

COMISIYNYDD  
PLANT CYMRU  
CHILDREN'S  
COMMISSIONER  
FOR WALES

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ADRODDIAD  
BLYNYDDOL  
A CHYFRIFON  
ANNUAL REPORT  
& ACCOUNTS  
**2015/16**

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**Mae'r adroddiad hwn ar gael mewn gwahanol fformatau drwy ffonio ni ar 01792 765600 neu e-bostiwch [post@complantcymru.org.uk](mailto:post@complantcymru.org.uk)**

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01

Rhagair gan

Gomisiynydd Plant Cymru

**01**

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**Foreword from the Children's  
Commissioner for Wales**

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**Mae'r adroddiad yma'n adlewyrchu fy mlwyddyn gynta fel Comisiynydd Plant Cymru – fe gychwynnais i ar 20 Ebrill 2015 – ac mae wedi bod yn flwyddyn eithriadol o gyffrous a phrysur! Fel byddech chi'n disgwyl, fe dreuliais i lawer o'r flwyddyn yn cwrdd â miloedd o blant a phobl ifanc o bob cwr o Gymru sy'n byw ym mhob math o amgylchiadau ac yn gwrando arnyn nhw. Rwyf hefyd wedi bod yn gwrando ar gannoedd o rieni a gweithwyr proffesiynol ynghylch y pethau mae angen i fi roi blaenoriaeth iddyn nhw, ac fe wnes i sicrhau bod y strwythur staffio a fyddai'n helpu i gyflawni'r gwaith yn cael ei symleiddio ac yn gynaliadwy.**

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Beth Nesa' I What Next oedd ein hymgyngoriad mwyaf erioed â phlant a phobl ifanc. Amlygodd dros 7000 o ymatebwyr fod llawer iawn o blant a phobl ifanc Cymru'n byw bywydau diogel, hapus ac egniol, ac yn teimlo bod yr oedolion o'u cwmpas yn gwrando arnyn nhw ac yn eu parchu. Serch hynny, mae grwpiau mawr o blant sy'n colli mas mewn amrywiaeth o ffyrdd. Dyw sefyllfa plant yng Nghymru ddim yn gyfartal, ac rwyf fi'n gyfrifol am ganfod y rhwystrau a'r pethau sy'n atal plant rhag bod y gorau gallan nhw fod. Ymhlith y rhwystrau mae camwahaniaethu, diffyg gwasanaethau digonol, peidio â chael gwrandawriad, a phrofi camdriniaeth ac esgeuluso. Yn ystod fy chwe blynedd arall fel comisiynydd, bydda i'n gweithio'n ddiflino i sicrhau bod cynifer â phosib o'r rhwystrau hynny'n cael eu chwalu.

Mae'r adroddiad hwn yn cyflwyno llawer o'r gwaith mae fy nhim a minnau wedi'i gyflawni yn ystod y flwyddyn ddiwethaf. Rwy'n falch iawn o ansawdd y deunyddiau rydyn ni wedi'u cynhyrchu ar gyfer plant a phobl ifanc, a gyda nhw, gan gynnwys: Ap 'Fy Nghynllunydd' ar gyfer y rhai sy'n gadael gofal, Canllaw Cyfryngau Pobl Ifanc LHDT+, ein hadroddiad ar Deithio i'r Ysgol, a chanlyniadau ein Hymgyngoriad Beth Nesa' I What Next. Mae'n bleser gen i fedru adrodd ein bod, eto eleni, wedi helpu cannoedd o blant trwy ein Gwasanaeth Cyngor a Chymorth cenedlaethol, annibynnol, a bod miloedd o blant wedi clywed am hawliau plant trwy ein gwaith cyfranogiad. Mae gwaith caled fy nhim polisi a materion cyhoeddus wedi arwain at sawl newid cadarn i bolisi a deddfwriaeth. Rwy'n ei chyfri'n anrhydedd fy mod i wedi cael cyfle i godi llais dros blant Cymru yng Nghynulliad Cenedlaethol cymru, yn San Steffan, ac yn y Cenhedloedd Unedig yng Ngenefa.

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**This report reflects my first year as Children's Commissioner for Wales – I started on 20 April 2015 – and what an exciting and busy year it has been! As you would expect, I spent much of the year meeting and listening to thousands of children and young people in every corner of Wales and living in all sorts of circumstances. I have also listened to hundreds of parents and professionals about what I need to prioritise and ensured that the staff structure in place to help deliver the work was simplified and sustainable.**

Beth Nesa' I What Next was our biggest ever consultation of children and young people. Over 7000 respondents highlighted that very many children and young people in Wales lead safe, happy and active lives and feel listened to and respected by the adults around them. However, there are large groups of children who miss out in a variety of ways. Children are not on an even playing field in Wales and it is my job to identify the bumps and barriers in those playing fields that prevent children becoming the best that they can be. Barriers include discrimination, lack of adequate services, not being listened to, and experiencing abuse and neglect. I will work tirelessly for the remaining six years of my term as commissioner to ensure that as many of those barriers as possible are dismantled.

Much of the work that my team and I have achieved in the last year is laid out in this report. I am very proud at the quality of materials we have produced for, and with children and young people, including: the 'My Planner' App for Care Leavers, the LGBT+ Young Person's Media Guide, our report on School Journeys, and the results of our Beth Nesa' I What Next Consultation. I am pleased to be able to report that again this year we have helped hundreds of children through our national, independent Advice and Support Service and that thousands of children have heard about children's rights through our participation work. The hard work of my policy and public affairs team has led to several concrete changes in policy and legislation. I am honoured to have had the opportunity to speak up for Wales's children in the National Assembly for Wales, at Westminster and in the United Nations in Geneva.

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**Ond mae llawer mwy i'w wneud. Ym mis Chwefror 2016 fe wnes i gyflwyno fy nodau strategol ar gyfer y tair blynedd nesaf:**

#### **Nod trosfwaol:**

Cyflawni canlyniadau cadarnhaol ym mywydau plant a phobl ifanc yng Nghymru, a'u gallu i gael mynediad i'w hawliau

#### **Darpariaeth:**

Cadw hawliau plant yn ganolog i'n gwaith a gweithio gyda holl wasanaethau cyhoeddus Cymru i gyflawni'r un nod

#### **Diogelu:**

Cynorthwyo plant a phobl ifanc i gael mynediad i'w hawliau

#### **Dweud eich Dweud:**

Cynnwys arbenigedd plant a phobl ifanc wrth lywio a chyfeirio ein gwaith, a gweithio gyda holl wasanaethau cyhoeddus Cymru i gyflawni'r un nod

#### **Deall eich Hawliau:**

Sicrhau bod plant a phobl ifanc yn gwybod bod ganddyn nhw bencampwr annibynnol, sef Comisiynydd Plant Cymru, a bod ganddyn nhw hawliau dan CCUHP

**Fy ngweledigaeth gyffredinol yw Cymru lle mae pob plentyn a pherson ifanc yn cael cyfle cyfartal i fod y gorau gallan nhw fod. Fe aethon ni ati o ddiatri i ddechrau gwireddu'r weledigaeth hon eleni, a chwblhau gwaith sylweddol, seiliedig ar dystiolaeth, y cewch hyd i'w uchafbwyntiau yn yr adroddiad hwn.**

Er fy mod i'n ymfalchio'n fawr yng nghyflawniadau fy staff, alla i ddim tanbriso disgwyliadau'r miloedd o blant a phobl ifanc sydd wedi rhannu eu pryderon, eu hofnau a'u huchelgeisiau gyda ni eleni. Rwyf am i'n gwaith ni helpu i newid bywydau er gwell. O'r herwydd, yn 2016 bydda i'n sefydlu strwythur llywodraethu wedi'i adnewyddu, a fydd yn cynnwys panel ymgynghorol o blant a phobl ifanc. Un o'u prif dasgau fydd galw fi a fy nhim i gyfrif o ran cyflawni ein rhaglen waith. Y flwyddyn nesa byddwch chi'n clywed yn uniongyrchol ganddyn nhw a ydyn ni'n cael effaith lle mae angen hynny.

**Sally Holland**  
Comisiynydd Plant Cymru





**There is still much more to do. In February 2016 I set out my strategic goals for the next three years:**

**Overarching goal:**

To achieve positive outcomes in the lives of children and young people in Wales and their ability to access their rights

**Provision:**

To keep children's rights at the centre of how we work and to work with all public services in Wales to achieve the same goal

**Protection:**

To assist children and young people to access their rights

**Participation:**

To include children and young people's expertise in informing and directing our work and to work with all public services in Wales to achieve the same goal

**Promotion:**

To ensure that children and young people know that they have an independent champion called the Children's Commissioner for Wales and that they have rights under the UNCRC

**Overall I have a vision for a Wales where all children and young people have an equal chance to be the best that they can be. We began in earnest to deliver on this vision this year and completed some significant, evidence-based work, highlights of which are included in this report.**

Whilst I am unashamedly proud of the accomplishments of my staff, I cannot underestimate the expectations of the thousands of children and young people who have shared with us this year their worries, concerns and ambitions. I want our work to help change lives for the better. As such, in 2016 I will be establishing a renewed governance structure, to include an advisory panel of children and young people. One of their primary tasks will be holding me and my team to account on the delivery of our work programme. Next year you'll be hearing directly from them on whether we're making an impact where we need to.

**Sally Holland**  
Children's Commissioner  
for Wales

**02**

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**Cyflwyniad gan Wyn Mears,  
Cadeirydd Pwyllgor Archwilio  
a Sicrhau Risg i'r Adroddiad  
Blynyddol**

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**02**

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**Introduction by Wyn Mears,  
Chair of the Audit and Risk  
Assurance Committee**

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## **Yn ystod blwyddyn ariannol 2015-16 gwelwyd newidiadau sylweddol i swyddfa Comisiynydd Plant Cymru, ac arweiniodd hynny at rai o'r datblygiadau mwyaf radical o ran strwythur y sefydliad ers i'r rôl gael ei chreu. Roedd yn flwyddyn o newid wrth i'r Comisiynydd newydd, Sally Holland, ymgymryd â'i chyfrifoldebau, a bu'n wynebu heriau ariannol na welwyd eu tebyg o'r blaen yn sgîl gostyngiad yn y lefelau ariannu a bennwyd gan Lywodraeth Cymru.**

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Rydym yn cydnabod bod cryn dipyn o amser y Comisiynydd, o anghenraid, wedi'i gyfeirio at arwain ei thîm a'r rhanddeiliaid trwy gyfnod o ansefydlogrwydd ac ansicrwydd. Fodd bynnag, llwyddodd hi i gadw ei ffocws ar anghenion plant yng Nghymru, a datblygwyd strategaeth gyda'r nod o gynnal y Comisiynydd trwy brif gyfnod ei phenodiad.

Bu'r Pwyllgor a'i Gadeirydd yn chwarae rhan amlwg yn y gwaith o gynghori ynghylch agweddau ar y newidiadau oedd yn ofynnol, yn fwyaf nodedig o ganlyniad i'r gostyngiad yn yr adnoddau oedd ar gael. Rydym wedi bod yn falch o fod yn rhan o'r ymgynghori ar ragfynegi alldro'r gyllideb ar gyfer y flwyddyn, cynlluniau ariannol ar gyfer y flwyddyn newydd, ac argymhellion ar gyfer strwythur llywodraethu corfforaethol newydd. Fel rhan o'r broses bontio, cytunodd aelodau presennol y Pwyllgor Archwilio a Sicrhau Risg y byddent yn estyn eu cyfnod o wasanaeth er mwyn helpu i gyflwyno corff ymgynghorol a phwyllgor archwilio newydd.

Ymgynghorodd y Comisiynydd â'r Pwyllgor ynghylch ei chynlluniau datblygu mewnol, y bu'n rhaid eu newid wedi hynny yng ngoleuni newidiadau a wnaed i'r gyllideb ar gyfer 2016-17. Croesawodd y Pwyllgor y cyfle i roi arweiniad pellach ar gynigion staffio mewn cyfarfod ychwanegol gyda'r Comisiynydd, a chydnabod y byddai'n rhaid gwneud rhai penderfyniadau anodd a allai effeithio ar gwmpas gweithgarwch y swyddfa.

Mae'r Pwyllgor wedi parhau i gyflawni ei gyfrifoldebau o ran archwilio a risg, materion polisi, datblygiadau strategol a chynllun gwaith blynyddol y Comisiynydd, ac yn ystod y flwyddyn 2015-16 cyfarfu yn Abertawe a Chaerdydd ar chwe achlysur. Croesawyd adolygiad o'r broses Dilyniant Busnes a phontio yn sgîl ymadawiad comisiynydd a phenodi ei olynydd. Dylai'r gwersi a ddysgwyd o'r adolygiad fod yn amhrisiadwy yn ystod y cyfnod nesaf o bontio, a chymeradwyodd y Pwyllgor fod hyn yn cael ei gyfleu i swyddogion Llywodraeth Cymru.

Roedd yr aelodau'n fodlon ar lefel ac ansawdd yr archwilio mewnol ac allanol yn 2015-16 yng nghyswllt trefniadau rheolaeth ariannol y Comisiynydd, llywodraethu corfforaethol ehangach, a nodi prosesau risg a rheoli. Ar sail canfyddiadau'r archwilwyr a'i ganfyddiadau ei hun, roedd y Pwyllgor mewn sefyllfa i roi sicrwydd i'r Comisiynydd bod y trefniadau sydd ar waith yn briodol, a bod eu gweithrediad wedi bod yn effeithiol.



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**Wyn Mears**  
Cadeirydd Pwyllgor Archwilio  
a Sicrhau Risg

**The financial year 2015-16 witnessed significant changes to the office of the Children's Commissioner for Wales, resulting in some of the most radical developments to the structure of the organisation since the creation of the role. It was a year of change as the new Commissioner Sally Holland assumed her responsibilities and she was faced with unprecedented financial challenges that derived from reduced funding levels imposed by the Welsh Government.**

We recognise that a considerable amount of the Commissioner's time was, of necessity, diverted to leading her team and stakeholders through a period of instability and uncertainty. However, she was able to maintain her focus upon the needs of children in Wales and a strategy was developed with the aim of sustaining the Commissioner through the main period of her appointment.

The Committee and its Chair were closely involved in advising on aspects of the changes that were required to be made, notably as a result of the reduced availability of resources. We have been pleased to have been consulted on forecasting the budget out-turn for the year, financial plans for the new year and recommendations for a new corporate governance structure. As part of the transition the current membership of the Audit and Assurance Committee agreed to extend its period of office to assist with the phasing-in of a new advisory body and audit committee.

The Commissioner consulted with the Committee upon her internal development plans which subsequently had to be amended in the light of changes applied to the budget for 2016-17. The Committee welcomed the opportunity to provide further guidance on staffing proposals at an additional meeting with the Commissioner, recognising that some difficult decisions would have to be made that could impact upon the breadth of activity undertaken by the office.

The Committee has continued to fulfil its responsibilities in respect of audit and risk, policy issues, strategic developments and the Commissioner's annual work-plan and met in Swansea and Cardiff on six occasions during the course of the year 2015-16. It welcomed a review of the Business Continuity and transition process arising from the departure of a commissioner and the appointment of his successor. The lessons learnt from the review should prove to be invaluable during the next transition and the Committee approved its communication to Welsh Government officials.

Members were satisfied with the level and quality of internal and external audit in 2015-16 as they relate to the Commissioner's arrangements for financial management, the wider corporate governance and identification of risk and management processes. Based on the findings of the auditors and its own conclusions, the Committee was able to provide the Commissioner with assurances that the arrangements in place are appropriate and have been operating effectively.



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**Wyn Mears**  
Chair of the Audit and Risk  
Assurance Committee

03

# Sut rydym wedi cyflawni ein haddewidion

**03**

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# How we've delivered on our promises

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**Yn ein hadroddiad blynyddol y llynedd, fe wnes i amlinellu uchafbwyntiau ein cynllun gwaith uchelgeisiol ar gyfer 2015/16. Fel y rhagwelwyd, roedd yn flwyddyn bwysig i'r swyddfa, ac fe gyflawnon ni bob un o'n haddewidion allweddol. Dyma ddiweddariad ar ein cyflawniadau:**

### Ymrwymiad

Datblygu cynllun newydd ar gyfer 2016-19, wedi'i lywio gan 'Beth Nesa' / What Next' – ymgynghoriad cynhwysfawr ynghylch materion plant a phobl ifanc yng Nghymru

Cyhoeddi adroddiad seiliedig ar dystiolaeth ar y materion a'r profiadau mae plant a phobl ifanc mewn gofal preswyl yng Nghymru yn eu hwynebu

Cyhoeddi adroddiad i'r Cenhedloedd Unedig, ar y cyd â Chomisiynwyr Plant eraill y Deyrnas Unedig, ynghylch gweithredu CCUHP ar draws y pedair gwlad

Creu Ap symudol o 'Fy Nghynllunydd', adnodd seiliedig ar hawliau ar gyfer plant a phobl ifanc sy'n derbyn gofal

Gweithio gyda phartneriaid allweddol i ddatblygu adnodd ar gyfer pobl ifanc LHDT ynghylch sut mae herio portreadau negyddol yn y cyfryngau

### Beth gyflawnon ni

— Ymgysyllton ni â mwy na 7000 o blant a phobl ifanc

— Cyhoeddton ni'r 'Cynllun ar gyfer pob Plentyn a Pherson Ifanc: 2016-2019'

— Cyhoeddton ni 'Y Gofal lawn' ym mis Mehefin 2016, oedd yn cyflwyno amrywiaeth eang o brofiadau, gan gynnwys barn 34 o bobl ifanc sy'n byw mewn cartrefi plant yng Nghymru, yn ogystal â barn gofalwyr a gweithwyr proffesiynol perthnasol. Mae'n cynnwys nifer bach o argymhellion ar gyfer Llywodraeth Cymru a'r rhai sy'n comisiynu, yn arolygu, ac yn rheoleiddio cartrefi plant yng Nghymru. Ymatebodd Prif Weinidog Cymru ac Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru yn gadarnhaol i'r argymhellion ynghylch cynllunio a darparu

— Llwyddon ni i gael sylw yn y cyfryngau cenedlaethol, gyda'r BBC ac ITV yn cyhoeddi'r stori ar-lein

— Hyd yma, mae'r adroddiad wedi cael ei gyrchu 195 o weithiau o'r cyfryngau cymdeithasol

— Cyhoeddton ni adroddiad ar y cyd i'r Cenhedloedd Unedig ym mis Gorffennaf 2015, gan sicrhau sylw cadarn yn y cyfryngau cenedlaethol

— Ym mis Medi, croesawodd y Comisiynydd rapporteur o'r CU a gafodd weld yn uniongyrchol y materion mae plant a phobl ifanc yng Nghymru yn eu hwynebu

— Ym mis Hydref 2015, rhoddodd pedwar Comisiynydd Plant y Deyrnas Unedig dystiolaeth i Bwyllgor y CU, a fu wedyn yn cyflwyno sylwadau terfynol ac argymhellion i Lywodraeth y Deyrnas Unedig a'i gweinyddiaethau datganoledig.

