu pobl ag anghenion cefnogaeth is ag adnoddau cymunedol priodol fel y gallant fod yn annibynnol a dibynnu llai ar wasanaethau gofal cymdeithasol ffurfiol.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae gan Ddinas a Sir Abertawe hanes da o gefnogi oedolion dan 65 oed yn y gymuned ac rydym wedi bod ymysg y pedwar awdurdod gorau yng Nghymru ar gyfer y dangosydd perthnasol (SCA003a) bob blwyddyn ers 2008/9.
- Mae'r dangosydd hwn yn cymharu pobl a gefnogir yn y gymuned yn unig â'r rhai a gefnogir mewn gofal preswyl. Gwelwyd cynnydd yn y blynyddoedd diweddar yn nifer y bobl hŷn sy'n cael eu cefnogi mewn gofal preswyl, sydd wedi helpu i leihau'r achosion o oedi wrth drosglwyddo gofal.
- Yn y dyfodol, gwneir gwaith sylweddol i ddatblygu gwelyau asesu tymor byr a gwasanaethau eraill i osgoi derbyn pobl hŷn i ofal parhaol.
- Yn y blynyddoedd diweddar, gwelwyd gostyngiadau hefyd yn nifer y bobl sy'n derbyn mathau penodol o gefnogaeth gartref, wrth i feini prawf cymhwysedd gael eu defnyddio pan argymhellir addasiadau a chyfarpar.
- Mae rhagamcanu perfformiad yn erbyn y dangosydd hwn yn gymhleth am y rhesymau canlynol:
  - Y newid i ddatblygu modelau amgen o ddarpariaeth (a ddisgrifir uchod) gyda'r bwriad o leihau'r angen am droi at wasanaethau gofal cymdeithasol ffurfiol.
  - Y pwysau demograffig a ragwelir o ganlyniad i boblogaeth sy'n heneiddio, gyda chwech y cant ychwanegol o bobl hŷn yn 65 oed ac yn hŷn erbyn 2017.
  - Newidiadau i ddarpariaeth gwasanaethau o ganlyniad i roi'r Bil Gwasanaethau Cymdeithasol a Llesiant (Cymru) ar waith.
- O ganlyniad, rydym wedi pennu targedau sy'n adlewyrchu'r angen am ymateb i newid sylfaenol o ran darparu gwasanaethau mewn cyfnod o alw sylweddol.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Rydym wedi gwerthuso dau o'r prosiectau a drafodir uchod - y prosiect Cysylltwyr Cymunedol a'r prosiect Gwelyau Asesu - i weld a ydynt yn 'gweithio'n dda'.
- Roedd llawer o ddefnyddwyr yn gadarnhaol iawn ynghylch menter y Cysylltwyr Cymunedol a'u gwaith o gysylltu pobl ag adnoddau cymunedol (er enghraifft, cefnogwyd person hŷn i ymaelodi â chlwb bowls mat byr yn hytrach na mynd i wasanaeth dydd).
- Roedd canlyniadau gwerthuso'r gwelyau asesu - a drafodir yn fanylach isod - yn gadarnhaol ar y cyfan.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Archwilio sut mae'r broses o gyflwyno rhagor o welyau asesu'n gweithio.	I ganfod faint o ddefnyddwyr gwasanaeth sy'n dychwelyd adref heb fynd yn ôl i ofal preswyl tymor hir.
Rydym yn parhau i fonitro effaith prosiect y Cysylltwyr Cymunedol a byddwn hefyd yn archwilio sut gallai'r ffordd hon o weithio helpu i atal anghenion rhag gwaethygu.	I ganfod a yw hyn wedi helpu pobl i gynnal eu hannibyniaeth.
Archwilio llwybrau gofal integredig.	Wrth geisio helpu pobl i gynnal eu hannibyniaeth, mae'n bwysig archwilio modelau gwahanol o ofal cymdeithasol gyda phartneriaid er mwyn cyflawni manteision megis gwell canlyniadau a chostau llai o bosib.

**F3. Lleihau'r amser a gymerir i osod cymhorthion a chyfarpar**

**Nod:** Lleihau nifer y diwrnodau gwaith cyfartalog rhwng cwblhau'r cynllun gofal a darparu a/neu osod cymhorthion neu gyfarpar.

**Mesur: (SSA2)** Nifer y diwrnodau gwaith cyfartalog rhwng cwblhau'r cynllun gofal a darparu a/neu osod cymhorthion neu gyfarpar.

Nifer cyfartalog y diwrnodau gwaith rhwng cwblhau'r cynllun gofal a darparu a/neu osod cymhorthion/cyfarpar.								
Perfformiad Blaenorol						Rhagamcaniad		
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
5	5	5.46	6.69	7.32	<b>7.39 (C3)</b>	<b>7</b>	<b>7</b>	<b>7</b>

**Pam mae hyn yn bwysig:**

- Rydym am leihau'r amser a gymerir i ddarparu cyfarpar sy'n hanfodol i alluogi pobl i aros yn eu cartrefi gyda chefnogaeth.
- I gyflawni hyn, byddwn yn ceisio lleihau'r amser a gymerir rhwng cwblhau'r cynllun gofal a darparu a/neu osod cymhorthion a chyfarpar.
- Byddwn yn parhau i gyflawni targed y dangosydd perfformiad lleol, sef saith niwrnod gwaith ar hyn o bryd, a nodir yn y Cytundeb a Manyleb Gwasanaeth Adran 33.
- Mae darparu cyfarpar cymunedol mewn da bryd i ddefnyddwyr gwasanaeth yn effeithio'n sylweddol ar yr angen i dderbyn rhywun i'r ysbyty neu leoliad gofal preswyl.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Yn sgîl cytuno ar gontract newydd gyda'n partneriaid ym mis Ebrill 2012, roeddem yn gallu buddsoddi mewn isadeiledd newydd a rhoi system TG newydd ar waith.
- Mae'r perfformiad presennol yn agos at y targed saith niwrnod a nodir yn y cytundeb ar y cyd.
- Mae'r gwasanaeth newydd wedi cyflwyno rhai newidiadau pwysig.
- Yn gyntaf, mae mwy o bwyslais ar eitemau mwy arbenigol a wnaed at y diben sydd weithiau'n swmpus. Nid oes modd eu cadw mewn stoc ac mae angen eu harchebu.
- Yn ail, nid ydym bellach yn ymwneud ag eitemau a ddarperir yn uniongyrchol i gleifion wrth iddynt adael yr ysbyty. Felly, mae gweddill y cyfarpar yn eitemau arbenigol a ddarperir gan yr awdurdod lleol.
- Byddwn yn parhau i weithio gyda phartneriaid i fonitro perfformiad.
- Parheir i bennu targed gan ystyried y cytundeb ar y cyd i ddarparu cyfarpar (a gytunwyd â CBS Castell-nedd Port Talbot a PABM). Mae hwn yn pennu safon saith niwrnod ar gyfer darparu cyfarpar. Felly, byddai unrhyw darged dan saith niwrnod yn arwain at gostau ychwanegol ar gyfer y gwasanaeth.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Mae'r Gwasanaethau Cyfarpar a Larymau Cymunedol wedi cael eu hail-leoli i greu canolfan ddarparu ganolog a gwasanaeth mwy integredig i ddefnyddwyr gwasanaeth.
- Yn ogystal, mae cyfleuster arddangos ar y safle lle gall defnyddwyr gwasanaeth roi cynnig ar y cyfarpar cyn iddo gael ei osod yn eu cartrefi, sy'n cynyddu dewis a chyfranogiad.
- Mae gennym reolwr ar y cyd i wella effeithlonrwydd y gwasanaeth.
- Mae system TG newydd yn cynnig potensial llawer gwell ar gyfer gwasanaeth cwsmeriaid ac mae'n haws i ymarferwyr archebu.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Mae angen i ni barhau i ystyried sut gallwn wneud y storfa cyfarpar cymunedol mor effeithlon a chynaliadwy â phosib.	Mae'r galw wedi cynyddu 10 y cant yn ystod y 12 mis diwethaf. Mae'n hanfodol ein bod yn gallu bodloni'r galw am y gwasanaeth, ar y cyd â'n partneriaid.

Beth?	Pam?
Mae angen i ni ystyried sut gall yr oedi hyn effeithio ar y gwasanaeth.	Gwelwyd rhagor o oedi wrth ddatblygu'r system gwasanaeth cwsmeriaid ymhellach.  Mae angen i ni sicrhau ein bod yn nodi ac yn olrhain cyfarpar y gellid ei ailgylchu yn briodol.
Parhau i fonitro targedau ar gyfer darparu a gosod cyfarpar i helpu pobl i aros yn eu cartrefi.	I fonitro perfformiad ac oedi ar y cyd fel rhan o'r cytundeb gwasanaeth. Gall hyn hefyd helpu i osgoi rhyddhau pobl yn hwyr a lleihau'r angen i dderbyn pobl i'r ysbyty neu ofal preswyl.

#### F4. Cleientiaid sy'n dychwelyd adref ar ôl ailalluogi

**Nod:** Cynyddu nifer/% y cleientiaid sy'n dychwelyd adref ar ôl cyfnod o ailalluogi yn hytrach na mynd i ofal preswyl tymor hir.

**Mesur:** Nifer/% y cleientiaid sy'n dychwelyd adref yn dilyn ailalluogi.

	Perfformiad Blaenorol						Rhagamcaniad		
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
Nifer/% y cleientiaid sy'n dychwelyd adref yn dilyn ailalluogi.	Ddim yn berthnasol			52 y cant wedi dychwelyd adref <sup>10</sup>		Dychwelo dd 60% adref.	Nid oes modd darparu rhagamcaniadau ar hyn o bryd: mae'r peilot yn rhy newydd		

#### Pam mae hyn yn bwysig:

- Mae ailalluogi wrth wraidd ein dyheadau am y ffordd rydym yn darparu gofal yn y Gwasanaethau Cymdeithasol yn Abertawe.
- Mae ailalluogi'n cynnwys cyfnod asesu pan fydd staff gofal yn ceisio gwneud llai dros ddefnyddwyr gwasanaeth a mwy gyda hwy, gan helpu pobl i fagu hyder yn eu galluoedd eu hunain ac adennill sgiliau.

- Dros y blynyddoedd diweddar, mae ailalluogi wedi cael ei ddarparu drwy ein Gwasanaeth Asesu Gofal Cartref (DCAS). Gwasanaeth gofal cartref tymor

<sup>10</sup>Oherwydd nifer bach y defnyddwyr gwasanaeth dan sylw, mae'r data hwn yn cynnwys cleientiaid a oedd yn defnyddio'r gwasanaeth yn ystod 2011-12 a 2012-13; felly, mae'r ffigur hwn yn cynrychioli perfformiad am y ddwy flynedd.

byr yw DCAS a reolir gan ein Gwasanaethau Gofal Cartref mewnol. Pan asesir bod angen gofal cartref ar rywun, darperir hyn gan DCAS yn y lle cyntaf. Mae rôl ddeuol gan DCAS. Yn bennaf, gwasanaeth asesu ydyw sy'n penderfynu ar lefel y gofal tymor hir y bydd ei hangen ar ddefnyddwyr gwasanaeth. Mae hefyd yn wasanaeth alluogi lle bydd staff gofal, staff iechyd cymunedol a therapyddion galwedigaethol yn gweithio gyda defnyddwyr gwasanaeth i gynyddu eu galluoedd i'r eithaf ac annog annibyniaeth.