— Fe weithion ni gyda 50 o blant a phobl ifanc i ddiweddarau cynnwys 'Fy Nghynllunydd'

— Fe wnaethon ni lansio'r ap newydd ym mis Hydref 2015

— Cynhalion ni ddau weithdy gyda grwpiau o bobl ifanc LHDT i greu canllaw a gyhoeddwyd ym mis Ionawr 2015



**In our annual report last year we outlined highlights of our ambitious work plan for 2015/16. As predicted, it was a significant year for the office and we delivered on all key promises. Here's an update on what we accomplished:**

### Commitment

Develop a new plan for 2016-2019, informed by 'Beth Nesa' | What Next' – a comprehensive consultation of children and young people's issues in Wales

Publish an evidence-based report on the issues and experiences faced by children and young people in residential care in Wales

Publish a joint report to the United Nations with the other UK Children's Commissioners, on the implementation of the UN CRC across the four nations

Create a mobile App of 'My Planner', a rights-based resource for looked after children and young people

Work with key partners to develop a resource for LGBT young people on how to challenge negative portrayals in the media

### What we delivered

— Engaged with over 7000 children and young people  
— Published 'A Plan for all Children and Young People: 2016-2019'

— Published 'The Right Care' in June 2016, which presented a wide variety of experiences including the views of 34 young people living in children's homes in Wales, plus those of carers and relevant professional. It contains a small number of recommendations for the Welsh Government and those who commission, inspect and regulate children's homes in Wales. The First Minister and the Care and Social Services Inspectorate Wales responded positively to making changes in planning and delivery  
— Achieved national media coverage, with the BBC and ITV publishing the story online  
— Report has, to date, been accessed 195 times from social media

— Published a joint report to the United Nations in July 2015 which secured solid national media coverage  
— In September, the Commissioner hosted a visit by a rapporteur from the UN who saw first-hand the issues facing children and young people in Wales  
— In October 2015, all four UK Commissioners gave evidence to the UN Committee who subsequently issued concluding observations and recommendations to the UK Government and its devolved administrations

— Worked with 50 Children and young people to update 'My Planner' content  
— Launched new app in October 2015

— Hosted two workshops with groups of LGBT young people to create a guide that was published in January 2015

### Ymrwymiad (yn parhad)

Ymateb i Lywodraeth Cymru a gweithredu, lle bo hynny'n briodol, argymhellion yr adolygiad annibynnol o rôl a swyddogaethau'r swyddfa, a gyhoeddwyd ym mis Rhagfyr 2014 gan Dr Mike Shooter

Peilota ffyrdd newydd o ymgysylltu â phlant a phobl ifanc mewn ysgolion uwchradd, trwy ein rhaglen Llysgenhadon Gwych

Parhau â'n gwaith i wella perfformiad ein sefydliad trwy ddatblygiadau cyfathrebu a rheoli gwybodaeth

Monitro gweithrediad argymhellion ein hadroddiad 'Bywydau Llawn' gan awdurdodau lleol a Llywodraeth Cymru. Bydd y canfyddiadau'n cael eu cyhoeddi mewn adroddiad, a fydd yn nodi beth sydd wedi gwella yng nghyswllt darparu egwyliau byr i blant ag anableddau yng Nghymru

Monitro gweithrediad argymhellion ein hadroddiad 'Hawliau i Ddysgu' gan awdurdodau lleol a Llywodraeth Cymru. Bydd y canfyddiadau'n cael eu cyhoeddi mewn adroddiad, a fydd yn nodi beth sydd wedi gwella mewn Unedau Cyfeirio Disgyblion yng Nghymru.

### Beth gyflawnon ni (yn parhad)

Cyhoeddion ni ymateb ysgrifenedig llawn i'r holl argymhellion perthnasol ym mis Rhagfyr 2014, ac rydyn ni'n dal mewn cysylltiad â Llywodraeth Cymru ynghylch symud ymlaen gydag argymhellion mwy systemig.

Rhoeson ni strwythur llywodraethu a threfniadol newydd ar waith ym mis Ebrill 2016, fel roedd yr adolygiad yn argymhell.

Mae'r gwaith ymgynghori'n parhau. Mae rhaglen newydd yn cael ei lansio ym mis Medi 2016.

Cyflwynon ni system newydd ar gyfer rheoli dogfennau  
Cyflwynon ni system newydd ar gyfer rheoli achosion.

Diwygion ni ein cynllun prosiect i fanylu ar ein gwaith monitro yn adroddiad blynyddol eleni.

Diwygion ni'r cynllun prosiect yn sgîl camau gweithredu Llywodraeth Cymru oedd yn cynnwys: ymateb i 4 o'r 5 argymhelliad, cyhoeddi'r Bil Anghenion Dysgu Ychwanegol ar gyfer ymgynghori, adolygu a diweddarau eu canllawiau cynhwysiad a chefnogi disgyblion, a sefydlu grŵp gorchwyl a gorffen i ddatblygu fframwaith er mwyn gwella safonau.

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**Commitment (continued)**

Respond to the Welsh Government and implement, where appropriate, the recommendations from the independent review of the role and functions of the office, published in December 2014 by Dr Mike Shooter

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Pilot new ways to engage children and young people in secondary schools, via our Super Ambassadors programme

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Continue work to improve our organisational performance through information management and communications developments

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Monitor the implementation of the recommendations of our 'Full Lives' report by local authorities and the Welsh Government. Findings will be published in a report, which will establish what has improved in relation to the provision of short breaks for children with disabilities in Wales

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Monitor the implementation of the recommendations of our 'Rights to Learn' report by local authorities and the Welsh Government. Findings will be published in a report, which will establish what has improved in Pupil Referral Units (PRUs) in Wales.

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**What we delivered (continued)**

Published a full written response to all relevant recommendations in December 2014, and continue to liaise with Welsh Government on taking more systemic recommendations forward.

Implemented a new governance and organisational structure in April 2016, as recommended by the review.

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Consultation work is ongoing  
New programme being launched in September 2016.

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New documents management system introduced  
New case management system introduced

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Revised our project plan to detail our monitoring work within this year's annual report

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Revised project plan due to Welsh Government's actions including: responding to 4 of 5 recs, publishing the Additional Learning Needs Bill for consultation, reviewed and updated their inclusion and pupil support guidance and established a task and finish group to develop a framework to improve standards

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## UCHAFBWYNTIAU / HIGHLIGHTS



Fe fuon ni'n cwrrd â bron 4000 o blant a phobl ifanc, yn gwrandio arnyn nhw ac yn siarad â nhw wyneb yn wyneb, a hynny o bob un o ardaloedd y 22 awdurdod lleol, mewn ymweliadau, digwyddiadau a'n hymgyngoriad Beth Nesa' I What Next.

We met, listened and spoke face-to face to nearly 4000 children and young people from all 22 local authority areas in visits, events and our Beth Nesa' I What Next consultation.



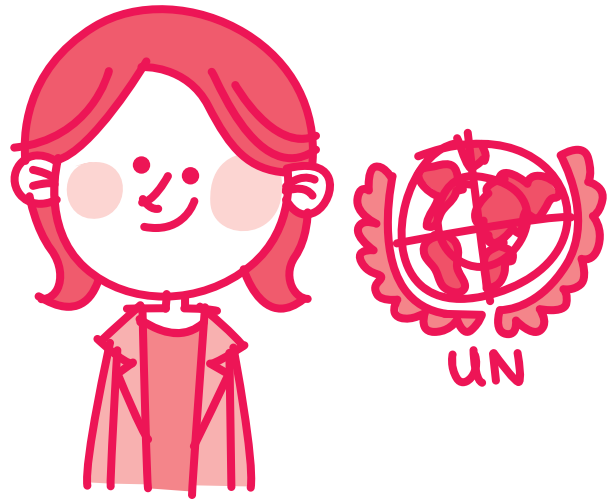
Ymatebodd 6000 o blant 3-18 oed i'n harolwg ymgynghori Beth Nesa' I What Next

6000 children aged 3-18 responded to our Beth Nesa' I What Next consultation survey.



Ymatebodd 1000 o blant i'n Tasg Arbennig Teithio i'r Ysgol, ac fe wnaethon ni gyhoeddi adroddiad Teithio i'r Ysgol.

1000 children responded to our School Journeys Special Mission and we published a School Journeys report.



Fe wnaethon ni adrodd i Bwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn ynghylch cyflwr hawliau plant yng Nghymru a'r Deyrnas Unedig, croesawon ni aelod o'r pwyllgor ar ymweliad casglu ffeithiau, ac fe fuon ni'n rhoi tystiolaeth mewn sesiwn gaeëdig yng Ngenefa ym mis Hydref.

We reported to the United Nations Committee for the Rights of the Child on the state of the children's rights in Wales and the UK, hosted a fact-finding visit by a committee member and gave evidence at a closed session in Geneva in October. We reported to the United Nations Committee .



Fe wnaethon ni lansio canllaw: Herio Adroddiadau Negyddol am y Gymuned LHDT+ yn y Cyfryngau, a ddatblygwyd ar y cyd â phobl ifanc.

Launched a guide: Challenging Negative Media Reporting in the LGBT+ Community, developed in collaboration with young people.



Fe wnaethon ni lansio Ap Fy Nghynllunydd i gynorthwyo'r rhai sy'n gadael gofal wrth iddyn nhw symud tuag at fyw'n annibynnol.

Launched a My Planner App to assist care leavers moving towards independent living.



Fe wnaethon ni ymateb i 519 o alwadau cyngor a chymorth unigol.  
Responded to 519 individual advice and support calls.

Fe wnaethon ni gwblhau 41 o ymatebion polisi ar bynciau oedd yn cynnwys addysg, iechyd a gofal cymdeithasol.  
Completed 41 policy responses on topics including education, health and social care.



Buon ni'n ymgysylltu â gwaith datblygu polisi ynghylch Deddf Llesiant Cenedlaethau'r Dyfodol a diwygio'r cwricwlwm addysg.

Engaged in policy development work on the Well-being of Future Generations Act and education curriculum reform.

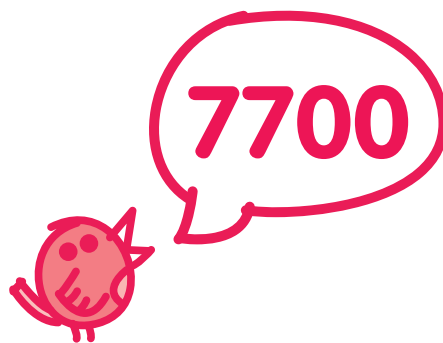
Rhoddwyd tystiolaeth i bedair sesiwn pwyllgor yn y Cynulliad Cenedlaethol a dau grŵp trawsbleidiol yn Nhair Senedd.

Gave evidence to four committee sessions in the National Assembly and two cross party groups in the Houses of Parliament.



Bu'r Comisiynydd yn codi llais ar y newyddion radio a theledu ar ryw 40 achlysur (yn Gymraeg a Saesneg) ac yn derbyn sylw helaeth yn y papurau newyddion. Roedd y pynciau'n cynnwys gofal preswyl, addysgu gartref, tlodi plant, amddiffyniad cyfartal i blant rhag ymosodiad, achosion hanesyddol o gam-drin plant, hawliau'r rhai sy'n gadael gofal i gael tai teilwng a chyflogaeth neu hyfforddiant, iechyd meddwl, stereoteipio cymunedau sipsiwn a theithwyr a phlant sy'n cael eu gadael gartref ar eu pennau eu hunain.

The Commissioner spoke out on TV and radio news on around 40 occasions (through English and Welsh) and received extensive newspaper coverage. Topics included residential care, home schooling, child poverty, equal protection for children from assault, historical child abuse, care leavers' rights to decent housing and employment or training, mental health, stereotyping of gypsy and traveller communities and children left at home alone.



Fe wnaethon ni gynyddu ein dilynwyr Twitter i fwy na 7700.  
Increased our Twitter followers to over 7700



Fe wnaethon ni lansio ein hadroddiadau Beth Nesa' I What Next a blaenoriaethau strategol Tair Blynedd y Comisiynydd: Cynllun ar gyfer Pob Plentyn a Pherson Ifanc 2016-19.  
Launched our Beth Nesa' I What Next Reports and the Commissioner's Three Year strategic priorities: A Plan for All Children and Young People 2016-19.

## Ymgynghoriad Beth Nesa' | What Next

Rhwng Ebrill a Hydref 2015 cynhaliodd y Comisiynydd a'i thîm ymgynghoriad ar raddfa fawr, yn holi plant, pobl ifanc ac oedolion am hawliau plant yng Nghymru, a beth ddylai fod yn flaenoriaeth i'r Comisiynydd.

Er mwyn sicrhau bod yr arolwg mor hygyrch â phosib, fe wnaethon ni wrando ar dros 1000 o blant a phobl ifanc 3-18 oed wyneb yn wyneb mewn ysgolion, ysbytai, hosteli, lleoliadau gofal, canolfannau cymunedol, yn Eisteddfod yr Urdd ac mewn diwrnodau chwarae, i'n helpu i gynllunio a nodi themâu allweddol ar gyfer ein hymgyngghoriad graddfa fawr. Buon ni hefyd yn gwrandao ar grwpiau o rieni a gweithwyr proffesiynol. Cafodd y themâu a ddaeth i'r amlwg o'r trafodaethau hyn eu cynnwys mewn arolwg a gynhaliwyd dros gyfnod o 6 wythnos yn yr hydref.

- **Ymatebodd 6000 o blant a phobl ifanc ac 874 o oedolion i'r arolwg.**
- **Roedd rhywedd, oed, rhanbarth, iaith, dosbarth cymdeithasol ac ethnigrwydd y plant a gymerodd ran yn adlewyrchu poblogaeth Cymru yn fras.**
- **Roedden ni'n falch bod lleisiau sydd ddim yn cael eu clywed yn aml yn y math yma o ymgynghoriad wedi cael eu cynnwys, gan fod 758 o blant o dan 7 yn cymryd rhan, ynghyd â phlant sipsiwn a theithwyr, pobl ifanc sy'n ddigartref, rhai sy'n gadael gofal, pobl ifanc sydd yn y carchar a rhai sydd yn yr ysbyty.**

Mae'r canlyniadau – a gyhoeddwyd mewn cyfres o adroddiadau sydd ar gael ar ein gwefan – yn darparu ffynhonnell gyfoethog o wybodaeth y byddwn ni'n ei defnyddio yn ystod y misoedd a'r blynyddoedd sydd i ddod.

**Dyma rai o'r canfyddiadau allweddol yn sgîl trafodaethau wyneb yn wyneb gyda phlant, pobl ifanc, rhieni a gweithwyr proffesiynol:**

- **pryderon ynghylch darpariaeth iechyd meddwl annigonol**
- **'ymyl y clogwyn' y mae pobl ifanc yn ei wynebu os bydd angen cefnogaeth iechyd neu ofal cymdeithasol arny'n nhw wrth symud at oedolaeth**
- **diogelwch cymunedol, tlodi, toriadau i wasanaethau a'r rhwystrau mae rhai grwpiau'n eu hwynebu, gan gynnwys plant anabl a rhai sy'n gadael gofal.**

Roedd yr arolwg yn gyfle i geisio barn yn eang ynghylch rhai o'r materion hyn ac i ddysgu mwy am brofiadau pob dydd plant a phobl ifanc o gael mynediad i'w hawliau. Fe ddysgon ni, er bod mwyafrif mawr y plant a'r pobl ifanc yn adrodd eu bod yn teimlo'n ddiogel, yn hapus a'u bod yn cael gwrandawriad yn eu bywydau beunyddiol, **fod lleiafrif sylweddol yn adrodd nad oedd hynny'n wir amdany'n nhw. Roedd pobl ifanc o gefndir llai cyfoethog yn llai tebygol o deimlo'n ddiogel a'u bod yn cael gwrandawriad yn eu hysgolion a'u cymunedau na'u cyfoedion mwy cefnog.**

Gofynnodd y grŵp oedran ifancaf i'r comisiynydd wneud 'mwy o leoedd i chwarae' yn flaenoriaeth, tra bod bwlio ar frig y rhestr i'r rhai 7-11 oed ac 11-18 oed. Roedd yr oedolion yn pryderu'n bennaf am iechyd meddwl a llesiant. Ymhlith y blaenoriaethau eraill oedd yn codi o'r arolwg roedd tlodi plant a diogelwch rhag cael eu cam-drin a'u hesgeuluso, diogelwch mewn cymunedau a phethau i'w gwneud yn lleol.

**Y canfyddiadau hyn oedd y sail ar gyfer cynllun strategol tair blynedd y Comisiynydd; gallwch ddarllen gwybodaeth am hynny yn y Diweddglô i'r adroddiad hwn.**



## Beth Nesa' | What Next consultation

Between April and October 2015 the Commissioner and her team carried out a large scale consultation asking children, young people and adults about children's rights in Wales and what the Commissioner should be prioritising.

To ensure the survey was as accessible as possible, we listened to over 1000 children and young people aged 3-18 face-to-face in schools, hospitals, hostels, care settings, community centres, the Urdd Eisteddfod and play days to help us plan and identify key themes for our large-scale consultation. We also listened to groups of parents and professionals. The themes emerging from these discussions were put into a survey which ran for 6 weeks in the autumn.

- **6000 children and young people and 874 adults responded to the survey.**
- **The gender, age, region, language, social class and ethnicity of children taking part broadly reflected the population of Wales.**
- **We were pleased that voices seldom heard in this sort of consultation were included, with 758 under 7 year olds taking part, along with gypsy and traveller children, young people who are homeless, care leavers, young people in prison and those in hospital.**

The results – published in a series of reports available on our website – provide a rich source of information that we will draw on in the coming months and years.

**Key findings from face-to-face discussions with children, young people, parents and professionals included:**

- **concerns about inadequate mental health provision**
- **the 'cliff edge' facing young people who need health or social care support as they move towards adulthood,**
- **community safety, poverty, cuts to services and barriers faced by some groups including disabled children and care leavers.**

The survey provided an opportunity to seek widespread views on some of these issues and to learn more about children and young people's everyday experiences of accessing their rights. We found that while the large majority of children and young people reported that they feel safe, happy and listened to in their day to day lives, **a significant minority reported that they did not.** Young people from less affluent backgrounds were less likely to feel safe and listened to in their schools and communities than their more affluent peers.

The youngest age group asked for 'more places to play' to be a priority for the commissioner, while 7-11s and 11-18s put bullying at the top of their list. Adults were most concerned about mental health and wellbeing. Other priorities arising from the survey included child poverty and safety from abuse and neglect, safety in communities and things to do locally.

**These findings formed the basis of the Commissioner's three-year strategic plan; information on which can be read in the Conclusion of this report.**

## Pwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn

Roedd eleni'n gyfnod pwysig i hawliau plant, gan fod Pwyllgor arbenigol y Cenhedloedd Unedig wedi bod yn asesu i ba raddau mae Llywodraeth y Deyrnas Unedig a'i llywodraethau datganoledig wedi gwireddu hawliau plant yn eu cyfreithiau a'u polisiau. Cyflwynir yr hawliau hyn yng Nghonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP), cytuniad rhyngwladol, a gadarnhawyd gan Lywodraeth Cymru yn sail ar gyfer ei holl waith gyda phlant a phobl ifanc yn 2004, gan wirfoddoli trwy hynny i gael ei rhwymo ganddo a chan yr hawliau a'r rhwymedigaethau a nodir ynddo.

Mae'r broses o weithredu'r hawliau a nodir yn y Confensiwn yn cael ei fonitro gan y Pwyllgor ar Hawliau'r Plentyn. Fel rhan o'r broses fonitro hon, mae llywodraeth y Deyrnas Unedig a'r llywodraethau datganoledig yn cyflwyno 'adroddiad gwladol cyfnodol' bob rhyw 5 mlynedd. Anfonodd Llywodraeth y Deyrnas Unedig a Llywodraeth Cymru eu hadroddiad yn 2014. Yn y flwyddyn 2008 y bu'r Pwyllgor yn archwilio cynnydd y Deyrnas Unedig yn nhermau'r Confensiwn ddiwethaf. O'r herwydd, dyma'r tro cyntaf i'r Pwyllgor gael cyfle i werthuso effaith 'diwygio lles' wedi 2010 ar hawliau plant i dderbyn safon byw sy'n ddigonol, gan gynnwys bwyd a thai, hawliau nawdd cymdeithasol a mynediad at gyfiawnder.

Cyhoeddodd pedwar Comisiynydd Plant y Deyrnas Unedig adroddiad ar y cyd – sydd ar gael ar ein gwefan – yn craffu ar hanes llywodraeth y Deyrnas Unedig a'r llywodraethau datganoledig o ran hawliau plant yn ystod y saith mlynedd diwethaf, ers i'r Pwyllgor graffu ar y Deyrnas Unedig ddiwethaf. Nodwyd meysydd oedd yn destun pryder cyffredin ar draws y pedair gwlad; gan gynnwys cyflwr **gwasanaethau iechyd meddwl, cam-drin plant yn rhywiol, plant yn y system gyfiawnder, gweithredu CCUHP a diddymu'r Ddeddf Hawliau Dynol**. Roedd yr adroddiad yn cynnwys 70 o argymhellion, sydd fel ei gilydd yn hanfodol i helpu llywodraeth y Deyrnas Unedig a'r llywodraethau datganoledig i wireddu hawliau plant yn llawn ar draws y wlad.

Clywodd Pwyllgor y CU dystiolaeth gan gyrff anllywodraethol, pedwar Comisiynydd Plant y Deyrnas Unedig, ac yn fwy pwysig gan grwpiau cynrychioliadol o blant a phobl ifanc, yn yr hyn sy'n cael ei alw'n 'weithgor rhagesiynol' ym mis Hydref 2015. Yng Nghymru, roedd y materion allweddol yn cynnwys effaith anghymesur diwygio lles ar blant a theuluoedd Cymru; darparu gwasanaethau iechyd meddwl i blant a'r glasoed, gan gynnwys diffyg mynediad mewn argyfwng, amserau aros hir, a diffyg integreiddio gwasanaethau; polisi ar ddileu amddiffyniad cosb resymol; a'r siom ynghylch y ffaith nad oes gan bobl ifanc Cymru bellach gynulliad ieuentid cenedlaethol, annibynnol, a arweinir gan gyfoedion, ac yr etholir iddo'n ddemocrataidd.