- Mae pob cynorthwy-ydd gofal cymunedol yn derbyn hyfforddiant ailalluogi i gefnogi a chynorthwyo'r broses ailalluogi. Darperir hyfforddiant i aelodau staff newydd gan Ymgynghorwyr Gofal Personol; mae hyn yn sicrhau bod ganddynt y sgiliau a'r wybodaeth allweddol i gefnogi defnyddwyr gwasanaeth i fod yn fwy annibynnol.
- Rydym wedi bod yn treialu gwelyau asesu dan y rhaglen Trawsnewid Gwasanaethau Cymdeithasol i Oedolion (TASS) ac i gefnogi'r DCAS. Cyflwynwyd y gwelyau yn 2011 a'r nod oedd atal pobl y gellir eu disgrifio fel rhai sy'n wynebu argyfwng - er enghraifft pobl â heintiad aciwt y llwybr wrinol - rhag cael eu derbyn dros dro i gartref gofal (neu ysbyty hyd yn oed).
- Am sawl rheswm, gall derbyn defnyddwyr gwasanaeth dros dro i gartref preswyl, arwain at eu derbyn i ofal preswyl tymor hir yn barhaol yn hytrach na'u hanfon adref.
- Y gobaith yw y bydd y gwelyau asesu'n atal y sefyllfa hyn rhag codi cymaint â phosib: drwy dderbyn cefnogaeth ailalluogi ddwys gan staff i ddatblygu cryfder, sgiliau a hyder, mae pobl yn gallu dychwelyd i'w cartrefi.
- Mae'r gwelyau asesu'n bwysig am eu bod yn hwyluso gwell canlyniadau ar gyfer defnyddwyr gwasanaeth, yn darparu gofal o ansawdd uchel sy'n canolbwyntio ar yr unigolyn ac yn fwy cynaliadwy yn ariannol na gofal preswyl tymor hir.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Gwerthuswyd effeithiolrwydd Tŷ Bonymaen i ddarparu cefnogaeth ailalluogi ym mis Awst 2013.
- Roedd y gwerthusiad yn ystyried canlyniadau'r 53 o bobl a oedd wedi defnyddio'r gwelyau asesu.
- Roedd mwy na hanner y grŵp wedi dychwelyd adref yn llwyddiannus (60.38 y cant). Yn ogystal, roedd mwy na thri chwarter o'r bobl y gellid eu hastudio yn yr arolwg dilynol yn byw gartref o hyd ar ôl chwe wythnos.
- Mae staff a phartneriaid yn gadarnhaol am wasanaeth gwelyau asesu Tŷ Bonymaen ac maent o'r farn bod y gwasanaeth yn flaengaredd o safon sy'n cyfrannu at ganlyniadau cadarnhaol iawn ar gyfer defnyddwyr gwasanaeth a chanddynt anghenion cymhleth iawn yn aml.



**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Ymddengys fod y gwelyau asesu'n gweithio'n dda iawn wrth ailalluogi, atal anghenion rhag gwaethygu a chefnogi canlyniadau da ar gyfer pobl sydd am aros yn eu cartrefi.
- Mae arwyddion cynnar y gwelyau asesu sydd ar waith mewn gwasanaethau eraill yn addawol iawn hefyd.
- Byddwn yn gwerthuso gwasanaethau'r gwelyau asesu eto - gan roi sylw penodol i lwyddiant y gwelyau hyn wrth gefnogi pobl â dementia i ddychwelyd adref.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Archwilio sut mae darparu rhagor o welyau asesu'n gweithio, gyda phwyslais ar bobl hŷn â dementia.	I ganfod faint o ddefnyddwyr gwasanaeth sy'n dychwelyd adref heb fynd yn ôl i ofal preswyl tymor hir.
Archwilio llwybrau gofal integredig.	Wrth geisio helpu pobl i gynnal eu hannibyniaeth, mae'n bwysig archwilio modelau gwahanol o ofal cymdeithasol gyda phartneriaid er mwyn cyflawni manteision megis gwell canlyniadau a chostau llai o bosib.

## **Ff. Lleihau gwastraff a chynyddu ailgylchu drwy hyrwyddo, gweithio gydag eraill a thrwy dargedu ardaloedd â chyfradd ailgylchu isel**

### **Pam mae hwn yn Amcan Gwella**

Ceir materion allweddol a chanddynt oblygiadau ar gyfer yr angen i helpu pobl i ailgylchu mwy o'u gwastraff.

#### **1. Strategaeth Gwastraff Genedlaethol:**

- Mae awdurdodau lleol yn wynebu mesurau polisi a deddfwriaethol sylweddol gan gynnwys y Cynllun Lwfans Tirlenwi (CLT), y Treth Tirlenwi a thargedau ailgylchu a chompostio mae'n rhaid eu cyflawni.
- Yn 2010, cyhoeddodd Llywodraeth Cymru strategaeth gwastraff genedlaethol ddiwygiedig, Tuag at Ddyfodol Diwastraff, sy'n amlinellu sut i reoli gwastraff yn gynaliadwy a thargedau lleihau gwastraff i awdurdodau.
- Mae safleoedd tirlenwi'n cael eu rheoleiddio drwy hawlenni amgylcheddol a roddir i'r gweithredwr. Mae dyluniad, gweithredu, monitro, cau a gofal ar ôl cau safleoedd tirlenwi'n destun gofynion Cyfarwyddeb Tirlenwi'r UE a dylai tirlenwi fod yn ddewis olaf ar gyfer y rhan fwyaf o wastraff, yn enwedig gwastraff bioddiraddadwy a gwastraff y gellir ei ailgylchu.
- Mae safleoedd tirlenwi bron yn llawn a bydd treth tirlenwi'r DU'n cynyddu £8 y tunnell tan 2014, nes bod cost tirlenwi a'r dewisiadau amgen yn gyfartal; ymhen amser, bydd tirlenwi'n ddrutach na dulliau gwaredu eraill.
- Y targedau statudol ar gyfer cynyddu swm y gwastraff dinesig sy'n cael ei ailgylchu neu ei gompostio yn 2013/14 yw 52%; bydd hyn yn cynyddu i 58% erbyn 2015/16.

#### **2. Perfformiad lleol a chenedlaethol:**

- Mae cyfraddau ailgylchu'r cyngor wedi gwella'n gyson dros y blynyddoedd diwethaf, o 31.57% yn 2008/09 i 48% yn 2012/13.
- Fodd bynnag, o'i gymharu ag awdurdodau lleol eraill yng Nghymru, mae perfformiad Abertawe wedi bod yn is na chyfartaledd Cymru, sef 52.26% (2012/13) ac mae'r cyngor yn yr 20fed safle ymysg awdurdodau lleol Cymru.
- Os nad ydym yn bwrw targedau Llywodraeth Cymru, byddwn yn wynebu dirwy o £200 am bob tunnell sy'n llai na'r targed. Byddai hyn yn golygu £250,000 ychwanegol am bob 1% mae'r cyfanswm yn llai na'r targed.
- Mae strategaeth datblygu gwasanaeth gwastraff y cyngor yn rhychwantu 15 mlynedd i ddangos sut byddwn yn cyflawni'r gyfradd ailgylchu uwch o 70% erbyn 2025.

- Cyn mis Awst, roedd prif safle tirlenwi'r cyngor, Tir John, ynghyd â safleoedd ailgylchu eraill yn y ddinas, yn cael eu rheoli gan Gwmni Gwaredu Gwastraff Abertawe, cwmni a chanddo berthynas hyd braich â'r cyngor.
- Fodd bynnag, ers mis Awst, y cyngor sy'n gyfrifol yn uniongyrchol am y gwasanaethau hyn. Mae hyn yn rhoi mwy o hyblygrwydd i'r cyngor i ddatblygu a gwella ei wasanaethau ailgylchu, cynyddu'r potensial ar gyfer bwrw targedau ailgylchu cenedlaethol a lwfansau tirlenwi heriol, drwy reoli'r gwasanaethau gwastraff o fewn y cyngor.
- Yn y gorffennol, roedd yn ofynnol i gynghorau greu cwmnïau hyd braich at ddiben rheoli gwasanaethau gwaredu gwastraff oherwydd deddfwriaeth, ond mae'r rheolau wedi newid ers hynny ac anogir cynghorau i fanteisio ar y newidiadau.

### Cyfraniad y cyngor at welliant

- Mae'r cyngor wedi bod yn annog pobl i ailgylchu, ailddefnyddio ac arbed eu gwastraff cartref.
- Mae'r cyngor wedi rhoi nifer o fentrau ar waith mewn ymgais i hwyluso hyn ac mae wedi llwyddo i gyflawni cynnydd blynyddol yn y gyfradd ailgylchu a lleihau swm y gwastraff a anfonir i safleoedd tirlenwi.
- Fodd bynnag, mae bwrw'r targedau statudol wedi bod yn her a bydd angen rhagor o waith er mwyn eu cyflawni o fewn yr amserlenni.

### Ff1. Ailgylchu mwy o wastraff, anfon llai o wastraff i safleoedd tirlenwi

**Nod:** Cynyddu canran y gwastraff dinesig sy'n cael ei ailddefnyddio, ei ailgylchu a'i gompostio.

**Mesur: (WMT009b)** % y gwastraff dinesig sy'n cael ei ailddefnyddio, ei ailgylchu a'i gompostio.

**(WMT/004)** - % y gwastraff dinesig a anfonwyd i safleoedd tirlenwi

Perfformiad Blaenorol					Rhagamcaniad			
<b>(WMT009b) % y gwastraff dinesig sy'n cael ei ailddefnyddio, ei ailgylchu a'i gompostio.</b>								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
31.57%	34.55%	40.47%	45.15%	47.87% (Targed statudol - 52%)	<b>52%</b> i'w gadarnhau	<b>54%</b>	<b>58% - Targed statudol</b>	<b>61%</b>

Perfformiad Blaenorol					Rhagamcaniad			
<b>(WMT/004) % y gwastraff dinesig a anfonir i safleoedd tirlenwi.</b>								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
67.67%	64.93%	59.26%	54.54%	49.5%	46% i'w gadarnhau	46%	42%	39%

**Pam mae hyn yn bwysig:**

- Bydd lleihau swm y gwastraff a gynhrychir, ynghyd â chynyddu lefelau'r gwastraff sy'n cael ei ailgylchu/gompostio yn gwella'n sylweddol ein gallu i fodloni targedau Llywodraeth Cymru, osgoi dirwyon a helpu i ddiogelu adnoddau prin.