Yn dilyn y cyfarfodydd hyn, lluniwyd 'rhestr o faterion' ar gyfer llywodraeth y Deyrnas Unedig a'r llywodraethau datganoledig, ac ynghyd ag ymatebion y llywodraeth iddyn nhw, dyna fydd sylfaen y gwrandawriad cyhoeddus gyda dirprwyaeth y Deyrnas Unedig yng Ngenefa yn ystod Mai 2016.

Bydd y Pwyllgor yn cyhoeddi ei ganfyddiadau, a adwaenir yn swyddogol fel sylwadau terfynol, yn ystod 2016. Yn y canfyddiadau hyn, bydd y Pwyllgor yn amlygu elfennau cadarnhaol a negyddol allweddol o ran sut mae'r Deyrnas Unedig yn rhoi hawliau plant ar waith. Yn fwyaf arwyddocaol, bydd hefyd yn gwneud cyfres o argymhellion ynghylch y camau y dylai llywodraeth y Deyrnas Unedig a'r llywodraethau datganoledig eu cymryd i symud hawliau plant ymlaen. Er na all y Pwyllgor orfodi llywodraethau Cymru a'r Deyrnas Unedig i newid cyfreithiau, polisiau ac ymarfer, mae'r Comisiynydd yn rhagweld y bydd y ddwy Lywodraeth yn cymryd canfyddiadau'r Pwyllgor o ddifri ac yn ymateb iddynt yn gyflym ac yn ystyrlon, yn enwedig yng ngoleuni'r cyfraniad amhrisiadwy a wnaed gan blant a phobl ifanc i'r broses adrodd hon.

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**Bydd y Comisiynydd yn disgwyl i Weinidogion Llywodraeth**

**Cymru arddangos arweinyddiaeth ac ymroddiad i symud**

**ymlaen gydag argymhellion y Pwyllgor trwy Raglen**

**Lywodraethu benodedig ar gyfer Plant a Phobl Ifanc, gyda**

**chynllun gweithredu a ddiffiniwyd yn glir ar gyfer gweithredu**

**CCUHP yn llawn.**

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## The United Nations Committee on the Rights of the Child

This year was a significant period for children's rights, as a United Nations expert Committee has been assessing the extent to which the UK Government and its devolved governments have given effect to children's rights in their laws and policies. These rights are set out in the UN Convention on the Rights of the Child (UNCRC), an international treaty, which the Welsh Government ratified as the basis for all its work for children and young people in 2004, thereby volunteering to be bound by it and the rights and obligations it sets out.

Implementation of the rights set out in the Convention is monitored by the Committee on the Rights of the Child. As part of this monitoring process, the UK and devolved governments submit a 'periodic state report' every 5 years or so. The UK and Welsh Government sent in its report in 2014. The last time the Committee examined the UK's progress in terms of the Convention was in 2008. As such, this has been the first time that the Committee has had a chance to evaluate the impact of post-2010 'welfare reform' on children's rights to an adequate standard of living, including food and housing, social security rights and access to justice.

All four UK Children's Commissioners published a joint report – available on our website - which scrutinises the UK and devolved governments' record on children's rights over the last seven years, since the Committee last scrutinised the UK. It identified areas of common concern drawn across the four nations; including the state of **mental health services, child sexual abuse, children in the justice system, the implementation of the UNCRC and repealing the Human Rights Act**. The report included 70 recommendations, all of which are fundamental in assisting the UK and devolved governments to fully realise children's rights across the country.

The UN Committee heard evidence from non-governmental organisations, the four UK Children's Commissioners, and more importantly representative groups of children and young people, at what is called a 'pre-sessional working group' in October 2015. For Wales, the key issues included the disproportionate impact of welfare reform upon Welsh children and families; the provision of child and adolescent mental health services including a lack of crisis access, long waiting times, and lack of service integration; policy on the abolition of the defence of reasonable chastisement; and the disappointment surrounding young people of Wales no longer having a national, independent, peer-led, democratically elected youth assembly.

Following these meetings, a 'list of issues' for the UK and devolved government was put together, which along with the government's replies to them, form the basis of the public hearing with the UK delegation in Geneva during May 2016.

The Committee will publish its findings, officially known as concluding observations, during 2016. In these findings, the Committee will highlight key positives and negatives in terms of the UK's implementation of children's rights. Most significantly, it will also make a series of recommendations on the steps the UK and devolved governments should take to advance children's rights. Whilst the Committee cannot force the UK and Welsh Government to change its laws, policies and practice, the Commissioner anticipates both Governments will take seriously the Committee findings and respond to them quickly and meaningfully, especially in light of the invaluable contribution made by children and young people to this reporting process.

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**The Commissioner will be expecting Welsh Government Ministers to show leadership and commitment to take forward the Committee's recommendations via a dedicated Programme of Government for Children and Young People, with a clearly defined action plan for full implementation of the UNCRC.**

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**04**

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**Strwythur y sefydliad**

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**ar 31 Mawrth 2016**

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**04**

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**The organisational structure  
on 31 March 2016**

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## Y Comisiynydd a'r Cynorthwy-ydd Gweithredol

Cychwynnodd Sally Holland yn swydd y Comisiynydd Plant ar 20 Ebrill 2015, ac mae wedi cael blwyddyn gyntaf brysur yn y swydd. Ei phrif dasgau yw hybu a diogelu hawliau plant a'u llesiant.

### Hybu hawliau

Yn ystod ei blwyddyn gyntaf, ymwelodd y Comisiynydd â phob un o'r 22 awdurdod lleol yng Nghymru, gan gwrdd wyneb yn wyneb â miloedd o blant a phobl ifanc sy'n byw ym mhob math o amgylchiadau. Fel arfer yn ystod yr wythnos waith cafodd rhwng un a thri chyfarfod gyda phlant a phobl ifanc. Rhoddodd 29 o anerchiadau allweddol mewn cynadleddau a seminarau, a bu'n codi llais yn y cyfryngau'n rheolaidd.

### Diogelu hawliau

Bu'r Comisiynydd yn cyfarfod yn rheolaidd â Gweinidogion y Llywodraeth, Aelodau Cynulliad, gweithwyr proffesiynol a chynghorwyr lleol i godi materion yr oedd wedi clywed amdanynt gan blant a phobl ifanc. Bu'n gweithio gyda Chomisiynwyr Plant eraill y Deyrnas Unedig i ddylanwadu ar faterion fel credydau treth a budd-daliadau, cyfiawnder ieuencid a cheiswyr lloches a ffoaduriaid yn y Deyrnas Unedig.

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## Dyma mae Sally'n ei ddweud am 2015-16:

**'Mae hon wedi bod yn flwyddyn gyntaf gyffrous. Ymhlith yr uchafbwyntiau i mi roedd cwrdd â chynifer o blant rhyfeddol a chlywed ganddyn nhw, gweld yn uniongyrchol waith calonogol seiliedig ar hawliau mewn ysgolion, awdurdodau lleol, elusennau a'r GIG, gweld peth cynnydd yn cael ei wneud ar faterion polisi pwysig a, gan mod i'n dod o'r Alban, cael cyfle i ddatblygu fy sgiliau yn y Gymraeg er mwyn ymgysylltu â phlant ac eraill yn eu hiaith gyntaf.'**

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## The Commissioner and Executive Assistant

Sally Holland took up the post of Children's Commissioner 20th April 2015, and has had a busy first year in post. Her main tasks are to promote and safeguard children's rights and their well-being.

### Promoting rights

In her first year the Commissioner visited all 22 local authorities in Wales, meeting thousands of children and young people face to face, who live in all sorts of circumstances. Most working weeks she had between one and three meetings with children and young people. She gave 29 keynote addresses at conferences and seminars and spoke out in the media on a regular basis.

### Safeguarding rights

The Commissioner met regularly with Government Ministers, Assembly Members, professionals and local councillors to raise issues she had heard from children and young people. She worked with the other UK Children's Commissioners to influence UK issues such as tax credits and benefits, youth justice and asylum seekers and refugees.

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### Sally says about 2015–16:

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**'This has been an exciting first year. Highlights for me have included meeting and hearing from so many fantastic children, seeing at first hand some encouraging rights-based work in schools, local authorities, charities and the NHS, seeing some progress made on important policy issues and (as a Scot) having the chance to develop my Welsh language skills so that I can engage with children and others in their first language.'**

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## Y Gwasanaeth Cyngor a Chymorth

Mae'r prif ddyletswyddau'n cynnwys:

- rheoli Gwasanaeth Cyngor a Chymorth di-dâl, annibynnol y Comisiynydd, sy'n ffynhonnell o gymorth a chefnogaeth os bydd plant a phobl ifanc neu'r rhai sy'n gofalu amdanyn nhw yn teimlo bod plentyn wedi cael ei drin yn annheg;
- gweithio gyda swyddogion polisi i ganfod materion ehangach a chyfleoedd dysgu ar gyfer gweithwyr proffesiynol, yn ogystal â llywodraethau lleol a chanolog.

Rhan bwysig o'm rôl yw sicrhau bod pob oedolyn, beth bynnag yw eu rôl, yn gweithredu er lles pennaf plant a phobl ifanc trwy sicrhau mai eu llesiant nhw sydd amlycaf mewn unrhyw benderfyniadau a chamau gweithredu sy'n effeithio ar y plant a'r bobl ifanc hynny.

Kay, Swyddog Ymchwiliadau a Chyngor

Llynedd fe ges i gyfle i ddefnyddio fy mhrofiad o weithio gyda phlant a'u teuluoedd fel Swyddog Ymchwiliadau a Chyngor i gynorthwyo cydweithwyr polisi a Swyddogion Llywodraeth Cymru gyda'r ymateb ymgynghori i'r Bil Anghenion Dysgu Ychwanegol (ADY) drafft a'r Côd Ymarfer newydd arfaethedig.

Liz, Swyddog Ymchwiliadau a Chyngor

Yn ystod 2015/16 gweithredodd y gwasanaeth cyngor a chymorth system well ac wedi'i diweddarau ar gyfer rheoli achosion. Er na ellir cymharu'r ystadegau canlynol, a gymerwyd o'r system rheoli achosion a ddiweddarwyd, yn uniongyrchol ag ystadegau'r flwyddyn flaenorol, mae nifer yr achosion yn gymaradwy â'r adroddiadau mewn blynyddoedd blaenorol.

### Cyfanswm nifer yr achosion 519

**Mae hyn yn cymharu â ffigurau o 540 a 524 yn y ddwy flynedd flaenorol.**

Y Math o Atgyfeiriad

336 – Ffôn

140 – E-bost

36 – Llythyr

2 – Rhadffôn

3 – Yn bersonol

2 – Neges destun

**Prif ffynonellau'r atgyfeiriadau i'r fîm Cyngor a Chymorth oedd**

Rhiant – 273

Aelod o'r teulu estynedig – 51

Aelod o'r cyhoedd – 51

Plentyn neu Berson Ifanc – 29

Gweithiwr Proffesiynol arall – 28

Gofalwr Maeth – 27

Isod ceir rhai enghreifftiau o waith achosion yn ystod y flwyddyn ddiwethaf. Rydyn ni wedi cynnwys enghreifftiau pellach ar hyd yr adroddiad er mwyn amlygu sut mae ein gwasanaeth cyngor a chymorth yn llywio'n gwaith Polisi a Materion Cyhoeddus.



## Advice and Support Service

Main duties include:

- **managing the Commissioner’s free and independent advice and support service, which is a source of help and support if children and young people or those who care for them feel that a child’s been treated unfairly;**
- **Work with policy officers to identify wider issues and learning opportunities for professionals as well as local and central governments.**

An important part of my role is to ensure that all adults, whatever their role, act in the best interests of children and young people by putting their wellbeing at the forefront of any decisions and actions which affect those children and young people.

Kay, Investigation and Advice Officer

Last year I was able to use my experience of working with children and their families as an Investigation and Advice Officer to assist policy colleagues and Welsh Government officials with the consultation response to the draft Additional Learning Needs (ALN) Bill and the new proposed Code of Practice.

Liz, Investigation and Advice Officer

During 2015/16 the advice and support service implemented an improved and updated case management system. Whilst the following statistics taken from the updated case management system cannot be directly compared with previous years’ statistics, the number of cases is comparable with reporting in previous years.

### Total Number of cases 519

This compares with figures of 540 and 524 in the previous two years.

### Referral Type

336 – Phone

140 – Email

36 – Letter

2 – Free phone

3 – In person

2 – Text message

The main sources of referral to the Advice and Support team were

Parent – 273

Extended family member – 51

Member of the public – 51

Child or Young person – 29

Other Professional – 28

Foster Carer – 27

Below are some illustrations of case work from the last year. We have included further examples throughout the report to highlight how our advice and support service informs our Policy and Public Affairs work.

## Amddiffyn Plant

Cysylltodd nifer o rieni â'r Swyddfa ynghylch pryderon oedd ganddynt am sut roedd Gwasanaethau Cymdeithasol, Addysg, yr Heddlu a'r bwrdd diogelu lleol wedi ymateb i achos difrifol o gam-drin plant. Roedd y rhieni'n pryderu nad oedden nhw na'u plant wedi cael eu cefnogi'n briodol, ac nad oedd eu lleisiau'n cael gwrandawriad, er eu bod wedi codi pryderon gyda'r gwahanol asiantaethau ynghylch nifer o faterion. Gofynnodd y rhieni am gymorth y Comisiynydd i ymdrin â'r pryderon oedd ganddynt.

Gan gydnabod yr angen i bob asiantaeth adolygu a myfyrio ar eu hymwneud â'r achos hwn, llwyddodd y Swyddfa i weithredu fel eiriolwr ar ran y rhieni a sicrhau bod y bwrdd diogelu lleol yn cynnal Digwyddiad Dysgu amlasiantaeth yn unol â gweithdrefnau Adolygu Ymarfer Plant.

Bu hwn yn achos cymhleth a heriol, oedd yn galw am gyswllt a chyd-drafod helaeth â nifer o wahanol asiantaethau er mwyn cyflawni canlyniad a oedd yn ymateb i bryderon y rhieni a oedd wedi cysylltu â'r Swyddfa, yn ogystal â sicrhau y byddai'r rheolaeth strategol ar ddigwyddiadau o'r fath yn y dyfodol yn derbyn sylw mewn ffordd wahanol.

O ganlyniad i'r digwyddiad dysgu, mae'r Bwrdd Diogelu Plant wedi cytuno ar fframwaith a phrotocol ar gyfer rheoli digwyddiadau sy'n ymwneud ag achosion lluosog o gam-drin plant, a phan weithredir hynny, bydd yn sicrhau nad yw'r materion y deuyd â hwy at sylw'r Comisiynydd gan rieni yn cael eu hailadrodd. Ysgrifennodd un o'r rhieni oedd wedi cysylltu â'r swyddfa at y Comisiynydd ar ddiwedd deunaw mis o waith:

**"Rydyn ni'n ysgrifennu i ddiolch i'ch swyddfa... ac i gofnodi ein barn bod Swyddfa'r Comisiynydd Plant yn adnodd y mae angen mawr amdano... Ers dros 18 mis roedd yr asiantaethau a'r gweithwyr proffesiynol allweddol wedi bod yn barhaus ac yn llwyr yn amharchu ac yn anwybyddu, neu'n anymwybodol o anghenion, hawliau a lles y plant/bobl ifanc dan sylw, eu teuluoedd a chymuned ehangach yr ysgol... doedd neb heblaw am [enw'r aelod o dîm rheoli'r Comisiynydd Plant] i weld ag unrhyw ddiddordeb o gwbl yn y person ifanc a'r teulu, nac yn ystyried anghenion y grŵp. Rydyn ni'n gobeithio eich bod chi'n... cytuno bod y Strategaeth a'r Broses a gadarnheir nawr, yn ddiamau, er lles pennaf y plentyn/person ifanc a'u teulu."**

## Child Protection

A number of parents contacted the Office in relation to concerns that they had about the way in which Social Services, Education, Police and the local safeguarding board had responded to a serious child abuse incident. The parents were concerned that both they and their children had not been supported appropriately and that despite having raised concerns with the various agencies about a number of issues their voices were not being listened to. The parents requested the support of the Commissioner to address the concerns they had.

Recognising the need for all agencies to review and reflect upon their involvement in this case, the Office was able to advocate on behalf of the parents to ensure the local safeguarding board held a multi-agency Learning Event in line with Child Practice Review procedures.

This was to prove a complex and challenging case, which required extensive contact and negotiation with a number of different agencies to achieve an outcome that both answered the concerns of the parents that had contacted the Office, as well as ensuring that the strategic management of such incidents in the future would be approached differently.

As a result of the learning event, the Safeguarding Children's Board has agreed a framework and protocol for managing incidents involving multiple child abuse that will, when implemented, ensure that the issues brought to the attention of the Commissioner by parents will not be repeated. One of the parents who contacted the office wrote to the Commissioner at the conclusion of eighteen months' work:

**"We are writing to say thank you to your office... and to put on record our opinion that the Office of the Children's Commission is a much needed resource... For over 18 months the key agencies and professionals continually and completely disrespected and ignored or were unaware of the needs, the rights and the welfare of the children/young people involved, their families and the wider school community... no-one other than [name of member of Children's Commissioner's management team] seemed remotely interested in the young person and their family or considered the needs of this group. We hope that you ...agree that the Strategy and Process that will now be ratified is without doubt in the best interest of the child/young person and their family."**

## Ymgynghoriad ar Gau Ysgolion

Trwy eu Cyngor Ysgol ysgrifennodd disgyblion at y Comisiynydd yn cwyno eu bod yn anfodlon ar y broses ymgynghori yr oedd eu hawdurdod lleol wedi'i chynnal ynghylch cynigion i gau ysgolion. Teimlai'r plant fod y broses ymgynghori wedi'i threfnu'n wael, a doedden nhw ddim yn teimlo bod eu lleisiau wedi cael eu clywed.

Roedd y plant yn cwyno nad oedd dogfen ymgynghori addas i blant wedi'i chynhyrchu; bod digwyddiad ymgynghori a drefnwyd gyda nhw wedi canolbwyntio ar eu barn ynghylch symud i ysgol newydd, yn hytrach na'u barn am gau'r ysgol (gan roi'r argraff, felly, fod penderfyniadau eisoes wedi'u gwneud); doedd yr adroddiad terfynol a gyflwynwyd i'r cyngor ddim yn adlewyrchu eu barn; a chawson nhw ddim adborth ar eu hymateb i'r ymgynghoriad. Gofynnodd y cyngor ysgol am gyfarfod gyda'r Comisiynydd i drafod eu pryderon.

Fe wnaethon ni gwrdd â'r disgyblion a defnyddio gweithgareddau oedd yn caniatáu i'r disgyblion (o F11 i F16) ddweud wrthyn ni yn eu geiriau eu hunain sut roedden nhw'n teimlo am y broses ymgynghori

a sut gallai fod wedi cael ei gwneud yn well. Fe wnaethon ni ysgrifennu at yr awdurdod lleol ar eu rhan i rannu lleisiau'r plant ac i fynegi ein pryderon ynghylch eu profiadau o'r broses. Ymatebodd yr awdurdod lleol yn gadarnhaol iawn i'r llythyr.

O ganlyniad i'n hymyrraeth, fe wnaeth yr awdurdod lleol gwrdd â'r Cyngor Ysgol i drafod eu pryderon ynghylch yr ymgynghoriad a hefyd i glywed sut bydden nhw'n hoffi i'r pontio i'w hysgolion newydd ddiwydd.

Teimlai'r disgyblion fod eu lleisiau wedi cael eu clywed, bod yr awdurdod lleol wedi gwrandao arnyn nhw, a bod yr awdurdod lleol wedi derbyn nad oedd y broses ymgynghori a ddefnyddiwyd wedi bod yn brofiad priodol na chadarnhaol iddyn nhw. Bu'r awdurdod lleol hefyd yn hwyluso ein cyfarfod gyda'r gwasanaeth chwarae lleol a arweiniodd yr ymgynghoriad gwreiddiol, gan ein galluogi i'w helpu i adolygu eu proses ymgynghori gyda phlant a phobl ifanc.