**Cefndir perfformiad blaenorol a thueddiadau a ragwelir:**

- Mae'r awdurdod wedi gweld cynnydd blynyddol yng nghanran y deunyddiau sy'n cael eu hailddefnyddio/hailgylchu/compostio. Fodd bynnag, er i ni gyflwyno nifer o fentrau i leihau, aildefnyddio ac ailgylchu gwastraff a llwyddo i gynyddu'r gyfradd ailgylchu gwastraff 2.72%, methodd yr awdurdod gyflawni'r gyfradd ailgylchu statudol ar gyfer 2012/13, sef 52%.
- Cyfradd ailgylchu gyffredinol yr awdurdod yn 2012/13 oedd 47.87% o'i chymharu â chyfartaledd Cymru gyfan, 52.5%, sy'n golygu bod Abertawe yn yr 20fed safle ymysg awdurdodau lleol yng Nghymru. Y gyfradd gompostio yn Abertawe yw 16.55% o'i chymharu â chyfartaledd Cymru gyfan, sef 18.62%, sy'n golygu bod Abertawe yn y 14eg safle. Mae Abertawe'n ailgylchu 31.14% o'i wastraff sych o'i gymharu â chyfartaledd Cymru gyfan, 32.02% sy'n golygu bod perfformiad Abertawe unwaith eto yn y 14eg safle.
- Yn ôl yr amcangyfrifon diweddaraf, mae'r awdurdod ar y trywydd iawn i gyflawni'r targed ailgylchu statudol o 52% erbyn 2013/14, ac mae'r cofnodion diweddaraf ar gyfer gwastraff yn dangos cynnydd o dros 4,500 yng nghyfanswm y tunelli a ailgylchwyd dros y 3 chwarter cyntaf o'i gymharu â'r un cyfnod y llynedd. Mewn ymgais i sicrhau bod y targed yn cael ei gyflawni, mae Abertawe wedi parhau i ddatblygu a hyrwyddo nifer o fentrau ac mae wedi cyflwyno nifer o rai newydd, gan gynnwys:
  - Ymgyrch barhaus i annog preswylwyr a busnesau i leihau swm y gwastraff maent yn ei gynhyrchu.
  - Ehangu'r gwasanaeth ailgylchu ymyl y ffordd i gynnwys casglu cardbord.
  - Ehangu'r gwasanaeth casglu gwastraff cegin a gardd i'r sir gyfan.
  - Cyflwyno gwasanaeth casglu plastigion cymysg ymyl y ffordd i'r holl breswylwyr a busnesau.
  - Cyflwyno casgliadau bob yn ail wythnos ar gyfer sachau du.
  - Ymgyrch curo ar ddrysau barhaus i annog preswylwyr i fanteisio ar yr cynlluniau ailgylchu amrywiol sydd ar gael.

- Datblygu cyfleuster 'ailddefnyddio' ar y safle byrnu sy'n arbed eitemau rhag mynd i safle tirlenwi ac yn eu gwerthu i'r cyhoedd.
  - Cyflwyno swyddogion 'cwrdd a chyfarch' yng nghanolfannau ailgylchu gwastraff cartref i gynnig cyngor a chymorth i helpu preswylwyr i ailddefnyddio/ailgylchu/compostio'r pethau maent yn eu cludo i'r safleoedd.
  - Cyflwyno cyfleusterau ailgylchu malurion yn y canolfannau ailgylchu gwastraff cartref.
  - Didoli gwastraff a gludir i'r canolfannau ailgylchu gwastraff cartref i arbed deunyddiau y gellir eu hailgylchu.
  - Treialu cynllun i ddidoli gwastraff masnachol a chartref i arbed deunyddiau y gellir eu hailgylchu.
  - Sicrhau cyfleuster i ailgylchu/ailddefnyddio gwastraff o'r strydoedd.
  - Cyflwyno cyfleusterau ailgylchu ar gyfer fflatiau.
- Mae'r rhan fwyaf o'r mentrau hyn wedi helpu i gynyddu ymwybyddiaeth a gwella perfformiad cyffredinol yr awdurdod, ond mae'n amlwg bod angen rhagor o waith datblygu er mwyn cael y budd mwyaf o rai o'r cynlluniau. Yn benodol, mae angen gwneud mwy i hyrwyddo gweithio mewn partneriaeth â sefydliadau'r trydydd sector i ddatblygu cyfleusterau ailddefnyddio ac mae angen hyrwyddo arfer lleihau gwastraff cartref a masnachol.
  - Y targed statudol presennol ar gyfer ailddefnyddio/ailgylchu gwastraff dinesig yw 52% a fydd yn cynyddu i 58% yn 2015/16 a 64% yn 2019/20. Os na lwyddir i gyflawni'r targedau a bennir, gallai'r awdurdod gael dirwy hyd at £200 am bob tunnell mae'r cyfanswm yn llai na'r targed, sy'n gyfwerth â bron £225k ar gyfer pob pwynt canran islaw'r targed. Mae'r awdurdod wedi rhoi strategaeth ar waith i geisio cyflawni'r targedau hyn, sy'n rhai heriol gan ystyried yr hinsawdd economaidd a'r gostyngiad yn arian grant sydd ar gael gan Lywodraeth Cymru i helpu i gyflwyno'r mentrau angenrheidiol.
  - Er ei bod yn anodd llunio amcangyfrif manwl o effaith pob menter ar ein perfformiad cyffredinol, rhagwelir y bydd cyfradd ailgylchu/compostio gyffredinol y cyngor yn cynyddu i 54% (gan gyflawni'r targed statudol) yn 2014/15 pan fydd yr holl fentrau a ddisgrifir ar y dudalen nesaf (yr hyn rydym yn bwriadu ei wneud) ar waith. Drwy ddatblygu'r mentrau presennol ac ariannu a gweithredu'r mentrau ychwanegol sydd yn yr arfaeth, dylai'r awdurdod gyflawni'r targed statudol o 58% yn ystod 2015/16.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Bu'r ymgyrch curo ar ddrysau barhaus yn llwyddiannus wrth ddarbwylo preswylwyr nad oeddent yn ailgylchu/compostio eu gwastraff cartref i ddechrau gwneud hynny. Mae llwyddiant y cynllun wedi denu sylw awdurdodau eraill sydd wedi gofyn am ein cyngor ar gyflwyno cynlluniau tebyg. Hyd yn hyn, ymwelwyd â thua 36,000 o gartrefi ac mae arolygon yn dangos cynnydd o 10% i 15% yng nghyfanswm y tunelli o ddeunyddiau ailgylchu a gesglir o'r ardaloedd a dargedwyd. Mae hyn yn cynrychioli tua 1,500 o dunelli'r flwyddyn sy'n cael eu hailgylchu yn hytrach na mynd i safle tirlenwi, sy'n gyfwerth â chynnydd o 1.3% yn ein perfformiad cyffredinol.

- Mae cyflwyno cyfleusterau ailgylchu ar gyfer fflatiau wedi bod yn effeithiol hefyd a chydabuwyd ein gwasanaeth fel model o arfer da gan y Rhaglen Weithredu ar Wastraff ac Adnoddau (WRAP), sefydliad annibynnol a ariennir gan y llywodraeth. Darparwyd cyfleusterau ailgylchu i dros 10,000 o aelwydydd nad oedd ganddynt unrhyw gyfleusterau neu ychydig iawn cyn i ni ddatblygu'r cynllun.
- Mae'r siop 'aildefnyddio' ar y safle byrnu wedi bod yn llwyddiant mawr ac mae nifer o awdurdodau wedi gofyn am ein cyngor ar gyflwyno cyfleusterau tebyg. Mae'r cyfleuster wedi galluogi'r awdurdod i aildefnyddio tua 200 o dunelli o ddeunyddiau a fyddai wedi mynd i safle tirlenwi fel arall.
- Mae'r swyddogion 'cwrdd a chyfarch' newydd yn y canolfannau ailgylchu gwastraff cartref wedi bod yn boblogaidd iawn, ynghyd â chyflwyno cyfleusterau i ailgylchu malurion. Mae hyn wedi arwain at gynnydd yng nghanran y deunyddiau sy'n cael eu hailgylchu ar y safleoedd, gyda'r cyfraddau'n cynyddu o 55.8% ar gyfartaledd ar gyfer 3 chwarter cyntaf 2012/13 i 61.3% ar gyfer yr un cyfnod yn 2013/14.
- Mae'r gwasanaeth ailgylchu gwastraff masnachol yn un o'r rhai mwyaf cynhwysfawr yng Nghymru a bu'n gyfrifol am ailgylchu mwy na 2,500 o dunelli yn ystod y flwyddyn ddiwethaf.

**Yr hyn rydym yn bwriadu ei wneud:**

Beth?	Pam?
Parhau â'r ymgyrch curo ar ddrysau.	I ddarbwylo preswylwyr nad ydynt yn manteisio ar y cynlluniau ailgylchu ar hyn o bryd i wneud hynny, gan alluogi'r awdurdod i gynyddu ei gyfraddau ailgylchu a lleihau swm y gwastraff sy'n cael ei anfon i safleoedd tirlenwi. Mae arolygon wedi dangos cynnydd mewn cyfranogiad yn yr ardaloedd a dargedwyd a chynnydd o 10% i 15% o ran tunelli a gesglir yn yr ardaloedd hyn.
Cyflwyno uchafswm o 3 sach ddu yr aelwyd bob pythefnos.	I annog preswylwyr i leihau swm y gwastraff sy'n cael ei gynhyrchu ac ailgylchu cymaint â phosib. Dylai hyn leihau swm y gwastraff sy'n cael ei anfon i safleoedd tirlenwi a chynyddu'r ffigurau ailgylchu cyffredinol.
Sefydlu gorsaf ddiidoli ar y safle byrnu.	I wella cyfraddau'r deunyddiau y gellir eu hailgylchu sy'n cael eu harbed o wastraff masnachol a chartref, lleihau swm y gwastraff sy'n mynd i safleoedd tirlenwi.

<b>Beth?</b>	<b>Pam?</b>
Cyflwyno gwelliannau yn y Canolfannau Ailgylchu Gwastraff Cartref	I wella cyfradd y deunyddiau y gellir eu hailgylchu sy'n cael eu harbed.
Cynnal adolygiad o'r gwasanaeth casglu gwastraff masnachol.	I wella swm y deunydd sy'n cael ei ailgylchu, gwella effeithlonrwydd y gwasanaethau casglu a lleihau swm y deunydd sy'n cael ei anfon i safleoedd tirlenwi.
Cynnal rhaglen addysg/ymwybyddiaeth barhaus.	I annog preswylwyr a busnesau i leihau swm y gwastraff maent yn ei gynhyrchu ac ailgylchu lle bynnag y bo modd.
Gosod arwyddion newydd ar y safleoedd casglu gwastraff cartref a gwella trefn y safleoedd.	I roi gwell gwybodaeth i breswylwyr am y cyfleusterau sydd ar gael ar bob safle a sicrhau mynediad diogel i'r cyfleusterau. Dylai hyn gynyddu swm y deunyddiau sy'n cael eu hailgylchu, lleihau'r swm sy'n cael ei anfon i safleoedd tirlenwi a gwella'n perfformiad ailgylchu.
Ymchwilio i gyfleuster ailgylchu hen garpedi ac isgarpedi.	I atal carpedi rhag cael eu llosgi a hybu'n perfformiad ailgylchu.
Ymchwilio i gostau a manteision didoli gwastraff gweddilliol cyn ei waredu drwy droi gwastraff yn ynni.	I gynyddu swm y deunyddiau ailgylchu o ddeunydd a fyddai fel arall wedi cael ei waredu a lleihau canran y gwastraff sy'n cael ei anfon i safleoedd tirlenwi.
Datblygu partneriaethau â sefydliadau'r trydydd sector ymhellach.	I annog pobl i ailddefnyddio eitemau cartref gan leihau swm y gwastraff sy'n cael ei waredu.