## Cludiant o'r Cartref i'r Ysgol

Cysylltodd rhiant â'r Swyddfa oherwydd ei fod yn pryderu ynghylch cynlluniau awdurdod lleol i gael gwared o'r hebryngwyr ar gludiant i ysgolion cynradd a'r risgiau diogelu posibl y gallai hynny eu hachosi i blant ifanc.

Rhoddodd y Swyddog Ymchwiliadau a Chyngor wybodaeth i'r galwr ynghylch sut i herio penderfyniad yr awdurdod lleol, gan gynnwys darparu cyngor ac arweiniad statudol i gefnogi her o'r fath. Cysylltodd y Swyddog hefyd â'r awdurdod lleol, gan fod y galwr wedi cwyno nad oedd ymgynghori ac asesiadau risg priodol wedi cael eu cynnal, a bod hynny'n torri ymrwymiad yr awdurdod lleol dan sylw i roi hawliau plant ar waith. Yng ngoleuni'r wybodaeth newydd a ddarparwyd iddyn nhw, cytunodd yr awdurdod i adolygu'r asesiad risg roedden nhw wedi'i gynnal.

Wedi hynny, cawson ni'r ohebiaeth ganlynlod gan y rhiant oedd wedi cysylltu â'r Swyddfa:

**"Fe ges i e-bost gan gyngor (enw) heddiw, yn rhoi gwybod i mi na fydd y cynorthwyr sy'n hebrwng teithwyr ar fysiau ysgol yn cael eu dileu yn ystod y flwyddyn academaidd sy'n dod, er y gallai'r cyngor ailystyried y penderfyniad hwnnw ar gludiant ysgol yn y dyfodol. Carwn ddiolch yn fawr i chi am eich cyngor a'ch cymorth pan ysgrifennais i atoch chi a siarad â chi, yn chwilio am help.**

**Roedd eich cymorth a'ch arbenigedd yn allweddol wrth helpu rhieni fel fi i sicrhau'r hawl yma i'n plant."**

## School Closure Consultation

Pupils via their School Council wrote to the Commissioner complaining about their dissatisfaction with the consultation process run by their local authority in relation to school closure proposals. The children felt that the consultation process was poorly run and they didn't feel that their voices had been heard.

The children complained that there had been no child appropriate consultation document; that a consultation event arranged with them focused upon their views about moving to a new school, rather than their views about the school closure (thus giving the impression that decisions had already been made); the final report presented to council did not reflect their views; and they did not receive any feedback about their consultation response. The school council requested a meeting with the Commissioner to discuss their concerns.

We met with the pupils and used activities which allowed the pupils (from Y1 to Y6) to tell us in their own words how they felt about the consultation process and how it could have been done better.

We wrote on their behalf to the local authority to share the voices of the children and to express our concerns about their experiences of the process. The local authority responded very positively to the letter.

As a result of our intervention the local authority met with the School Council to discuss their concerns over the consultation and also to hear what they would like their transition to their new schools to look like.

The pupils felt that they had their voices heard, that they have been listened to by the local authority and the local authority have taken on board that the consultation process used had not been an appropriate nor positive experience for them. The local authority also facilitated our meeting with the local play service who led the original consultation, allowing us to help them review their consultation process with children and young people.

## Home to School transport

A parent contacted the Office worried about a local authority's plans to remove chaperones on primary school transport and the potential safeguarding risks this posed to young children.

The Investigation and Advice Officer provided the caller with information about how to challenge the decision the local authority had made including the provision of statutory advice and guidance to support such a challenge. The Officer also contacted the local authority as the caller had complained that proper consultation and risk assessments had not been undertaken in breach of that local authority's commitment to putting children's rights into practice. In light of the new information provided to them the authority agreed to review the risk assessment they had undertaken.

Subsequently we received the following communication from the parent who had contacted the Office:

**"I received an email from (name) council today informing me that the passenger assistants on school buses will not be removed in the coming academic year although the council might revisit their decision on school transport in the future. I would like to thank you very much for your advice and support when I wrote to you and talked to you seeking help.**

**Your assistance and expertise was the key in helping parents like me winning this right for our children."**

## Y Tîm Cyfranogiad

Y tîm cyfranogiad sy'n sicrhau bod y Comisiynydd a'i thîm yn cael gwybod beth yw barn a phrofiadau ystod eang o blant a phobl ifanc yng Nghymru. Maen nhw hefyd yn gweithio'n galed i hyrwyddo gwybodaeth a dealltwriaeth o hawliau plant, a wneir drwy'r canlynol:

— Y cynllun Llysgenhadon Gwych sy'n cynnwys 200+ o ysgolion cynradd. Mae dau blentyn ym mhob ysgol yn cael eu hethol i gynrychioli'r Comisiynydd, gan sicrhau bod pawb yn yr ysgol yn gwybod am hawliau a bod y Comisiynydd yn clywed beth sy'n bwysig i'r plant yn eu hysgolion.

— Y cynllun Llysgenhadon Uwchradd – a gafodd ei beilota eleni ac a fydd yn parhau yn 2016-17.

— Ein grwpiau Llysgenhadon Cymunedol, sy'n sicrhau bod y Comisiynydd yn cael clywed yn uniongyrchol gan blant a phobl ifanc sydd ag arbenigedd trwy eu profiadau bywyd, megis byw gydag anabledd, perthyn i grwpiau lleiafrifol fel Sipsiwn a Theithwyr a chymunedau Du a Lleiafrifoedd Ethnig (BME) neu fyw mewn ardaloedd sy'n profi tlodi.

— Ein diwrnodau ymgynghori â phobl ifanc sydd â phrofiad o ofal.

— Ein grŵp 'Cydweithredwyr Ifanc' – a ffurfiwyd o'r panel o bobl ifanc a fu'n cyfweld â Sally yn 2015 ar gyfer ei swydd fel Comisiynydd. Bydd hwn yn cael ei ddisodli gan Banel Ymgynghorol Pobl Ifanc, fydd yn destun recriwtio agored, yn 2016.

— Gweithio mewn partneriaeth â grwpiau cyfranogiad eraill fel fforymau ieuencid, cynghorau ysgol a Cymru Ifanc.

Yn 2015-2016 bu'r tîm a'r Comisiynydd yn cynnwys **3,875** o blant a phobl ifanc mewn digwyddiadau wyneb yn wyneb (gweler tudalen 20), gweithdai, grwpiau ffocws, gweithgareddau, a gweminarau. Cwblhaodd ein Llysgenhadon dair 'Tasg Arbennig' ar gyfer y Comisiynydd, oedd yn golygu eu bod wedi cyflawni tasgau arbennig fel cynnal arolygon neu arwain gwasanaethau boreol oedd yn trafod hawliau.

Gan mod i wedi dod o sefydliad llawer mwy mae wedi bod yn syndod ac yn bleser mawr gweld i ba raddau mae'r swyddfa gyfan yn ymwneud â darparu digwyddiadau yma. Mae hyn yn hanfodol i lwyddiant y digwyddiadau ar raddfa fawr y mae'r tîm Cyfranogiad yn eu cydlynu.

Llinos, Swyddog Cyfranogiad

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## Participation team

The participation team ensure that the Commissioner and her team are informed about the views and experiences of a wide range of children and young people in Wales. They also work hard to promote knowledge and understanding of children's rights. This is done through:

- **The Super Ambassador scheme involving 200+ primary schools. Two children in each school are elected to be the Commissioner's representatives, ensuring that everyone in the school knows about rights and the Commissioner hears about what's important to children in their school.**
  - **The Secondary Ambassadors scheme – which was piloted this year and will continue in 2016-17.**
  - **Our Community Ambassadors groups which ensure that the Commissioner hears directly from children and young people with expertise through their life experiences such as living with a disability, belonging to minority groups such as Gypsy and Traveller and Black and Minority Ethnic communities or living in areas experiencing poverty.**
  - **Our consultation days with young people who are care-experienced.**
  - **Our 'Young Collaborators' group – formed from the panel of young people that interviewed Sally in 2015 for her job as Commissioner. This will be replaced by an openly recruited Young People's Advisory Panel in 2016.**
  - **Partnership working with other participation groups such as youth forums, school councils and Young Wales.**
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In 2015-2016 the team and the Commissioner involved **3,875** Children and young people in face to face events (see page 20), workshops, focus groups, activities, and webinars. Our Ambassadors completed three 'Special Missions' for the Commissioner, which meant that they carried out special tasks like conducting surveys or leading assemblies about rights.

**Coming from a much larger organisation I have been so pleasantly surprised by how much the whole office gets involved in delivering events here. This is crucial to the success of the large scale events co-ordinated by the Participation team.**

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Linos, Participation Officer

## Polisi a Materion Cyhoeddus

Mae fîm Polisi a Materion Cyhoeddus y Comisiynydd yn ceisio sicrhau bod hawliau plant yn cael eu darparu i holl blant a phobl ifanc Cymru mewn nifer o ffyrdd, gan gynnwys:

- **Ymateb i ddeddfwriaeth arfaethedig yng Nghynulliad Cenedlaethol Cymru ac ymateb i ymgynoriadau ar ganllawiau a rheoliadau newydd neu ddiwygiedig a gynhyrchir gan Lywodraeth Cymru.**
- **Monitro gweithrediad Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP) yng Nghymru. Gyda'n cydweithwyr ar draws Swyddfeydd Comisiynwyr eraill y Deyrnas Unedig rydym yn monitro gweithrediad cyffredinol CCUHP yn y Deyrnas Unedig ac yn adrodd ar gynnydd i Bwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn.**
- **Dylanwadu ar newid systemig i blant a phobl ifanc ar ffurf polisi ac ymarfer trwy fonitro a yw Llywodraeth Cymru a sefydliadau eraill sy'n dweud eu bod yn mynd i wneud gwahaniaeth i fywydau plant a phobl ifanc yn cadw eu haddewidion.**
- **Gwrando ar leisiau plant a phobl ifanc a rhoi llwyfan iddyn nhw ddylanwadu ar bolisi ac ymarfer.**
- **Hybu hawliau plant ymhlith llunwyr polisi, ymarferwyr a chymdeithas sifil ehangach.**

Gan fod Comisiynydd newydd yn y swydd, elfen amlycaf eleni fu creu perthynas waith gadarnhaol gyda holl Aelodau Cabinet perthnasol Llywodraeth Cymru, arweinyddion trawsbleidiol ar bolisi plant yng Nghynulliad Cenedlaethol Cymru a Thai'r Senedd, yn ogystal â chynnal perthnasoedd gwaith cryf gyda rhanddeiliaid allweddol ar draws cymdeithas sifil.

Eleni ymatebodd y fîm i 41 o ymatebion ymgynghori ar bynciau oedd yn cynnwys gweithredu Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru), Diwygio Cōd Ymarfer Cymru Deddf Iechyd Meddwl 1983 a Bil drafft Anghenion Dysgu Ychwanegol a Thribiwnlys Addysg (Cymru).

Bu'r Comisiynydd hefyd yn mynychu Grŵp Seneddol Trawsbleidiol San Steffan ar blant yng Nghymru i drafod Adroddiad Blynyddol 14/15 a briffio'r ASau ynghylch cynnwys yr adroddiad amgen a gyflwynwyd i Bwyllgor y CU ar Hawliau'r Plentyn.

**Yn ystod y flwyddyn ddiwethaf rwyf wedi cael y fraint o gwrdd â llawer o bobl ifanc sy'n byw mewn gofal preswyl a siarad â nhw am eu profiadau, i'w cynnwys mewn adroddiad. Fe fuon nhw'n mynegi eu barn yn glir, ac fe roddodd hynny ffocws clir i minnau ar beth sy'n bwysig iddyn nhw, y galla i, ac y bydda i'n eu symud ymlaen yn fy ngwaith i ddylanwadu ar bolisi yn y dyfodol.**

Rachel, Swyddog Polisi

**Mae hon wedi bod yn flwyddyn bwysig i hawliau plant yng Nghymru. Mae diwygio'r cwricwlwm a Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) wedi bod yn ddatblygiadau allweddol. Rwy'n edrych ymlaen at barhau i weithio gyda chydweithwyr ar draws y sector gyhoeddus i sicrhau mwy o effaith i CCUHP yn y meysydd polisi hyn, yn awr ac ar gyfer cenedlaethau'r dyfodol.**

Paul, Swyddog Polisi



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## Policy and Public Affairs

The Commissioner's Policy and Public Affairs team seeks to ensure that children's rights are delivered to all children and young people in Wales in a number of ways including:

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— **Responding to proposed legislation in the National Assembly for Wales and responding to consultations on new or revised guidance and regulations produced by the Welsh Government.**

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— **Monitoring the implementation of the United Nations Convention on the Rights of the Child (UNCRC) in Wales. With colleagues across the other Commissioners' Offices in the UK we monitor the overall implementation of the UNCRC in the UK and report on progress to the United Nations Committee on the Rights of the Child.**

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— **Influencing systemic change for children and young people through policy and practice by monitoring whether the Welsh Government and other organisations who say that they are going to make a difference to children and young people's lives keep their promises.**

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— **Listening to children and young people's voices and give them a platform to influence policy and practice.**

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— **Promote children's rights with policy makers, practitioners and wider civil society**

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With a new Commissioner in post, this year has been dominated with forging positive working relations with all relevant Welsh Government Cabinet Members, cross political Party leads on children's policy within the National Assembly for Wales and the Houses of Parliament, as well as maintaining strong working relationships with key stakeholders across civil society.

This year the team responded to 41 consultation responses on topics including implementation of the Social Services and Well-being (Wales Act), Revision of the Mental Health Act 1983 Code of Practice for Wales and the draft Additional Learning Needs and Educational Tribunal (Wales) Bill.

The Commissioner also attended Westminster's All-Party Parliamentary Group on children in Wales to discuss the 14/15 Annual Report and brief MPs on the content of the alternative reported submitted to the UN Committee on the Rights of the Child.

**In the last year I have had the privilege of meeting many young people living in residential care and talking to them about their experiences, to include in a report. Their clearly expressed views gave me a clear focus of what is important to them, and which I can and will take forward in future policy influencing work.**

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Rachel, Policy Officer

**This has been an important year for children's rights in Wales. Curriculum reform and the Wellbeing of Future Generations (Wales) Act have been significant developments. I look forward to continue working with colleagues across the public sector to give further effect to the UNCRC in these policy areas, for current and for future generations.**

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Paul, Policy Officer

## Gwasanaethau Corfforaethol

Y fîm yma sy'n sicrhau bod cyllid ac adnoddau'r sefydliad yn cael eu rheoli'n effeithlon ac yn effeithiol, gyda chymaint â phosib o'r adnodd yn cael ei gyfeirio at hybu a diogelu hawliau plant. Mae'r fîm yn cefnogi'r sefydliad cyfan i gyflawni ei nodau strategol, gan gynnwys cydymffurfio â deddfwriaeth cydraddoldeb. Mae holl aelodau'r fîm hwn yn cymryd rhan yn ein digwyddiadau i blant a hefyd yn sicrhau bod pobl ifanc yn chwarae rhan yn y cyfweiliadau swyddi. Y Comisiynydd yw Swyddog Cyfrifyddu'r corff.

Hi sy'n gyfrifol am gynnal system lywodraethu gadarn ac mae rhaid iddi ddiogelu ein cyllid a'n hasedau cyhoeddus. Mae'r fîm yma'n sicrhau bod y Comisiynydd yn cydymffurfio â'r ddeddfwriaeth a'r canllawiau yng nghyswllt y meysydd penodol hyn, ac yn cyflawni arbedion doeth ochr yn ochr â pharhau i amddiffyn a hybu hawliau plant. Ymhlith uchafbwyntiau eleni roedd:

- gwario llai ar weinyddiaeth y swyddfa
- gwario llai ar deithio a chynhaliaeth
- gwario mwy ar hyfforddiant

Maen nhw hefyd yn rheoli cyfleusterau'r swyddfa a iechyd a diogelwch o fewn y corff. Mae eu gwaith yn destun adroddiad llawn yn yr adran Adroddiad Strategol a Chyfrifon.

## Cyfathrebu

Mae ein fîm Cyfathrebu bychan sydd wedi ennill sawl gwobr yn cynnal ein cyfrifon cyfryngau cymdeithasol a'n gwefan, yn rheoli ein perthynas â'r wasg a'n cyfathrebu mewnol ac allanol. Maen nhw'n gyson yn cynnwys plant a phobl ifanc wrth gynhyrchu fideos, canllawiau ac adroddiadau.

### Uchafbwyntiau eleni:

- gweithio ar ganllaw i alluogi pobl ifanc i fynd i'r afael â phortreadau negyddol o'r gymuned LHDT yn y cyfryngau
- sicrhau cyhoedduswydd cryf i'n hadroddiadau thematig ar deithio i'r ysgol ac in hadroddiad i Bwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn
- creu App i bobl ifanc sy'n gadael gofal, sy'n cynnwys gwybodaeth am eu hawliau a'r pethau dylen nhw eu cael ar ôl gadael gofal
- denu dros 7000 o ddilynwyr ar Twitter

Roeddwn i wrth fy modd yn gweithio ar y canllaw cyfryngau, oedd yn mynd ati'n benodol i ymdrin â'r portreadau negyddol o'r gymuned LHDT. Yr agwedd fwyaf difyr oedd gweithio ar gartwnau'r canllaw, lle bues i'n eistedd gydag aelodau o Digon, grŵp hawliau LHDT yn Ysgol Plasmawr, a'r artist David Setter, a gwyllo syniadau cynnar yn datblygu'n ddatganiadau artistig cryf oedd yn wir yn cyfoethogi'r gwaith terfynol.

Lewis, Swyddog Cyfathrebu Digidol

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## Corporate Services

This team ensure that the finances and resources of the organisation are managed efficiently and effectively, with as much of the resource as possible being directed towards promoting and safeguarding children’s rights. The team supports the whole organisation to carry out its strategic goals, including our compliance with equality legislation. All members of this team take part in our children’s events and also ensure that young people are involved in job interviews.

The Commissioner is the organisation’s Accounting Officer. She has responsibility for maintaining a sound system of governance and must safeguard our public funds and assets. This team ensures that the Commissioner complies with legislation and guidance in relation to these specific areas and delivers prudent savings whilst continuing to protect and promote children’s rights. Highlights this year include:

- **less spend on office administration**
- **less spend on travel and subsistence**
- **more spend on training**

They also manage the office facilities and health and safety in the organisation. Their work is fully reported in the Strategic Report and Accounts section.

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## Communications

Our small and award-winning Communications team maintain our social media accounts and website, manage press relations and internal and external communications. They regularly involve children and young people in producing videos, guides and reports.

Highlights this year include:

- **working on a guide to enable young people to tackle the negative and harmful media portrayals of the LGBT community**
- **creating an app for young care leavers with information on their rights and entitlements**
- **securing strong media coverage for our thematic reports on school journeys and our report to the UN Committee on the Rights of the Child**
- **attracting over 7000 followers on Twitter**

**I loved working on the media guide, a guide aimed specifically at tackling the negative portrayals of the LGBT community. The most enjoyable aspect was working on the guide’s cartoons, where I sat with members of Digon, an LGBT-rights group in Ysgol Plasmawr, and artist David Setter, and watched early ideas develop into strong artistic statements that really enriched the final work.**

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Lewis, Digital Communications Officer

05

# Y Pedair D

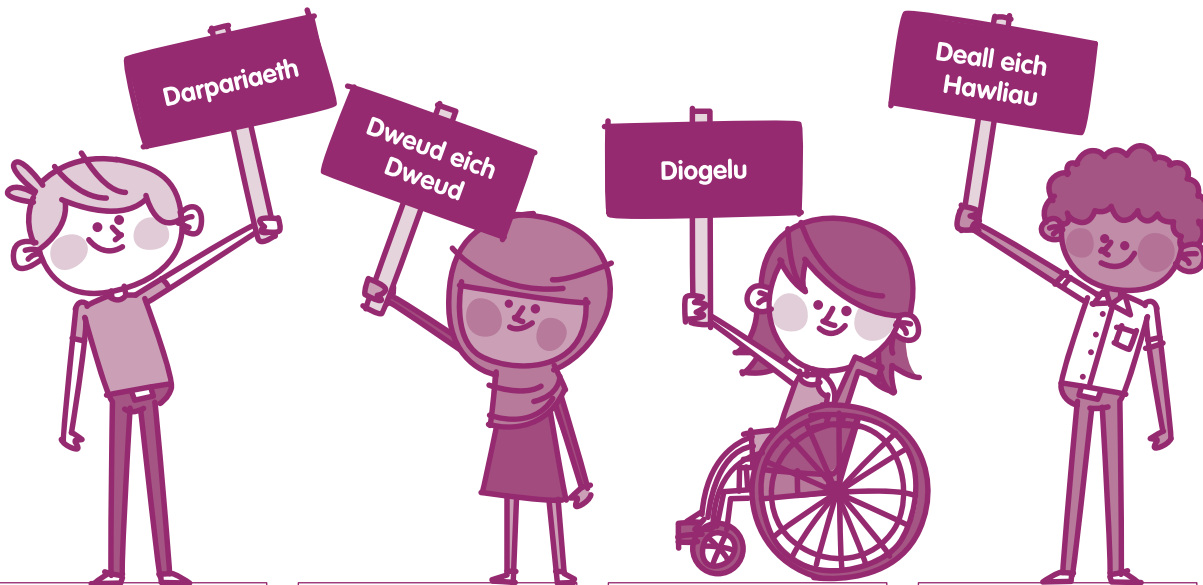
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**05**

# **The Four Ps**

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**Mae ein gwaith wedi'i rannu yn ôl pedair D Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP), sef**



Mae gan blant hawliau sy'n mynd i'r afael â'u hanghenion, gan gynnwys cartref diogel a chynnes, bwyd, addysg, gofal iechyd, gofal ychwanegol os ydyn nhw'n anabl, mynediad at hamdden, diwylliant a chwarae, a dylai eu teuluoedd dderbyn help ychwanegol os ydyn nhw'n byw mewn tlodi.

**Materion sy'n cael eu trafod yn ein hadroddiad blynyddol:** iechyd meddwl, addysg, eiriolaeth, mabwysiadu a thlodi.

Mae gan blant hawl i fod yn ddiogel yn eu cartrefi, eu hysgolion a'u cymunedau. Mae hyn yn cynnwys diogelwch ar-lein. Ymhlith y risgiau i ddiogelwch mae bwlio, esgeuluso, camdriniaeth gorfforol a rhywiol a niwed emosiynol.

**Materion sy'n cael eu trafod yn ein hadroddiad blynyddol:** camfanteisio'n rhywiol, achosion hanesyddol o gam-drin plant, amddiffyniad cyfartal, teithio i'r ysgol a phreifatrwydd mewn llysoedd ieuencid.

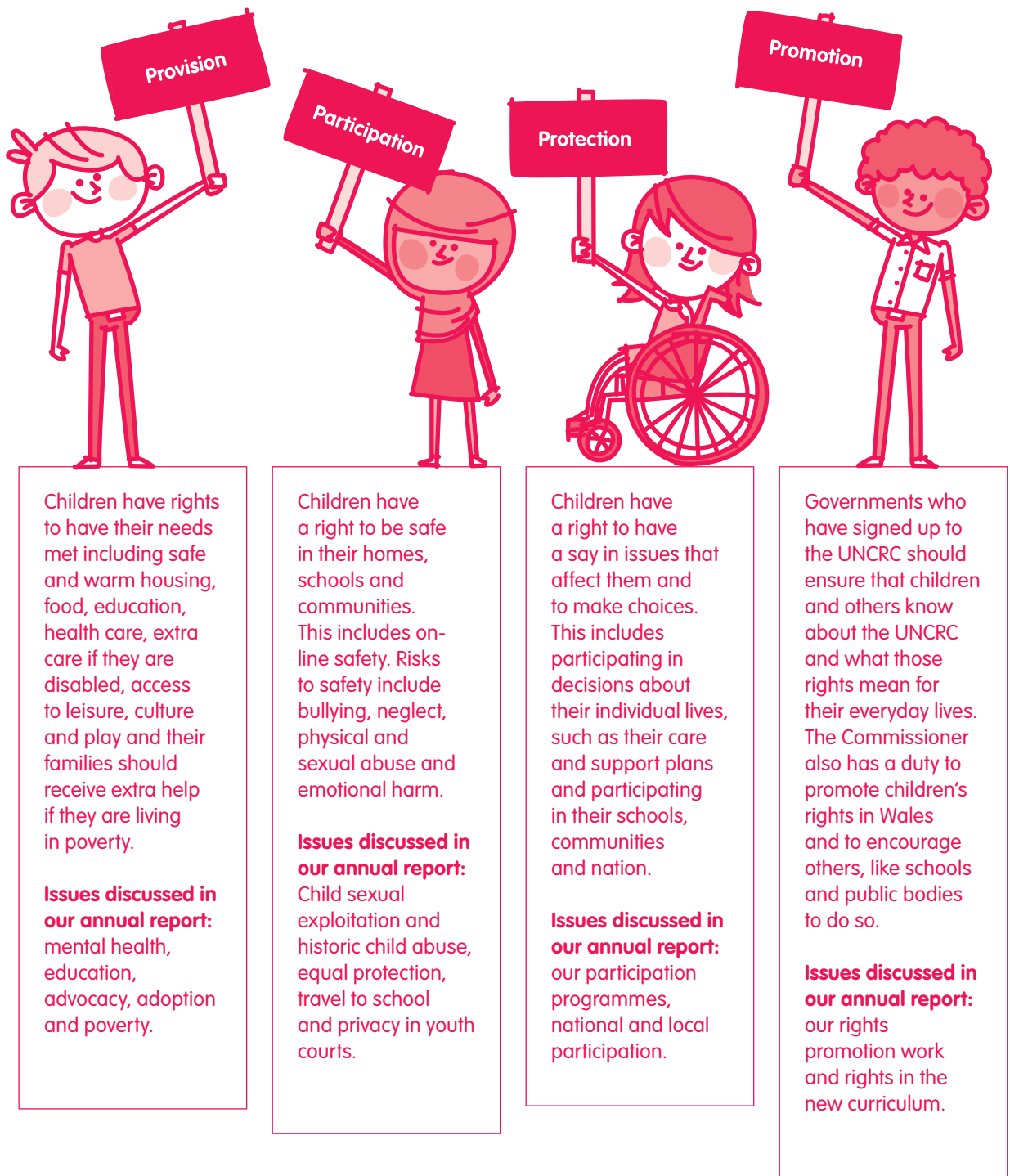
Mae gan blant hawl i roi eu barn ar faterion sy'n effeithio arnyn nhw a gwneud dewisiadau. Mae hyn yn cynnwys bod yn rhan o benderfyniadau am eu bywydau unigol, megis eu cynlluniau gofal a chefnogaeth a chael dweud eu dweud yn eu hysgolion, eu cymunedau a'u cenedl.

**Materion sy'n cael eu trafod yn ein hadroddiad blynyddol:** ein gwaith cyfranogi, cyfranogi ar lefel genedlaethol a lleol.

Dylai llywodraethau sydd wedi ymrwmo i CCUHP sicrhau bod plant ac eraill yn gwybod am CCUHP, a beth mae'r hawliau hynny'n ei olygu i'w bywydau pob dydd. Mae dyletswydd hefyd ar y Comisiynydd i hybu hawliau plant yng Nghymru, ac i annog eraill, megis ysgolion a chyrff cyhoeddus, i wneud hynny.

**Materion sy'n cael eu trafod yn ein hadroddiad blynyddol:** ein gwaith o godi ymwybyddiaeth, hawliau plant yn y cwricwlwm newydd.

## Our work is divided up under the four Ps of the United Nations Convention on the Rights of the Child (UNCRC)



## Darpariaeth

**Mae hawliau plant i gael yr holl bethau sydd eu hangen arnyn nhw ar gyfer iechyd, datblygiad ac i oroesi yn rhan bwysig o waith swyddfa'r Comisiynydd. Yn 2015-16 roedd ein gwaith yn cwmpasu ystod eang o feysydd oedd yn ymwneud â iechyd, addysg, gofal cymdeithasol ac incwm.**

## Iechyd Meddwl

### Y materion allweddol

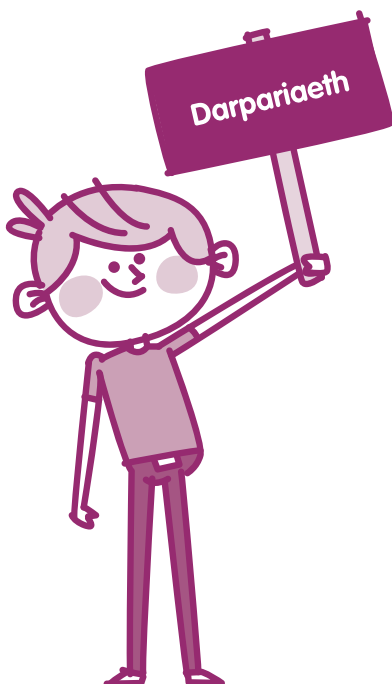
Mae mater iechyd meddwl wedi cael lle amlwg yn y pryderon y mae pobl ifanc, rhieni a gweithwyr proffesiynol wedi'u codi gyda'r Comisiynydd trwy'r ymgynghoriad Beth Nesa' I What Next, gan Aelodau Cynulliad a newyddiadurwyr. Materion allweddol parhaus yw hyd annerbyniol rhestrau aros ar gyfer gwasanaethau clinigol, datblygiad annigonol gwasanaethau sylfaenol ac ataliol, a'r pwysau gwaelodol sydd ar blant a phobl ifanc, er enghraifft straen arholiadau a bwlio. Mae pryderon hefyd ynghylch mynediad at driniaethau seicolegol a defnyddio meddyginiaeth. Cyfeiriwyd 11 o achosion at Wasanaeth Cyngor a Chymorth y Swyddfa. Dyma un enghraifft:

### Enghraifft o achos

Cysylltodd rhiant â ni oherwydd pryder ynghylch anawsterau ymddygiad ei blentyn. Datgelodd y rhiant fod y plentyn wedi bod ar y llwybr Anhwylder Sbectrwm Awtistig (ASD) ers 2014 ac yn aros am apwyntiad. Fodd bynnag, pan oedd nhw wedi cysylltu â CAMHS ynghylch yr apwyntiad yn ddiweddar, fe gafodd wybod bod yr apwyntiad yn dal heb ei wneud a bod rhestr aros hir.

Roedd gan y plentyn anawsterau addysgol oedd yn cael eu cefnogi gan yr ysgol a'r awdurdod addysg, ond heb yr asesiad ychwanegol a'r wybodaeth broffesiynol gan CAMHS doedd dim modd gwybod a oedd darpariaeth a chefnogaeth priodol yn eu lle i helpu'r plentyn yn addysgol, yn gymdeithasol ac yn emosiynol.

Cynghorwyd y rhiant i gwyno wrth Brif Weithredwr y Bwrdd Iechyd yng nghyswllt yr amserau aros lleol ar gyfer asesiad, a chytunwyd i symud hynny ymlaen. Fe lwyddon ni i ddefnyddio gwybodaeth ynghyd ag achosion eraill i ddangos i Lywodraeth Cymru y pryderon sydd gennym ni ynghylch darparu asesiadau a gwasanaethau iechyd meddwl i blant a'r glasod.





## Provision

**Children's rights to grow up with all the things they need for health, development and survival play a large part in the work of the Commissioner's office. In 2015-16 our work covered a wide range of areas concerning health, education, social care and income.**



## Mental Health

### The key issues

The issue of mental health has featured prominently in concerns raised with the Commissioner by young people, parents and professionals through the Beth Nesa' I What Next consultation, by Assembly Members and journalists. Key, ongoing issues are the unacceptable length of waiting lists for clinical services, under-development of primary and preventative services and underlying pressures on children and young people such as exam stress and bullying. There are also concerns about access to psychological treatments and use of medication. There were 11 cases referred to the Office's Advice and Support Service. Here is one example:

### Case example

We were contacted by a parent who was concerned about their child's behavioural issues. The parent disclosed that the child had been on the Autistic Spectrum Disorder (ASD) pathway since 2014 and that they had been waiting for an appointment. However when they recently contacted CAMHS regarding the appointment they were informed an appointment had still not been made and there was a long waiting list.

The child had educational issues which were being supported by school and the education authority but without the additional assessment and professional information from CAMHS it was not possible to know if appropriate provision and support to help the child educationally, socially and emotionally was in place.

The parent was advised to make a complaint to the Chief Executive of the Health Board in relation to the issue of local waiting times for assessment, which they agreed to take forward. We were able to use information along with other cases to illustrate to Welsh Government the concerns we have about the provision of child and adolescent mental health assessments and services.

## Sut rydyn ni wedi dylanwadu

Rydyn ni wedi gweithredu ynghylch y mater hwn mewn nifer o ffyrdd, gan gynnwys: gwranddo ar brofiadau pobl ifanc, gan gynnwys y rhai sydd mewn darpariaeth cleifion mewnol Haen 4, eu teuluoedd a gweithwyr proffesiynol er mwyn deall pryderon yn well a chlywed am arfer gorau lle mae'n bodoli; siarad mewn cynadleddau ac yn y cyfryngau; gweithredu fel llefarydd ar gyfer pedwar comisiynydd plant y Deyrnas Unedig ar faterion iechyd meddwl i'r CU a chyfryngau'r Deyrnas Unedig; ymuno â phanel ymgynghorol arbenigol rhaglen gwella'r GIG Law yn Llaw at Blant a Phobl Ifanc fel aelod annibynnol, a thrafod pryderon gyda'r Gweinidog Iechyd a Gwasanaethau Cymdeithasol ac uwch swyddogion y GIG.

Bu rhai datblygiadau i'w croesawu yn y maes hwn yn 2015-16, gan gynnwys buddsoddiad newydd mewn gwasanaethau CAMHS trwy Raglen GIG Law yn Llaw at Blant a Phobl Ifanc a chylchlythyr gan Lywodraeth Cymru i ymarferwyr meddygol ynghylch arfer gorau wrth ragnodi gwrth-iselyddion i bobl ifanc. Mae llawer llai o blant sy'n profi salwch meddwl wedi cael eu cadw yn y ddalfa gan yr heddlu fel lle diogel ers i'r gwaith gychwyn ar y Concordat Gofal Iechyd Meddwl mewn Argyfwng, gydag ond 7 o achosion rhwng Ebrill a Rhagfyr 2015, a dim un achos ers dechrau 2016. Rwy'n croesawu'n arbennig y targedau newydd uchelgeisiol ar gyfer rhestrau aros CAMHS o fis Ebrill 2016. Fodd bynnag, mae'n eglur na fyddwn yn cyrraedd y targedau yn 2016-17.

## Cyfleoedd a heriau yn y dyfodol

Bydd y newid systematig llwyr sy'n ofynnol i gynhyrchu gwasanaethau cyhoeddus sy'n hybu llesiant, yn atal salwch meddwl ac yn darparu'r gwasanaethau cywir mewn modd amserol i'r rhai sydd angen ymyrraeth gynnar neu driniaeth glinigol yn galw am ymdrech bendant a buddsoddiad gwirioneddol yn ystod y blynyddoedd nesaf. Bydd yn gofyn bod iechyd, addysg, gwaith ieuencid a chymuned a gwasanaethau cymdeithasol yn cynllunio ac yn gweithio ar y cyd. Bydd angen recriwtio a hyfforddi clinigwyr newydd, ac mae angen sicrhau bod gan yr holl weithwyr proffesiynol sy'n gweithio gyda phlant y sgiliau cywir i gefnogi plant sy'n profi arwyddion cynnar trallod neu iselder ysbryd. Bydd angen i Lywodraeth Cymru barhau i ddarparu o leiaf lefel y cyllid ychwanegol a ddarparwyd yn 2015-16 yn ystod y blynyddoedd nesaf, er mwyn helpu'r gwasanaeth i gyflawni newid trawsffurfiannol.

Bydd y Comisiynydd yn parhau i fonitro cynnydd trwy ei hymwneud â'r Grŵp Ymgynghorol Arbenigol ar gyfer y Rhaglen Law yn Llaw at Blant a Phobl Ifanc. Bydd ei thîm yn cychwyn rhaglen o waith am brofiadau plant o raglenni ysgol, er mwyn hybu perthnasoedd da a llesiant.

### Argymhellion i Lywodraeth Cymru a'r GIG

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— **Dylai rhaglen adolygu'r cwricwlwm 'Dyfodol Llwyddiannus' weithio'n agos gyda rhaglen Law yn Llaw at Blant a Phobl Ifanc y GIG i hybu dulliau gweithredu ysgol gyfan, seiliedig ar dystiolaeth, yng nghyswllt perthnasoedd iach, iechyd meddwl a llesiant.**

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— **Dylai'r Rhaglen GIG Law yn Llaw at Blant a Phobl Ifanc barhau i dderbyn cyllid digonol i gyflawni ei uchelgeisiau, a dylai fonitro a yw profiadau plant o ofal iechyd meddwl yn gwella.**

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## How we've influenced

We have taken action on this issue in a number of ways. This includes: listening to the experiences of young people, including those in Tier 4 in-patient provision, their families and professionals to better understand concerns and hear about best practice where it exists; speaking at conferences and in the media; acting as spokesperson for the four UK children's commissioners on mental health issues to the UN and UK media; joining the expert advisory panel of the Together for Children and Young People NHS improvement programme as an independent member, and discussing concerns with the Health and Social Services Minister and senior NHS officials.

There have been some welcome developments in this area in 2015–16. These include new investment in CAMHS services through the NHS Together for Children and Young People Programme and a Welsh Government circular for medical practitioners about best practice in prescribing anti-depressants for young people. Far fewer children experiencing mental illness have been detained in police custody as a place of safety since work began on the Crisis Care Mental Health Concordat, with only 7 of these cases having been reported between April and December 2015 and no further cases since the start of 2016. I particularly welcome the new ambitious waiting list targets for CAMHS from April 2016. However, it is clear that the targets will not be met in 2016–17.

## Future opportunities and challenges

The wholesale systematic change required to produce public services that promote wellbeing, prevent mental ill-health and provide the right services in a timely manner to those who require early intervention or clinical treatment will require a concerted effort and real investment over the next few years. It will require health, education, youth and community work and social services to plan and work together. New clinicians will need to be recruited and trained, and all professionals who work with children need to be equipped with the right skills to support children who are experiencing early signs of distress or low mood. Welsh Government will need to continue to provide at least the level of additional funding provided in 2015–16 into future years, to help the service achieve transformational change.

The Commissioner will continue to monitor progress through her engagement with the Expert Advisory Group for the Together for Children and Young People Programme. Her team will commence a programme of work about children's experiences of school programmes to promote good relationships and wellbeing.

## Recommendations for Welsh Government and the NHS

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- **The curriculum review programme 'Successful Futures' should work closely with the NHS's Together for Children and Young People programme to promote evidence-based, whole school approaches to healthy relationships, mental health and wellbeing.**
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- **The NHS Together for Children and Young People Programme should continue to receive adequate funding to fulfil its ambitions and should monitor whether children's experiences of mental health care are improving.**
-

## Addysg

Trwy ein gwaith ymgysylltu, mae'r Comisiynydd a'i thîm yn ymweld yn rheolaidd ag ysgolion, ac mae ein rhaglenni Llysgenhadon yn caniatáu i ni glywed gan niferoedd mawr o ddisgyblion a'r rhai nad ydynt mewn ysgolion am eu profiadau addysg. Mae llawer o blant, pobl ifanc, athrawon a rhieni wedi mynegi pryderon ynghylch cydbwysedd y cwricwlwm cyfredol a mesurau perfformiad, a dyna pam mae'r Comisiynydd wedi croesawu'r cynlluniau ar gyfer Cwricwlwm am Oes a seiliwyd ar adolygiad **Dyfodol Llwyddiannus** yr Athro Donaldson. Bydd hyn yn sicrhau mwy o ffocws ar hybu llesiant plant a phobl ifanc trwy ddysgu, a bydd yn cael ei roi ar waith ledled Cymru erbyn 2021. **Mae'n bwysig bod plant a phobl ifanc yn cael cyfleoedd ystyrlon i gyfrannu at y rhaglen diwygio addysg.** Ymhlith y materion eraill allweddol cysylltiedig ag addysg sydd wedi codi eleni mae Anghenion Dysgu Ychwanegol a dewis addysgu gartref.

## Cefnogi Plant a Phobl Ifanc sydd ag Anghenion Dysgu Ychwanegol

### Y materion allweddol

Yn ystod 2015-16, bu rhieni ac eraill sy'n cefnogi plant a phobl ifanc ag anghenion dysgu ychwanegol yn cysylltu â'r Swyddfa'n rheolaidd. Ymatebodd y Gwasanaeth Cyngor a Chymorth i 51 o achosion oedd yn amlygu'r angen am wella cydlynid a chefnogaeth y Darpariaeth Anghenion Dysgu Ychwanegol.