## Ff2. Clirio tipio anghyfreithlon yn brydlon

**Nod:** Cynyddu canran yr achosion o dipio anghyfreithlon sy'n cael eu clirio'n brydlon.

**Mesur:** (STS/006) % yr achosion o dipio anghyfreithlon wedi'u clirio o fewn 5 niwrnod gwaith ar ôl cael ein hysbysu amdanynt.

Perfformiad Blaenorol					Rhagamcaniad			
(STS/006) % yr achosion o dipio anghyfreithlon wedi'u clirio o fewn 5 niwrnod gwaith.								
2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
93.03%	96.39%	92.50%	86.08%	92.9%	93% i'w gadarnhau	95%	95%	95%

### Pam mae hyn yn bwysig:

- Os byddwn yn gwella'n trefniadau ar gyfer casglu ac ailgylchu gwastraff, dylai hyn gael effaith gadarnhaol ar leihau'r achosion o dipio anghyfreithlon a chyflymu'r broses o ddelio â digwyddiadau o'r fath.

### Cefndir perfformiad blaenorol a thueddiadau a ragwelir:

- Gwelwyd tuedd ostyngol yn y perfformiad ers 2009/10, o 96.39% yn 2009/10 i 86.1% yn 2011/12, er bod hyn wedi gwella yn 2012-13 i 92.9%.
- Yn ystod 2011/12, newidiodd y sylfaen ar gyfer cyfrifo'r ffigurau a bu hyn yn gyfrifol yn rhannol am y canlyniad is yn y flwyddyn honno. Mae'r diffiniad o fesurau perfformiad cenedlaethol ar gyfer tipio anghyfreithlon (STS/006) yn caniatáu i awdurdodau amrywio eu dehongliad o'r hyn a ystyrir yn achos sengl o dipio anghyfreithlon wrth gasglu data ac ymddengys fod canlyniadau'n amrywio'n sylweddol ar draws Cymru.
- Yn ystod 2011/12, rhoddwyd newidiadau gweithredol/trefniadaethol ar waith yn y gwasanaethau Strydlun; roedd y rhain wedi dylanwadu ar berfformiad yn y cyfnod hwn hefyd.
- Yn ystod 2012/13, archwiliwyd dulliau gwaith, gan ddefnyddio'r ymagwedd 'meddwl drwy systemau' a chyflwynwyd newidiadau er mwyn lleihau gwastraff ac oedi. Mae'r newidiadau hyn wedi bod yn llwyddiannus ac mae'r ffigurau go iawn wedi dychwelyd i'r lefelau cyn cyfuno gwasanaethau, er gwaethaf gweithlu llai a chyfyngiadau ar gyflenwi gan asiantaethau.
- Ar y cyd ag ymagwedd gymunedol, dylai'r newidiadau hyn, wella safon y gwasanaeth yn y dyfodol.



- Gwnaed ymdrechion i hysbysu gweithwyr perthnasol am ganlyniad eu gwaith er mwyn eu helpu i ddeall y rhesymau y tu ôl i'r cyfarwyddyd i chwilio am dystiolaeth ac er mwyn helpu i wella'r gwasanaeth.
- Mae pob sach bellach yn cael ei harchwilio am dystiolaeth er mwyn hysbysu ac erlyn y rhai sy'n gyfrifol, gyda'r nod o leihau tipio anghyfreithlon. Mae'r prosesau a gyflwynwyd y llynedd yn sefydledig bellach ac mae staff yn ymwybodol o'r ystadegau sy'n gysylltiedig ag archwilio sachau a sut mae hyn yn berthnasol i hysbysiadau a llythyrau rhybuddio.
- Gwnaed arbedion o ran cerbydau (craen mawr ar gefn lori) sy'n effeithio'n uniongyrchol ar berfformiad; mae'r cyngor yn hurio cerbyd yn achlysurol i ymdrin ag eitemau gwastraff mawr. Ni fydd hyn yn cyflawni targedau ond mae'n effeithiol o ran cost (i dynnu oergell o ffos er enghraifft).
- Mae llai o adnoddau ar gael oherwydd bod swyddi gwag yn cael eu rhewi wrth aros am benderfyniad ynglŷn â cholli swyddi mewn rhan arall o'r gwasanaeth. Mae'r gwaith gyda'r timau talu'n ôl i'r gymuned yn parhau er na fydd hyn wedi cael llawer o effaith ar berfformiad. Aed i'r afael ag ardaloedd lle ceir problemau mynych drwy mwy o orfodi.
- Yn ôl ffigurau 2012/13 cofnodwyd y trydydd nifer uchaf o achosion i'w clirio yn Abertawe. Mae hyn yn cynnwys ymdrin â gwastraff cartref a roddwyd allan ar yr adeg anghywir. Gan ystyried y pwysau mawr ar y gwasanaeth, byddai perfformiad Abertawe'n uwch yn y rhestr pe bai perfformiad yn seiliedig ar nifer yr achosion a gliriwyd yn hytrach na'r ganran. Sylwer hefyd bod rhai o'r awdurdodau sy'n perfformio'n dda iawn wedi ymdrin â nifer isel iawn o achosion.
- Mae'r rhan fwyaf o gynghorau yn y band 90%+ gyda chyfraddau o 92-96% yn gyffredin. Gellir disgwyl i ganlyniadau amrywio o chwarter i chwarter ac mae canlyniadau Abertawe wedi amrywio o 91% yn Chwarter 1 i 96% yn Chwarter 3.
- Ni ellir llunio rhagamcaniadau manwl oherwydd bod y ffigurau hyn yn dibynnu ar natur y gwastraff i raddau helaeth. Fodd bynnag, disgwylir 93% yn gyffredinol. Pan ddaw'r rheolau arfaethedig i rym sy'n cyfyngu sachau gwastraff cartref i 3, bydd angen adolygu'r galw ond ni ddisgwylir newid sylweddol i ddechrau.
- Yn gyffredinol, mae'r cyngor ar y trywydd iawn i gyflawni'r targed o 93% er gwaethaf cynnydd yn nifer yr achosion rydym yn cael ein hysbysu amdanynt.