### Enghraifft o achos

Daeth rhiant aton ni oherwydd ei bod hi'n anobeithio ynghylch diffyg cefnogaeth i helpu i reoli Anhwyllder Gorfywiogrwydd Diffyg Canolbwytio (ADHD) ei phlentyn a phroblemau ymddygiad eraill, gan gynnwys pryderon nad oedd meddyginiaeth gyfredol ei phlentyn yn effeithiol. Roedd hi'n pryderu nad oedd yr amrywiol weithwyr proffesiynol oedd yn ymwneud â'i phlentyn yn cydweithio i reoli ymddygiad y plentyn. Nid oedd y rhiant wedi gallu sicrhau unrhyw ymateb ar y cyd gan y gweithwyr proffesiynol yr oedd hi wedi dod i gysylltiad â nhw.

Nid oedd y Swyddog Ymchwiliadau a Chyngor yn gallu datrys y mater hwn trwy ddarparu cyngor neu arweiniad gan fod y rhiant eisoes wedi ymdrechu i ddatrys y mater hwn ei hunan.

Llwyddodd y Swyddog Ymchwiliadau a Chyngor i weithredu fel eiriolwr ar ran y rhiant gyda'r amrywiol weithwyr proffesiynol dan sylw, a arweiniodd at newidiadau i feddyginiaeth y plentyn, mwy o gysylltiad rhwng y ddarpariaeth addysgol arbenigol a phrif ffrwd roedd y plentyn yn eu cyrchu, a chefnogaeth ychwanegol i'r rhiant gan yr ysgol.

### Sut rydyn ni wedi dylanwadu

Bu ymateb i anghenion dysgu ychwanegol plant a phobl ifanc yn faes ffocws allweddol i'r Swyddfa yn ystod y flwyddyn ddiwethaf. Rydym wedi cyflwyno ymateb i'r Bil Anghenion Dysgu Ychwanegol a Thribiwnlys Addysg (Cymru) ac roedden ni'n rhan o Grŵp Cynnwys a Datblygiad Llywodraeth Cymru oedd yn goruchwyllo'r gwaith o ddrafftio Côd Ymarfer newydd. Er ein bod wedi croesawu nifer o gynigion yn y Bil drafft (er enghraifft, estyn yr hawl i gael cefnogaeth i blant a phobl ifanc 0-25 oed), rydym wedi mynegi pryderon ynghylch sut mae'r ddeddfwriaeth drafft a'r Côd Ymarfer drafft yn bwriadu darparu a chydlynu cefnogaeth ar gyfer plant a phobl ifanc sydd ag anghenion dysgu ychwanegol.

### Argymhelliad i Lywodraeth Cymru

**Dylai Llywodraeth Cymru gyflwyno deddfwriaeth newydd a Chôd Ymarfer cadarn sy'n cyflawni ei hymrwymiad i blant a phobl ifanc ag anghenion dysgu ychwanegol. Dylai gryfhau'r cydlynid, y ddarpariaeth a'r gefnogaeth a roddir i blant a phobl ifanc sydd ag anghenion dysgu ychwanegol, gan gynnwys ymrwymo'r uchafswm o ran yr adnoddau sydd ar gael i fedru estyn y gefnogaeth y mae hawl i'w derbyn, a chyflwyno dyletswydd statudol i Fyrddau Iechyd Lleol ac Ymddiriedolaethau GIG ddarparu cefnogaeth ac i gryfhau pwerau Tribiwnlys Addysg Cymru.**

## Education

Through our engagement work, the Commissioner and her team regularly visit schools and our Ambassadors programmes allow us to hear from large numbers of pupils and those not in schools about their education experiences. Many children, young people, teachers and parents have expressed concerns about the balance of the current curriculum and performance measures and this is why the Commissioner has welcomed the plans for the Curriculum For Life based on Professor Donaldson's **Successful Futures** review, which will bring a greater focus to promoting children and young people's wellbeing through learning and will be implemented across Wales by 2021. **It is important that children and young people have meaningful opportunities to contribute to the education reform programme.** Other key education-related issues that have arisen this year include Additional Learning Needs and elective home education.

## Supporting Children and Young People with Additional Learning Needs

### The key issues

During 2015-16, the Office was regularly contacted by parents and others supporting children and young people with Additional Learning Needs. The Advice and Support Service responded to 51 cases that highlighted the need to improve the coordination and support of additional learning needs provision.

### Case example

A parent came to us as they felt desperate about the lack of support they were receiving to help manage their child's Attention Deficit Hyperactivity Disorder (ADHD) and other behavioural problems, including concerns that their child's current medication was ineffective. They were concerned that the various professionals involved with her child were not working together to manage the child's behaviour. The parent had not been able to effect any joint response between the professionals with whom they had contact.

The Investigation and Advice Officer was unable to resolve this issue by providing advice or guidance as the parent had already made attempts to resolve this issue themselves.

The Investigation and Advice Officer was able to advocate on behalf of the parent with the various professionals involved which resulted in changes to the child's medication, greater liaison between the specialist and mainstream educational provision that the child was accessing, and additional support from the school for the parent.

### How we've influenced

Responding to the additional learning needs of children and young people was a key area of focus for the Office over the last year. We have submitted a response to the Additional Learning Needs and Education Tribunal (Wales) Bill and we sat on Welsh Government's Content and Development Group overseeing the drafting of a new Code of Practice. Whilst we have welcomed a number of proposals in the draft Bill (for example, extending the entitlement of support to children and young people aged 0-25 years), we have raised concerns about how the draft legislation and draft Code of Practice intends to provide and coordinate support for children and young people with additional learning needs.

### Recommendation to Welsh Government

**The Welsh Government should introduce new legislation and a robust Code of Practice that delivers on its commitment to children and young people with additional learning needs. It should strengthen the coordination, provision and support provided to children and young people with additional learning needs, including committing the maximum extent of available resources to meet the extension of entitlement support, introducing statutory duties on LHBs and NHS Trusts to provide support and to strengthening the powers of the Education Tribunal for Wales.**

## Dewis addysgu gartref

### Y materion allweddol

Ym mis Ionawr cododd y Comisiynydd bryderon ynghylch plant sydd 'o dan radar' y gwasanaethau cyffredinol sydd wedi'u bwriadu i'w cefnogi o ran iechyd ac addysg. Roedd hi'n gwneud sylwadau ar y materion a godwyd gan farwolaeth drasig plentyn yn Sir Benfro. Er ei bod yn cydnabod bod amrywiaeth eang o amgylchiadau'n arwain at addysgu plant gartref, a bod llawer o rieni'n dewis addysgu gartref er mwyn hybu lles eu plant, mae'r Comisiynydd yn pryderu nad yw'n ofynnol ar hyn o bryd i rieni nodi'r ffaith eu bod yn addysgu eu plant gartref, ac nad oes rhaid holi'r plentyn am eu profiadau dysgu. Mewn nifer bach o achosion, gall plant fod wedi'u hynysu'n gymdeithasol, heb dderbyn fawr ddim addysg, os o gwbl, a fawr ddim gofal iechyd na deintyddol.

### Sut rydyn ni wedi dylanwadu

— Amlygodd ein hymateb ymgynghori i Lywodraeth Cymru ym mis Gorffennaf 2015 yr angen am gryfhau hawliau plant i ymgynghoriad uniongyrchol pan fyddan nhw'n cael eu haddysgu gartref trwy ddewis. I wneud hynny'n effeithiol, rhaid ei gwneud hi'n ofynnol i rieni gofrestru'r ffaith eu bod yn addysgu eu plentyn gartref gyda'r awdurdod lleol.

— Mae'r Comisiynydd wedi trafod pryderon gydag uwch swyddogion o is-adran addysg a gwasanaethau cymdeithasol Llywodraeth Cymru.

### Cyfleoedd i'r dyfodol

Bydd y Comisiynydd yn edrych ar y gwersi sydd i'w dysgu yn sgîl cyhoeddi Adolygiad Ymarfer Plant gan Fwrdd Diogelu Rhanbarthol Sir Benfro ac yn trafod y goblygiadau gyda'r Bwrdd a Llywodraeth Cymru. Bydd hi'n annog deiliaid dyletswydd i roi newidiadau ar waith i sicrhau gwell canlyniadau.

### Argymhelliad i Lywodraeth Cymru

**Dylai'r Llywodraeth gryfhau'r gofynion i rieni gofrestru er mwyn addysgu eu plant gartref trwy ddewis, ac i bob plentyn sy'n derbyn addysg gartref trwy ddewis gael ei weld gan weithiwr proffesiynol o leiaf unwaith y flwyddyn er mwyn medru mynegi barn ar eu profiadau addysgol.**

## Gofal cymdeithasol

Mae'r Comisiynydd a'i thîm yn gweithio'n galed i ddiogelu hawliau plant a phobl ifanc y mae angen gofal a chefnogaeth ychwanegol arnynt trwy'r gwasanaethau gofal cymdeithasol. Mae hyn yn cynnwys plant sy'n derbyn gofal, rhai sy'n gadael gofal, plant sydd wedi'u mabwysiadu, plant anabl ac unrhyw blant eraill sydd angen cefnogaeth neu amddiffyniad rhag niwed.

### Eiriolaeth – beth sydd dan sylw

Cyhoeddodd Llywodraeth Cymru ddrafft o'r Cōd Ymarfer ar gyfer Eiriolaeth o dan Ran 10 o Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014. Mae eiriolaeth statudol i blant yn dal yn rhan bwysig o'r ddeddfwriaeth ar gyfer plant sy'n derbyn gofal yng Nghymru, plant sydd ar y gofrestr amddiffyn plant a phlant sydd angen gwasanaethau gofal a chefnogaeth. Fodd bynnag, nid oedd y Cōd Ymarfer drafft yn eglur o ran nodi'r pethau y gallai'r grwpiau hyn o blant a phobl ifanc eu hawlio'n statudol, gan fod y ffocws ar wasanaethau i bob oed neu i oedolion.

### Sut rydyn ni wedi dylanwadu

Fe wnaethon ni ymateb i ymgynghoriad Llywodraeth Cymru ar fersiwn ddrafft y Cōd Ymarfer, a buon ni'n ymwneud â gweithgorau oedd yn trafod eiriolaeth statudol i blant. O ganlyniad i lawer o ymatebion ymgynghori a'r gwaith grŵp, mae'r Cōd wedi cael ei newid i adlewyrchu'n gliriach yr hyn y gall plant mewn gofal ei hawlio'n statudol.

### Cyfleoedd i'r dyfodol

Mae llawer o waith wedi'i wneud yn ystod y flwyddyn ddiwethaf ar y Dull Cenedlaethol o Ymdrin ag Eiriolaeth Statudol, ac mae angen symud ymlaen gyda'r gwaith hwn er mwyn sicrhau mynediad cyson i eiriolaeth ledled Cymru.

### Argymhelliad i Lywodraeth Cymru

**Dylai'r Llywodraeth weithio gydag ADSS ac WLGA i roi Dull Cenedlaethol o Ymdrin ag Eiriolaeth Statudol ar waith fel mater o flaenoriaeth, er mwyn sicrhau bod pob plentyn a pherson ifanc cymwys ledled Cymru yn derbyn 'cynnig gweithredol' o ran eiriolaeth, ac yn cael eu cefnogi i fynegi eu barn ar y gofal a'r gefnogaeth maen nhw'n eu derbyn.**

## Elective home education

### The key issues

In January the Commissioner raised concerns about children who are ‘under the radar’ of the universal services designed to support them in health and education. She was commenting on the issues raised by the tragic death of a child in Pembrokeshire. While recognising that children are educated at home under a wide range of circumstance, with many parents electing home education in order to promote their children’s welfare, the Commissioner is concerned that parents are not currently required to register the fact that they are home educating their children and that there is no requirement for the child to be asked about their learning experiences. In a small number of cases, children may be socially isolated, receiving little or no education and little health or dental care.

### How we’ve influenced

- Our consultation response to Welsh Government in July 2015 highlighted the need to strengthen children’s rights to be directly consulted with when they are electively home educated. To do this effectively, parents must be required to register with the local authority that they are educating their child at home.
- The Commissioner has discussed concerns with senior officials from the Welsh Government’s education and social services division.

### Future opportunities

The Commissioner will examine lessons to be learned from the publication of a Child Practice Review by the Regional Safeguarding Board for Pembrokeshire and discuss implications with the Board and Welsh Government. She will encourage duty bearers to implement changes to secure improved outcomes.

### Recommendation for Welsh Government

**The Government should strengthen requirements for parents to register as electively home educating their children and for every child who is electively home educated to be seen by a professional at least annually so that they can express a view about their educational experiences.**

## Social care

The Commissioner and her team work hard to protect the rights of children and young people who need extra care and support through social care services. This includes Looked After Children, care leavers, adopted children, disabled children and any other children in need of support or protection from harm.

### Advocacy

The Welsh Government published a draft Code of Practice for Advocacy under Part 10 of the Social Services and Well-being (Wales) Act 2014. Children’s statutory advocacy remains an important part of the legislation for Looked After Children in Wales, children on the child protection register and children in need of care and support services. However the draft Code of Practice was not clear in setting out the statutory entitlements for these groups of children and young people as the focus was on all-age or adult services.

### How we’ve influenced

We responded to the Welsh Government’s consultation on the draft Code of Practice and we were involved in working groups on children’s statutory advocacy. As a result of many consultation responses and the group work, the Code has been amended to reflect more clearly the statutory entitlement for children in care.

### Future opportunities

Much work has been undertaken in the last year on the National Approach to Statutory Advocacy and this work needs to be taken forward to ensure consistent access to advocacy across Wales.

### Recommendation for Welsh Government

**The Government should work with ADSS and the WLGA to implement a National Approach to Statutory Advocacy as a matter of priority, to ensure that all eligible children and young people across Wales receive an ‘active offer’ of advocacy and are supported to express their views on the care and support they receive.**

## Mabwysiadu

### Y materion allweddol

Eleni cynhaliodd Pwyllgor Plant, Pobl Ifanc ac Addysg Cynulliad Cenedlaethol Cymru ymchwiliad dilynol i Wasanaethau Mabwysiadu yng Nghymru. Er bod cynnydd wedi'i wneud o ran sefydlu Gwasanaeth Mabwysiadu Cenedlaethol yng Nghymru, mae tystiolaeth o'r gwaith achosion sydd wedi dod i'n swyddfa wedi dangos bod mynediad at gefnogaeth ar ôl mabwysiadu a gwaith hanes bywyd yn parhau'n anghyson ar draws Cymru.

### Sut rydyn ni wedi dylanwadu

Cyflwynwyd ein hymateb ysgrifenedig ym mis Tachwedd 2015 a gofynnwyd i'r Comisiynydd roi tystiolaeth lafar i'r Pwyllgor ym mis Chwefror 2016.

### Cyfleoedd i'r Dyfodol

Roedd yr argymhellion a wnaed gan y Pwyllgor yn adlewyrchu'r pryderon ynghylch cefnogaeth ar ôl mabwysiadu a gwaith hanes bywyd. Byddwn ni'n parhau i fonitro'r gefnogaeth a roddir i deuluoedd mabwysiadol drwy waith achosion.

## Enghraifft o Achos

Cafodd plentyn a fabwysiadwyd ddiagnosis o anhwylder ymlyniad adweithiol. Roedd yr awdurdod lleol wedi cytuno i ariannu nifer cyfyngedig o sesiynau cwnsela therapiwtig ar gyfer y plentyn, wedi'u trefnu gan dîm Cefnogaeth ar ôl Mabwysiadu'r awdurdod lleol. Roedd y gefnogaeth gwswela gychwynnol ar fin dod i ben, ac roedd argymhelliad y dylid parhau i ddarparu cefnogaeth arbenigol.

Daeth y rhiant mabwysiadol aton ni i ofyn am gyngor ac arweiniad ynghylch cyllid parhaus, gan fod yr awdurdod lleol wedi dweud y bydden nhw'n methu parhau i dalu am y driniaeth, a bod angen felly iddyn nhw gael hyd i ffynhonnell arall o gyllid er mwyn parhau â'r therapi.

Cynghorwyd y rhiant ynghylch sut gallen nhw herio penderfyniad yr awdurdod lleol yng ngoleuni'r ffaith nad oedd yr anghenion a aseswyd o ran eu plentyn yn cael eu diwallu. Fe'u cyfeiriwyd ymlaen hefyd at wasanaethau cefnogaeth perthnasol a gwasanaethau mabwysiadu arbenigol i gael cyngor ac arweiniad pellach. Fe'u cynghorwyd y gallen nhw ddod yn ôl at y swyddfa petai angen cefnogaeth bellach arnyn nhw i'w helpu i ddatrys y mater hwn.

## Argymhelliad i Lywodraeth Cymru

**Dylai Llywodraeth Cymru weithio gyda'r Gwasanaeth Mabwysiadu Cenedlaethol a chydweithfeydd rhanbarthol i gynyddu'r gefnogaeth fabwysiadu sy'n cael ei darparu, a darparu adnoddau ychwanegol lle bo angen.**



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## Adoption

### The key issue

This year the National Assembly for Wales' Children, Young People and Education Committee held a follow-up Inquiry into Adoption Services in Wales. Whilst progress has been made in setting up a National Adoption Service in Wales, evidence from the case work brought to my office has indicated that access to post adoption support and life story work remains inconsistent across Wales.

### How we've influenced

Our written response was submitted in November 2015 and the Commissioner was asked to give oral evidence to the Committee in February 2016.

### Future Opportunities

The recommendations made by the Committee reflected the concerns about post adoption support and life story work. We will continue to monitor the support given to adoptive families through case work.

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### Case example

An adopted child had a diagnosis of a reactive attachment disorder. The local authority had agreed to fund a limited number of therapeutic counselling sessions for the child, arranged by the local authorities Post Adoption Support team. The initial counselling support was about to end with a recommendation for continued specialist support to be provided.

The adoptive parent approached us for advice and guidance about continued funding as the local authority had said they would be unable to continue funding the treatment as they now needed to find alternative funding to continue the therapy.

The parent was advised as to how they could challenge the local authorities decision in view of their child's assessed needs not being met. They were also signposted to relevant support and specialist adoption services for further advice and guidance. They were advised that they could come back to the office should they require further support to help them resolve this issue.

### Recommendations to Welsh Government

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**Welsh Government should work with the National Adoption Service and regional collaboratives to ensure increased provision of adoption support, providing extra resources where required.**

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## Bywydau Llawn

Lluniodd fy swyddfa'r adroddiad **Bywydau Llawn** yn 2014, gan edrych ar y ddarpariaeth egwyliau byr i blant ag anableddau yng Nghymru. Yn sgîl cyflwyno Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 ym mis Ebrill 2016, nid yw Rheoliadau Egwyliau i Ofalwyr Plant Anabl (Cymru) 2012 mewn grym bellach. Ddiwedd 2015, bu fy Swyddfa'n cyfrannu at friffiad technegol Llywodraeth Cymru ynghylch darparu egwyliau byr neu seibiant o dan Rannau 4 a 6 o'r Ddeddf, er mwyn sicrhau bod gwybodaeth am egwyliau byr yn parhau i gael ei pharatoi a'i rhannu gyda theuluoedd sydd angen gofal a chefnogaeth. Mae dyletswyddau Awdurdodau Lleol i ddarparu gwybodaeth, cyngor a chymorth ynghylch y gwasanaethau maen nhw'n eu cynnig yn parhau o dan y Ddeddf newydd, ac mae hynny'n cynnwys Egwyliau Byr.

## Tlodi

### Y materion allweddol

Mae gormod o blant yng Nghymru yn methu cael plentyndod teilwng oherwydd effeithiau llethol tlodi plant. Cafodd y Comisiynydd siom o orfod cyflwyno adroddiad i Bwyllgor y CU a oedd yn dangos mai yng Nghymru yr oedd cyfradd tlodi plant uchaf y Deyrnas Unedig. Er bod gan Lywodraeth Cymru strategaeth gwrthdlodi glir, gyda rhai rhaglenni addawol i blant, gan gynnwys Dechrau'n Deg a Theuluoedd yn Gyntaf, mae'r rheiny hyd yma wedi methu â chael effaith ar gyfraddau cyffredinol tlodi. Mae'n bosibl bod hyn yn gysylltiedig â'r problemau graddfa, ac nad yw'r rhaglenni hyn yn cyrraedd digon o blant yng Nghymru.