**Yr hyn sy'n gweithio'n dda ar hyn o bryd:**

- Fel rhan o'r newidiadau gweithredol a threfniadaethol a gyflwynwyd i'r dulliau gweithio, mae ceisiadau am glirio tipio anghyfreithlon bellach yn mynd yn uniongyrchol i'r rhai sy'n gyfrifol am y gwasanaeth hwn.
- Rhoi gwybod i weithwyr perthnasol am ganlyniad eu gwaith er mwyn eu helpu i ddeall y rhesymau y tu ôl i'r cyfarwyddyd i chwilio am dystiolaeth ac er mwyn helpu i wella'r gwasanaeth.

- Mae pob sach bellach yn cael ei harchwilio am dystiolaeth er mwyn hysbysu ac erlyn y rhai sy'n gyfrifol, gyda'r nod o leihau thipio anghyfreithlon.
- Creu partneriaethau â grwpiau cymunedol megis Cyfeillion Parc Williams yng Nghasllwchwr Isaf, lle mae gwirfoddolwyr yn gweithredu i leihau nifer yr achosion o dipio anghyfreithlon.

**Yr hyn rydym yn bwriadu ei wneud:**

<b>Beth?</b>	<b>Pam?</b>
Rydym wedi dechrau gweithio gyda'r Gymdeithas Rhagoriaeth mewn Gwasanaeth Cyhoeddus i adolygu rhai meysydd gweithredol gan gynnwys glanhau strydoedd.	I ymchwilio i ffyrdd o leihau'r angen drwy ganolbwyntio ar addysg a gorfodi.
Hyrwyddo egwyddor gwaith partneriaeth â grwpiau cymunedol eraill ar draws Abertawe a'u cefnogi i leihau taflu sbwriel a thipio anghyfreithlon.	I leihau taflu sbwriel a thipio anghyfreithlon.
Bydd ein tîm gorfodi preifat yn parhau i dargedu ardaloedd â nifer uchel o broblemau.	I leihau ardaloedd â nifer uchel o broblemau/problemau mynych
I barhau i ddatblygu cysylltiadau â'r timau talu'n ôl i'r gymuned.	I fynd i'r afael â materion yr ystyrir eu bod y tu allan i'n cylch gorchwyl (tir heb ei gofrestru, priffordd heb ei mabwysiadu) ond sy'n dal 03i beri pryder i'r cyhoedd.

## **Ble i gael mwy o wybodaeth**

### ***Gweithredu dros Abertawe - Cynllun Gwella Corfforaethol 2013/17***

Lluniwyd y ddogfen hon gan y Gwasanaeth Perfformiad a Chyflwyno ar ran y Cyngor. Os oes gennych unrhyw gwestiynau neu sylwadau ar gynnwys y cynllun hwn, gallwch gysylltu â'r tîm Perfformiad a Chyflwyno drwy: E-bostio : [improvement@swansea.gov.uk](mailto:improvement@swansea.gov.uk) Ffôn 01792 63685252.

Gellir gweld Cynllun Gwella Corfforaethol Blyneddol 2013-17 wedi'i ddiweddarau ar gyfer 2014-15 drwy ddilyn y ddolen we ganlynol:

<http://www.abertawe.gov.uk/cip>

### ***Cynllun Un Abertawe***

Os hoffech wybod mwy am *Gynllun Un Abertawe*, ewch i wefan y Cyngor drwy ddilyn y ddolen ganlynol:

Hefyd, os oes gennych unrhyw gwestiynau sy'n ymwneud â *Chynllun Un Abertawe* gallwch gysylltu â'r Tîm Strategaeth Gymunedol drwy:

[scrutiny@swansea.gov.uk](mailto:scrutiny@swansea.gov.uk)

Ffôn 01792 637732

### ***Bwrdd Gwasanaethau Lleol***

#### ***Cydraddoldeb ac Amrywiaeth***

#### ***Datblygu Cynaliadwy***

#### ***Adroddiadau'r Bwrdd Craffu***

Gellir gweld yr holl wybodaeth sy'n berthnasol i'r uchod ar wefan y Cyngor:

<http://www.abertawe.gov.uk>

### ***Adroddiadau Arolygu Swyddfa Archwilio Cymru***

[http://www.wao.gov.uk/reportsandpublications/localgovernment\\_687.asp](http://www.wao.gov.uk/reportsandpublications/localgovernment_687.asp)

### ***Adroddiadau Arolygu Estyn***

<http://www.estyn.gov.uk/english/inspection/inspection-reports/?searchTitle=&searchType=All&localAuthority=51&searchPostcode=&searchDistance=10&submitted=1>

### ***Adroddiadau Arolygiadau Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru (AGGCC)***

<http://www.csiw.wales.gov.uk/dataviewer/index.asp?searchtext=Enter+Name&postcode=Postcode&authority=SWA&region=&results=true&settings=1>

# Gweithredu dros Abertawe Well

*Cynllun Gwella Corfforaethol  
2013/17*

*Wedi'i ddiweddarau 2014/15*