Er bod mesurau cyni Llywodraeth y Deyrnas Unedig wedi dod â'r gostyngiad mewn tlodi plant i ben, a bod rhyw 200,000 o blant yng Nghymru yn dal i fyw mewn tlodi, rwy'n dal yn sicr bod gan Lywodraeth Cymru a Llywodraeth leol rai mesurau y gallant eu defnyddio i newid pethau. Mae dull gweithredu Llywodraeth Cymru'n rhoi pwyslais canolog ar sicrhau cyflogaeth yn llwybr allan o dlodi, ond mae angen mynd i'r afael hefyd â thlodi mewn gwaith, a hynny ar frys. Mae llawer o deuluoedd yn cael trafferth ymdopi â chyfuniad o gyflog isel a chostau gofal plant, tai a gwresogi uchel. Bellach mae gan Gymru fwy o deuluoedd sy'n gweithio am incwm isel yn byw mewn tlodi na theuluoedd sydd ddim yn gweithio. Mae angen i Lywodraeth Cymru fynd ati ar frys i ddwysáu ei hymdrechion i drechu tlodi plant.

### Argymhellion i Lywodraeth Cymru

**Dylai Llywodraeth Cymru<sup>1</sup> rhoi arweiniad clir a chryf i ddileu tlodi plant gan ymgysylltu mewn modd cadarnhaol a chydweithredol â Llywodraeth y Deyrnas Unedig, a chyrrff cyhoeddus a phreifat ar draws pob sector, gan gynnwys cyflogwyr. Er mwyn trechu tlodi plant, dylai Llywodraeth Cymru roi ar waith a monitro cynllun cyflawni penodol ar gyfer tlodi plant, gyda thargedau clir a cherrig milltir i sbarduno gweithrediad strategaeth genedlaethol, er mwyn sicrhau na fydd unrhyw blentyn o dan anfantais wrth wireddu ei hawliau o dan CCUHP.**

<sup>1</sup> Datblygwyd yr argymhellion mewn cydweithrediad â Rhwydwaith Dileu Tlodi Plant Cymru, yr ydym yn aelod arsylwi ohono.

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## Full Lives

My office compiled the **Full Lives** report in 2014, looking at the provision of short breaks for children with disabilities in Wales. Due to the introduction of the Social Services and Well-being (Wales) Act 2014 in April 2016, the Breaks for Carers of Disabled Children (Wales) Regulations 2012 are no longer in force. At the end of 2015, my Office contributed to the Welsh Government's technical briefing on the provision of respite or short breaks under Parts 4 and 6 of the Act, in order to ensure that information about short breaks will continue to be prepared and shared with families who need care and support. There are continuing duties on Local Authorities under the new Act to provide information, advice and assistance on the services that they offer which includes Short Breaks.

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## Poverty

### The key issues

Too many children in Wales are being denied a decent childhood due to the limiting effects of child poverty. The Commissioner was disappointed to have to present a report to the UN Committee which showed Wales as having the highest rate of child poverty in the UK. Although Welsh Government has a clear anti-poverty strategy with some promising programmes for children, including Flying Start and Families First, these have so far failed to make an impact on overall rates of poverty. This may be related to the problems of scale and that these programmes do not reach enough children in Wales.

Whilst the UK Government's austerity measures have halted the decline in child poverty and around 200,000 children in Wales continue to live in poverty, I remain convinced that the Welsh Government and local government have some levers to change things. The approach taken by the Welsh Government places a central emphasis on securing employment as a route out of poverty but there is also an urgent need to address in-work poverty. Many families are struggling with a combination of low wages and high childcare, housing and heating costs. Wales now has more low income working families living in poverty than there are non-working ones. Welsh Government urgently needs to intensify its efforts to tackle child poverty.

### Recommendations to Welsh Government

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**The Welsh Government<sup>1</sup> should demonstrate clear and strong leadership to eradicate child poverty, by engaging positively and collaboratively with the UK Government, and public and private bodies across all sectors, including employers. To tackle child poverty, Welsh Government should put in place and monitor a specific child poverty delivery plan, with clear targets and milestones, to drive the implementation of national strategy to ensure that no child is disadvantaged in realising their rights under the UNCRC.**

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<sup>1</sup> Recommendations developed in collaboration with the End Child Poverty Network Cymru, of which we are an observer member.

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## Llesiant Cenedlaethau'r Dyfodol

Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn ddarn uchelgeisiol o ddeddfwriaeth sy'n cyflwyno disgwyliadau newydd i gyrff cyhoeddus wella sut maen nhw'n cynllunio ac yn cyflwyno gwasanaethau ar y cyd. Er fy mod wedi croesawu'r Ddeddf yn gyffredinol, rwyf wedi mynegi pryderon yn gyson ynghylch y diffyg amlygrwydd a roddir i anghenion penodol plant a phobl ifanc a'r pethau sy'n eu gwneud yn agored i niwed ar draws y dogfennau arweiniol a'r Dangosyddion Cenedlaethol. Rwy'n disgwyl felly i bob corff cyhoeddus a bwrdd gwasanaethau cyhoeddus roi ystyriaeth benodol i hawliau a lles plant a phobl ifanc wrth ymarfer eu swyddogaethau o dan y Ddeddf. Yn ystod y flwyddyn nesaf, byddaf yn gweithio gyda Chomisiynydd Cenedlaethau'r Dyfodol i gefnogi cyrff cyhoeddus i ymrwymo ymhellach i CCUHP a monitro'r cynnydd y maent wedi'i wneud yng nghyswllt plant a phobl ifanc.

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## Wellbeing of Future Generations

The Wellbeing of Future Generations (Wales) Act 2015 is an ambitious piece of legislation which sets out new expectations for public bodies to improve how they plan and deliver services together. Although I have broadly welcomed the Act, I have consistently raised concerns about the lack of visibility given to the specific needs and vulnerabilities of children and young people throughout the guidance documents and the National Indicators. I therefore expect all public bodies and public services boards to give specific consideration to the rights and welfare of children and young people when exercising their functions under the Act. Over the next year, I will work with the Future Generations Commissioner to support public bodies to further their commitment to the UNCRC and monitor their progress made in relation to children and young people.

## Diogelu

**Yng ngwaith y swyddfa yn 2015-16 buom yn canolbwyntio ar nifer o faterion allweddol yn ymwneud â hawliau plant i gael eu hamddiffyn. Cysylltwyd â'n Gwasanaeth Cyngor a Chymorth ar 22 achlysur ynghylch materion amddiffyn plant ac ar 12 achlysur arall ynghylch materion diogelu ehangach oedd yn cwmpasu materion megis diogelwch ffyrdd yng nghyswllt cludiant i'r ysgol, cyngor ynghylch sefydlu tîm pêl-droed LHDT o dan 18, a chyngor a chymorth i ddatrys ymddygiad gwrthgymdeithasol a oedd yn effeithio ar blant y galwr.**



Gwnaed galwadau amddiffyn plant yng nghyswllt Gwasanaethau Cymdeithasol, Addysg, Amgylchedd, Cyfreithiol a'r Heddlu. Cyfeiriwyd ystod eang o faterion at y Swyddfa, gan gynnwys honiadau ynghylch trais domestig, treisio, cam-drin plant, camfanteisio'n rhywiol ar blant, a chamdriniaeth emosiynol. Mae'r Swyddogion Ymchwiliadau a Chyngor yn gweithio'n unol â Gweithdrefnau Amddiffyn Plant Cymru Gyfan, gan gyfeirio'n briodol at y Gwasanaethau Cymdeithasol er mwyn sicrhau bod plant a phobl ifanc yn cael eu hamddiffyn a'u diogelu.

### Enghraifft o achos

Ffoniodd rhiant a gofyn i rywun siarad â'u plentyn. Roedden nhw wedi cysylltu â'r Swyddfa oherwydd eu bod nhw'n dweud eu bod yn teimlo'n anhapus eu bod yn methu â darparu'r hyn roedd ei angen ar eu plentyn yng nghyswllt mater amddiffyn plant oedd heb ei ddatrys. Dywedodd y rhiant eu bod wedi cysylltu â'r Gwasanaethau Cymdeithasol a'r heddlu, yn codi pryderon ynghylch honiadau roedd y plentyn wedi'u gwneud wrthyn nhw yn erbyn llys-riant yr oedd yn byw gyda nhw. Nid oedd y naill na'r llall wedi mynd â'r pryderon ymhellach. Roedd y ddwy asiantaeth wedi bod yn ymwneud â'r teulu, ac roedd y plentyn wedi bod ar y gofrestr amddiffyn plant o'r blaen.

Gofynnodd Swyddog Ymchwiliadau a Chyngor am gael siarad â'r plentyn. Fe siaradon nhw'n hir â'r plentyn, a sicrhau eu bod yn teimlo'n gyfforddus cyn holi oedd rhywbeth yn eu poeni. Bryd hynny datgelodd y plentyn fod y llys-riant yn eu smacio a'u cam-drin os oedden nhw'n cambihafio. Roedd y plentyn hefyd yn bygwth rhedeg i ffwrdd petaen nhw'n cael eu dychwelyd i'r cartref lle roedd y llys-riant yn byw.

Pan ddaeth y rhiant yn ôl at y ffôn (roedd y Swyddog wedi sicrhau eu bod yn gadael yr ystafell cyn i ni siarad â'r plentyn), fe roeson ni wybod i'r rhiant y bydden ni'n llunio atgyfeiriad amddiffyn plant ar sail yr hyn roedd y plentyn wedi'i ddweud wrthym ni. Gwnaed atgyfeiriad, a chysylltodd y Gwasanaethau Cymdeithasol o'r newydd â'r teulu.

## Protection

**A number of key issues regarding children's rights to protection were focused on in the work of the office in 2015-16. Our Advice and Support Service were contacted on 22 occasions about child protection issues and a further 12 occasions about wider safeguarding issues covering issues including road safety in relation to school transport, advice about setting up an LGBT under 18 football team, and advice and support to resolve anti-social behaviour that was affecting the caller's children.**



Child protection calls were made in relation to Social Services, Education, Environment, Legal and Police. A wide range of issues were referred to the Office including allegations of domestic violence, rape, child abuse, child sexual exploitation, and emotional abuse. Investigation and Advice Officers work to the All Wales Child Protection Procedures, making appropriate referrals to Social Services to ensure that children and young people are protected and safeguarded.

### Case example

A Parent rang in asking for someone to speak to their child. They had contacted the Office because they said they felt upset that they were letting their child down in relation to an unresolved child protection matter. The parent said they had contacted Social Services and the police raising concerns about allegations the child had made to them against a step-parent with whom they were living. Neither had pursued his concerns. There had been ongoing involvement with the family from both agencies and the child had been on the child protection register previously.

An Investigation and Advice Officer asked to speak to the child. They spoke to the child at length putting them at their ease before asking if anything was bothering them. It was at this point the child disclosed that the step-parent was smacking and mistreating them when they misbehaved. The child was also threatening to run away if they were returned to the home where the stepparent lived.

When the parent returned to the phone (the Officer had ascertained they had left the room before we spoke to the child) we informed the parent that we would be making a child protection referral based upon what the child had told us. A referral was made and Social Services re-engaged with the family

Mae'r Comisiynydd Plant yn 'berson rhagnodedig' o dan Ddeddf Datgelu er Lles y Cyhoedd 1998. Yn ystod 2015/16 cawson ni 1 atgyfeiriad datgelu camarfer.

Gall gweithwyr proffesiynol gysylltu â Swyddfa Comisiynydd Plant Cymru os byddan nhw'n pryderu am gamarfer posibl, perygl neu risg yn y gweithle (neu'r gweithle blaenorol) sy'n effeithio ar hawliau a buddiannau plant yng Nghymru. Mae gwybodaeth am y mathau o faterion a beth gall y Comisiynydd Plant ei wneud ynghylch hyn ar gael ar ein gwefan.

### Enghraifft o achos

Ffoniodd galwr dienw oedd yn gweithio mewn uned i blant oed cynradd ag awtistiaeth y swyddfa, yn amlinellu pryderon cam-drin plant o fewn yr uned, yr oedd yn honni eu bod wedi cael eu hanwybyddu'n flaenorol gan yr awdurdod lleol. Fe ddywedodd ei fod wedi codi pryderon gyda'r awdurdod lleol fel datgelwr camarfer di-enw.

Cysylltodd Swyddog Ymchwiliadau a Chyngor â'r awdurdod lleol a gwneud Atgyfeiriad Amddiffyn Plant. Llwyddodd y Swyddog i ganfod bod yr awdurdod lleol wedi ymateb yn briodol i'r cwynion datgelu camarfer, ond bod y diffyg gwybodaeth fanwl gan y sawl oedd wedi datgelu'r camarfer wedi'i lesteirio. Gyda chaniatâd y sawl oedd wedi datgelu'r camarfer, llwyddodd y Swyddog Ymchwiliadau a Chyngor i roi gwybodaeth ychwanegol i'r awdurdod lleol, fel ei fod yn gallu cynnal ymchwiliad trylwyr. Er nad oedd modd cadarnhau rhai honiadau penodol, derbyniwyd bod modd gwneud nifer o welliannau diogelu plant yn yr uned, a rhoddodd yr awdurdod lleol y rheiny ar waith.

### Y materion allweddol

Yn 2015-16 bu ein gwaith polisi a materion cyhoeddus yn cwmpasu llawer o faterion diogelu rhag niwed. Yma rydym ni'n trafod pedwar maes pwysig y bu'r swyddfa'n ymdrin â nhw mewn gwahanol ffyrdd, er mwyn hybu gwell polisi ac ymarfer.

## Camfanteisio'n Rhywiol ar Blant ac achosion hanesyddol o gam-drin plant

### Sut rydym ni wedi dylanwadu

Bu'r swyddfa'n ymwneud â mynd i'r afael â materion oedd yn ymwneud â chamfanteisio'n rhywiol ar blant ac achosion hanesyddol, sefydliadol o gam-drin plant yn rhywiol mewn nifer o ffyrdd. Mae'r Comisiynydd yn dal yn gadeirydd ar Ford Gron Genedlaethol sy'n ymdrin â chamfanteisio'n rhywiol ar blant. Cyfarfu'r ford gron hon, sy'n cael ei chynnal a'i hwyluso gan y swyddfa, dair gwaith yn ystod y flwyddyn. Mae'n dod ag uwch-reolwyr ynghyd o'r heddlu, iechyd plant, gwasanaethau cymdeithasol, elusennau plant, cyfiawnder ieuencid a Llywodraeth Cymru i rannu arfer gorau a gweithio tuag at ddull gweithredu cenedlaethol, fel bod plant yn derbyn yr un lefel o amddiffyniad ble bynnag maen nhw'n byw yng Nghymru. Gwelwyd datblygiadau cadarnhaol eleni, gyda chytundeb ar Gynllun Gweithredu Cenedlaethol a chynnydd yn nifer y plant y nodwyd eu bod mewn perygl ac yn derbyn help.

Mae modd mynd i'r afael yn well â chamfanteisio rhywiol modern os dysgw'n ni wersi o gamgymeriadau'r gorffennol, ac mae'r Comisiynydd wedi parhau â gwaith y Comisiynydd blaenorol trwy ddal i ymwneud ag Ymgyrch Pallial fel aelod annibynnol o grŵp Cydlyn Strategol Ymgyrch Pallial, cadw mewn cysylltiad ag Ymchwiliad Annibynnol i Gam-drin Plant yn Rhywiol a chodi llais ynghylch diffygion proses adolygiad Macur o safbwynt dioddefwyr a goroeswyr.

### Cyfleoedd i'r dyfodol

Bydd y Comisiynydd yn parhau i gadeirio Bord Gron Genedlaethol, a thrwy wneud hynny bydd yn monitro'r gwaith o gyflawni Cynllun Gweithredu Cenedlaethol y Llywodraeth ynghylch camfanteisio'n rhywiol ar blant, ac yn annog ymarfer cyson, o ansawdd uchel ledled Cymru.



The Children’s Commissioner is a ‘prescribed person’ under the Public Interest Disclosure Act 1998. During 2015/16 we had 1 whistle-blowing referral.

Professionals can contact the Children’s Commissioner for Wales Office if they are concerned about suspected wrongdoing, danger or risk in the workplace (or previous workplace) which affects the rights and interest of children in Wales. Information about the types of issue and what the Children’s Commissioner can do about this is available on our website.

### Case example

An anonymous caller working in a unit for primary age children with autism rang the office outlining child abuse concerns within the unit which they claimed had previously been ignored by the local authority. They said they had raised concerns as an anonymous whistle-blower with the local authority.

An Investigation and Advice Officer contacted the local authority and made a Child Protection Referral. The Officer was able to establish that the local authority had appropriately responded to the whistle-blowing complaints but had been hampered by a lack of detailed information from the whistle-blower. The Investigation and Advice Officer with the permission of the whistle-blower was able to provide the local authority with additional information which enabled the local authority to undertake a thorough investigation. Whilst specific allegations could not be substantiated it was accepted that a number of improvements to safeguarding children in the unit could be made which the local authority subsequently put into place.

### The key issues

Our policy and public affairs work covered many issues of protection from harm in 2015-16. Here we discuss four important areas that were approached in different ways by the office, in order to promote improved policy and practice.

## Child Sexual Exploitation and historic child abuse

### How we’ve influenced

The office was involved in tackling issues relating to child sexual exploitation and historical, institutional child sexual abuse in a number of ways. The Commissioner continues to chair a National Roundtable on Child Sexual Exploitation. This roundtable, hosted and facilitated by the office, met three times during the year. It brings together senior managers from police, child health, social services, children’s charities, youth justice and Welsh Government to share best practice and work towards a national approach so that children receive the same level of protection no matter where they live in Wales. This year has seen positive progress, with agreement on a National Action Plan and a rise in the number of children identified as at risk and receiving help.

Modern sexual exploitation can be better tackled if we learn lessons from past mistakes and the Commissioner has continued the work of the previous Commissioner in remaining involved in Operation Pallial as an independent member of the Operation Pallial Strategic Co-ordination group, liaising with the Independent Inquiry into Child Sexual Abuse and speaking up about shortcomings for victims and survivors in the Macur review reporting process.

### Future opportunities

The Commissioner will continue to continue to chair a National Roundtable and through this will monitor the delivery of the government’s National Action Plan on Child Sexual Exploitation and encourage consistent, high quality practice throughout Wales.

## Amddiffyniad cyfartal

### Y materion allweddol

Mae plant o dan 18 yng Nghymru, ac yng ngweddill y Deyrnas Unedig, yn dal â llai o amddiffyniad cyfreithiol rhag ymosodiad corfforol nag sydd gan oedolion, oherwydd gall rhieni honni bod smacio eu plant yn ‘gosb resymol’, er nad oes amddiffyniad ar gyfer taro oedolyn.

### Sut rydyn ni wedi dylanwadu

Dewisodd y Comisiynydd Ddiwrnod Byd-eang y Plant ym mis Tachwedd i wneud datganiad cyhoeddus clir bod torri hawliau plant fel hyn yn annerbyniol mewn cenedl fodern sydd wedi gwneud hawliau plant yn ganolog i’w llywodraeth. Mae hi hefyd wedi gweithio’n galed tu ôl i’r llenni yn siarad â Gweinidogion y Llywodraeth a phleidiau gwleidyddol am y mater hwn. Bu’n cwrdd â swyddogion uwch yn yr heddlu, Gwasanaeth Erlyn y Goron a rheolwyr gwasanaethau cymdeithasol, a llwyddodd i sicrhau gwleidyddion a llunwyr polisi y byddai dileu amddiffyniad ‘cosb resymol’, yn hytrach nag arwain at droseddoli rhieni’n gyffredinol, yn cyfleu neges rymus ynghylch pwysigrwydd hawliau plant i Gymru.

Roedd yn galonogol gweld ymrwymiad i newid y gyfraith ym manifesto Llafur Cymru, y Democratiaid Rhyddfrydol a Phlaid Cymru ar gyfer etholiad Cynulliad Cenedlaethol Cymru yn 2016.

## Cyfleoedd i’r Dyfodol

Bydd y Comisiynydd yn gweithio gyda’r Llywodraeth a’r holl bleidiau gwleidyddol i bwysu am newid y ddeddfwriaeth cyn gynted â phosibl yn ystod y tymor Cynulliad hwn.

### Yn ôl y Comisiynydd:

“Bydd yn gam pwysig ymlaen ar gyfer hawliau plant pan roddir amddiffyniad cyfartal i blant rhag ymosodiad. Rwy’n gobeithio gweld Cymru’n arwain y ffordd ar y mater hwn yn y Deyrnas Unedig yn y dyfodol agos.”

## Argymhelliad i Lywodraeth Cymru

**Mae’r Comisiynydd yn argymhell bod Llywodraeth Cymru’n cyflwyno bil i Gynulliad Cymru cyn gynted â phosibl er mwyn dileu amddiffyniad ‘cosb resymol’.**

## Equal protection

### The key issues

Children under 18 in Wales, and in the rest of the UK, still have less legal protection from physical assault than adults do, because parents can claim that smacking their children is ‘reasonable punishment’, whereas there is no defence for hitting an adult.

### How we’ve influenced

The Commissioner chose Universal Children’s Day in November to make a clear public statement that this breach of children’s rights is unacceptable in a modern nation that has put children’s rights at the centre of its government. She has also worked hard behind the scenes talking to Government Ministers and political parties about the issue. She met senior police, Crown Prosecution Service and social services managers and was able to reassure politicians and policy makers that a removal of the ‘reasonable punishment’ defence would not lead to widespread criminalisation of parents but instead bring a powerful message on the importance of children’s rights to Wales.

It was encouraging to see a commitment to changing the law in the Welsh Labour, Liberal Democrat and Plaid Cymru manifestos for the 2016 National Assembly for Wales’s election.

### Future Opportunities

The Commissioner will work with the Government and all political parties to press for legislative change as soon as possible in this Welsh Assembly term.

#### The Commissioner says:

“It will be a significant step forward for children’s rights when children are given equal protection from assault. I hope to see Wales leading the way in the UK on this issue in the near future.”

### Recommendation for Welsh Government

**The Commissioner recommends that the Welsh Government introduces a bill to the Welsh Assembly as soon as possible to remove the ‘reasonable punishment’ defence.**

## Teithio i'r ysgol

### Y materion allweddol

Mae fy swyddfa wedi derbyn 28 o bryderon a chwynion ynghylch trefniadau cludiant i'r ysgol yn 2015-16, yn ymwneud â 9 awdurdod lleol. Roedd y materion yn cynnwys diogelwch llwybrau cerdded, darparu hebryngwyr ar fysus a thoriadau i wasanaethau cludiant i'r ysgol a'r coleg.

### Enghraifft o achos

Ffoniodd rhiant y Swyddfa ynghylch cludiant i leoliad coleg ôl-16 ar gyfer person ifanc ag Anghenion Dysgu Ychwanegol. Roedd angen i'r person ifanc fynychu cwrs rhag-alwedigaethol er mwyn cyrchu hyfforddiant pellach, gan mai dyna oedd yr unig opsiwn addysgol ôl-16 oedd ar gael iddyn nhw. Pan oedd yn yr ysgol, roedd y person ifanc wedi cael tacsï i fynd â nhw nôl a mlaen i'r ysgol, gan nad oedd ganddyn nhw'r sgiliau angenrheidiol i deithio'n annibynnol. Doedd cludiant ddim yn cael ei ddarparu i'r person ifanc fynd i'r coleg, ac roedd yr awdurdod lleol am iddyn nhw ddefnyddio pas bws a chludiant cyhoeddus i gyrraedd yno, taith o sawl milltir o gartref y person ifanc. Doedd rhiant y person ifanc ddim yn gwybod beth i'w wneud.

Drafftiodd un o'r Swyddogion Ymchwiliadau a Chyngor llythyr at yr Awdurdod Lleol i'r rhiant ofyn am gludiant amgen, h.y. tacsï neu fws mini yn hytrach na phas bws. Yn y llythyr fe wnaethon nhw ddarparu manylion y canllawiau teithio a'r ddeddfwriaeth berthnasol i gefnogi'r cais, h.y. Deddf Addysg 1996 Adran 509, Darpariaeth Statudol a Chanllawiau Gweithredol i Ddysgwyr – Mehefin 2014 a Deddf Cydraddoldeb 2010 Adran 149.

O ganlyniad i'r llythyr a anfonodd y rhiant at yr awdurdod lleol, cafwyd canlyniad boddhaol i'r person ifanc, darparwyd cludiant gan yr awdurdod lleol o fewn 6 wythnos i dderbyn y llythyr, ac roedd hyfforddiant teithio i gael ei ddarparu pan fyddai'n briodol.

### Sut rydyn ni wedi dylanwadu

Ym mis Rhagfyr fe wnes i gyhoeddi adroddiad Teithio i'r Ysgol, oedd yn ganlyniad arolwg tasg arbennig a gynhaliwyd gan fy Llysgenhadon Gwych mewn ysgolion cynradd, mewn partneriaeth â'r sefydliad trafniadaeth gynaliadwy Sustrans. Ymatebodd mil o blant i gwestiynau ynghylch beth mae teithio llesol yn ei olygu iddyn nhw. Datgelodd yr adroddiad beth oedd prif bryderon plant ynghylch teithio i'r ysgol ar droed, beic neu sgwter: traffig; cyflwr gwael llwybrau beicio a cherdded; a diffyg darpariaeth rheseli beiciau mewn ysgolion.

Roedd yn eglur bod llawer iawn o blant yn gwerthfawrogi'r cyfle i feicio, sgwtio neu gerdded i'r ysgol pan oedd hi'n ddiogel gwneud hynny, ac yn mwynhau'r cyfle i fod tu allan a threulio amser gyda ffrindiau a theulu. Mae gan lawer o blant atebion ymarferol i alluogi hynny, gan gynnwys darparu croesfannau sebra y tu allan i ysgolion a chynnydd cyffredinol yn y terfynau cyflymdra 20 milltir yr awr, ac rwy'n annog awdurdodau lleol i gydweithio â phlant, ysgolion a chymunedau i gael hyd i atebion diogel, creadigol, yn unol â'r Ddeddf Teithio Llesol.

Dwi'n awyddus i sicrhau bod pob llwybr i'r ysgol yn ddiogel, ac nad oes rhaid i blant a phobl ifanc brofi teithiau straenus yn ôl ac ymlaen i'r ysgol. Yn ystod y flwyddyn cysylltodd nifer o rieni â mi yn mynegi pryderon ynghylch llwybrau cerdded anniogel, pryderon rwy'n eu codi gyda Gweinidog yr Economi, Gwyddoniaeth a Thrafnidiaeth. Fe ges i fy sicrhau bod y materion yr oeddwn wedi'u codi hefyd wedi'u trafod gyda'r Gweinidog Addysg, gyda chais am gynnal adolygiad o Fesur Teithio gan Ddysgwyr (Cymru) 2008 a chanllawiau cysylltiedig er mwyn ymdrin â'r materion a nodwyd a lliniaru'r risgiau i ddysgwyr.

### Argymhelliad i Lywodraeth Cymru

**Rwy'n argymhell bod Llywodraeth Cymru yn adolygu Mesur Teithio gan Ddysgwyr (Cymru) 2008 a'r ddarpariaeth statudol a'r canllawiau gweithredol cysylltiedig, er mwyn sicrhau bod pob taith i'r ysgol ac oddi yno yn ddiogel, a bod awdurdodau lleol yn gwbl glir ynghylch eu cyfrifoldebau i sicrhau bod hynny'n digwydd.**

## Travel to school

### The key issues

My office has received 28 concerns and complaints about school transport arrangements in 2015-16 concerning 9 local authorities. Issues include safety of walking routes, provision of escorts on buses and cuts to transport services for school and college.

### Case example

A parent phoned the Office about transport to a post 16 college placement for a young person with Additional Learning Needs. The young person needed to attend a pre-vocational course to access further training as this was the only educational option for them post 16. Whilst at school the young person had been provided with a taxi to take them to and from school as they didn't have the necessary skills to travel independently. Transport was not being provided for the young person to get to college, the local authority wanted them to use a bus pass and public transport to get there, a journey several miles away from where the young person lived. The young person's parent did not know what to do.

One of the Investigations and Advice Officers drafted a letter to the Local Authority for the parent to request alternative transport i.e. taxi or mini bus rather than a bus pass. In the letter they provided details of the relevant legislation and travel guidance to support the request i.e. Education Act 1996 Section 509, Learner Statutory Provision and Operational Guidance – June 2014 and Equality Act 2010 Section 149.

As a result of the letter the parent sent to the local authority there was a satisfactory outcome for the young person, the transport was provided by the local authority within 6 weeks of receiving the letter and travel training was to be provided when appropriate.

### How we've influenced

In December I published a School Journeys report. This report was a result of a special mission survey carried out by my Super Ambassadors in primary schools, in partnership with the sustainable transport organisation Sustrans. One thousand children responded to questions about what active travel means to them. The report revealed children's biggest concerns about travelling to school by foot, bike, or scooter: traffic; the poor condition of cycle and walking paths; and a lack of provision of cycle racks in schools.

It was clear that very many children value the opportunity to bike, scoot or walk to school when it is safe to do so, enjoying the opportunity to be outside and spend time with friends and family. Many children have practical solutions to enabling this, including the provision of zebra crossings outside schools and a widespread increase in 20 mile an hour limits and I urge local authorities to collaborate with children, schools and communities to find safe and creative solutions in line with the Active Travel Act.

I am keen to see that all routes to school are safe and that children and young people do not have to experience stressful journeys to and from school. During the course of the year I was contacted by a number of parents raising concerns about unsafe walking routes; concerns that I raised with the Minister for the Economy, Science and Transport. I received assurances that the issues I had raised had also been discussed with the Minister for Education with a request that a review of the Learner Travel (Wales) Measure 2008 and associated guidance be undertaken in order to address identified issues and to mitigate the risks to learners .

### Recommendation to Welsh Government

**I recommend that Welsh Government review the Learner Travel (Wales) Measure 2008 and associated statutory provision and operational guidance, to ensure that all journeys to and from school are safe and that local authorities are quite clear about their responsibilities for ensuring that this happens.**

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## Preifatrwydd mewn llysoedd ieuenctid

### Y materion allweddol

Cyhoeddodd Swyddfa Barnwrol Cymru a Lloegr Ganllawiau Llysoedd Troseddol 2015, a mynegwyd pryderon nad oedd y ddeddfwriaeth gartref a rhyngwladol ar hawliau plant yn cael ei hesbonio'n ddigonol, na'i diogelu gan y canllawiau drafft.

### Sut rydyn ni wedi dylanwadu

Rydym wedi gweithio ar y cyd â Swyddfa Comisiynydd Plant Lloegr yng nghyswllt Cyfyngiadau Adrodd yn y llysoedd troseddol.

Bu'r canllawiau'n destun tair proses o newid rhwng Gorffennaf 2015 ac Ebrill 2016; ym mhob cam cyflwynwyd ymateb ar y cyd gan y ddau Gomisiynydd, yn adlewyrchu hawliau plant o dan CCUHP. Mae cyfiawnder ieuenctid yn fater sydd heb ei ddatganoli, felly mae'n bwysig bod Comisiynwyr yn dod at ei gilydd ar faterion cysylltiedig i sicrhau bod buddiannau plant o Gymru a Lloegr yn cael eu cynrychioli'n llawn.

Mae'r Canllawiau diwygiedig bellach wedi cael eu hailgyflwyno, ac yn cynrychioli persbectif cytbwys, sy'n caniatáu adroddiadau er budd y cyhoedd, ond ar yr un pryd yn cydnabod sefyllfa unigryw plant a'u hawl i fod yn ddienw o dan CCUHP.

### Cyfleoedd i'r Dyfodol

Byddwn yn parhau i weithio ar y cyd â Chomisiynydd Plant Lloegr yng nghyswllt materion sydd heb eu datganoli.

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## Privacy in youth courts

### The key issues

The Judicial Office for England and Wales published Criminal Courts Guidance 2015 and concerns were raised that domestic and international legislation on children's rights was not being adequately explained or protected by the draft guidance.

### How we've influenced

We have worked jointly with the Office of the Children's Commissioner for England in relation to Reporting Restrictions in the criminal courts.

The guidance went through three amendment processes between July 2015 and April 2016; at each stage a joint response was submitted from both Commissioners reflecting children's rights under the UNCRC. Youth justice is non-devolved so it is important for Commissioners to join together on related issues to ensure the interests of English and Welsh children are fully represented.

The revised Guidance has now been reissued and presents a balanced perspective, which allows for public interest reporting, whilst recognising the unique position of children and their right to anonymity under the UNCRC.

### Future opportunities

We will continue to work jointly with the Children's Commissioner for England in relation to non-devolved matters.

**Dweud eich Dweud  
Fel sefydliad rydyn ni'n monitro  
ac yn hybu cyfleoedd plant  
a phobl ifanc i ddweud eu  
dweud mewn gwasanaethau  
cyhoeddus ac fel dinasyddion  
yng Nghymru. Rydyn ni hefyd  
yn darparu rhaglen helaeth  
o waith er mwyn cynnwys  
plant a phobl ifanc yn  
uniongyrchol yng ngwaith  
ein swyddfa.**

## **Dweud eich Dweud yn Genedlaethol ac yn Lleol**

### **Sut rydyn ni wedi ymgysylltu**

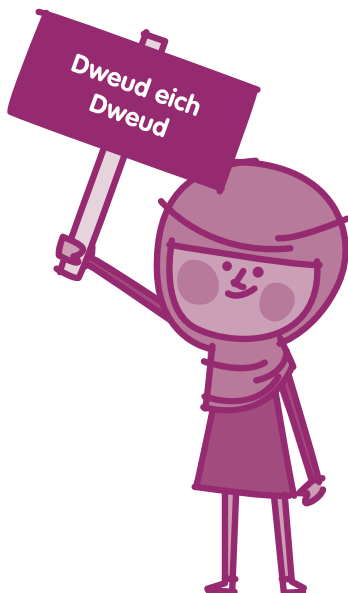
Mae'r Swyddfa wedi ymgysylltu â Cymru Ifanc, sy'n darparu cyfleoedd i bobl ifanc ddweud eu dweud ledled Cymru trwy ymgysylltu ag ymgynghoriadau a gweithgareddau'r Llywodraeth, ac agorodd y Comisiynydd gynhadledd flynyddol Cymru Ifanc ym mis Mawrth.

Rydyn ni hefyd wedi ymgysylltu'n gadarnhaol â rhaglen ymgysylltu'r Cynulliad â phlant a phobl ifanc, gan gynnwys ei ymgynghoriad helaeth Pleidleisio yn 16, a'r ymgyrch ieuenticid i gael Cynulliad Plant a Phobl Ifanc i Gymru.

Mae gennym ni gysylltiadau da â fforymau cyfranogiad lleol ar gyfer pobl ifanc ac rydym ni'n hwyluso cyfarfod Cymru gyfan o weithwyr cyfranogiad ddwywaith y flwyddyn, er mwyn gallu rhannu syniadau da ac i helpu'r Comisiynydd i glywed am gryfderau a heriau ledled Cymru. Gwahoddir Llywodraeth Cymru i'r cyfarfodydd hyn i glywed y negeseuon hyn hefyd. Er gwaethaf toriadau i swyddi a chyfleusterau ieuenticid yn y rhan fwyaf o Gymru, mae'n galonogol gweld bod gan bob awdurdod lleol fforymau ieuenticid, ac mae rhai ohonynt yn gryf ac yn weithredol iawn. Bu'r Comisiynydd yn cwrdd â llawer o'r fforymau hyn ac yn clywed ganddynt yn ei blwyddyn gyntaf.

### **Argymhelliad i Gynulliad Cenedlaethol Cymru**

**Er nad yw fy nghylch gwaith deddfwriaethol yn fy ngalluogi i ysgrifennu argymhellion i Gynulliad Cenedlaethol Cymru, dwi am ailgadarnhau fy mwriad i alw am ailsefydlu gofod democrataidd cenedlaethol ar gyfer pobl ifanc, ar ffurf Cynulliad Ieuenticid. Dwi'n gwbl barod i weithio gyda phobl ifanc a'r Cynulliad i wireddu'r amcan hwn.**





## Participation

**As an organisation we monitor and promote the participation of children and young people in public services and as citizens of Wales. We also deliver an extensive programme of work to directly involve children and young people in the work of our office.**

## National and Local Participation

### How we've engaged

The Office has engaged with Young Wales, which provides participation opportunities for young people throughout Wales to engage with Government consultations and activities, with the Commissioner opening Young Wales' annual conference in March.

We have also engaged positively with the Welsh Assembly's children and young people's engagement programme, including its extensive Votes at 16 consultation, and the youth campaign for a Children and Young People's Assembly for Wales.

We have good links with local participation forums for young people and facilitate a twice-yearly all-Wales meeting of participation workers to enable sharing of good ideas and to help the Commissioner hear about strengths and challenges across Wales. The Welsh Government is invited to these meetings to hear these messages too. Despite cuts to posts and youth facilities in most of Wales, it is encouraging to see that all local authorities have youth forums and some of these are very strong and active. The Commissioner met with and heard from many of these forums in her first year.

### Recommendation for the National Assembly for Wales and the Welsh Government

**Whilst I have no legislative remit to make recommendations to the National Assembly for Wales, I want to reaffirm my intention to press for a reinstated national democratic space for young people, in the form of a Youth Assembly. I am fully committed to working with young people and the National Assembly to realise this ambition.**



## Ein gwaith cyfranogi

### Ebrill

Comisiynydd Newydd – rhannodd ein rhwydwaith o Llysgenhadon fideo arbennig i gyflwyno Sally i blant a phobl ifanc Cymru.

### Mehefin

Bu 1000 o blant a phobl ifanc 3-18 oed yn cymryd rhan mewn sgysiau â'r comisiynydd a'i thîm rhwng Mai a Gorffennaf yng nghyfnod cyntaf yr ymgynghoriad Beth Nesa' I What Next.

### Gorffennaf

Cafodd y Comisiynydd ei chyfarfod cyntaf gyda'n grwpiau Llysgenhadon Cymunedol

Ymunodd ein grŵp Cydweithredwyr Ifanc â'r fîm o staff i helpu i ddadansoddi'r data roedden ni wedi'i gasglu yng nghyfnod 1 o'n hymgyngghoriad Beth Nesa' I What Next, ac i helpu'r Comisiynydd i bennu ei meysydd blaenoriaeth ar gyfer ei chynllun gwaith newydd.

### Medi

Ar 4 Medi cafodd y swyddfa gyfle i groesawu ymweliad undydd gan rapporteur o'r Cenhedloedd Unedig, a bu'r ymwelydd yn cwrrdd â'n Llysgenhadon Cymunedol a'n Cydweithwyr Ifanc a nifer o grwpiau eraill o blant i drafod y materion maen nhw'n eu hwynebu yng Nghymru.

### Mai

Croesawodd ein rhwydwaith Llysgenhadon Gwych Sally Holland i'r swydd yn eu digwyddiadau dathlu yng Ngogledd, Canolbarth a De Cymru, oedd yn cynnwys 206 o blant o 80 o ysgolion. Fe wnaethon nhw 'lansio' Sally i mewn i'w rôl newydd yn llythrennol trwy greu rocedi a rhannu eu barn gyda hi ynghylch beth dylai hi ganolbwyntio arno fel Comisiynydd newydd.

Roedd gan Gomisiynydd Plant Cymru stondin liwgar, ddeniadol yn Eisteddfod yr Urdd yn Llancaiaich Fawr, Nelson. Fe wnaethon ni fanteisio ar y cyfle i godi proffil y Comisiynydd newydd ac ymgynghori â channoedd o blant a phobl ifanc ar hyd yr wythnos. Fe wnaethon ni ddefnyddio gweithgareddau celf ac iPads i ymgysylltu â phlant, pobl ifanc a gweithwyr proffesiynol o bob rhan o Gymru fel rhan o gyfnod cyntaf ymgynghoriad Beth Nesa' I What Next. Ymunodd fforwm ieuencid Caerffili â ni am ddiwrnod i gynnal sesiwn Holi ac Ateb fywiog ar y stondin gyda Sally Holland, yn archwilio ei barn am ei rôl newydd, a'i blaenoriaethau fel Comisiynydd oedd newydd ddod i'r swydd.

### Awst

Daeth 68 o Blant sy'n Derbyn Gofal a Gadawyr Gofal rhwng 15 a 25 oed i'n digwyddiadau haf yng Ngogledd a De Cymru yn 2015. Roedden nhw'n cynrychioli pob un o'r 22 awdurdod lleol. Nod y ddau ddigwyddiad oedd dod â phobl ifanc mewn sefyllfaoedd tebyg o wahanol ardaloedd at ei gilydd i ddod yn ffrindiau, cael hwyl a rhannu profiadau. Ar ôl bore o weithgareddau ymgynghori, dewisodd y bobl ifanc o blith amrywiaeth o weithgareddau awyr agored a dan do yn y prynhawn, o'r rhaffau uchel i datŵs henna.

## Our participation work

### April

A New Commissioner – our network of Ambassadors shared a special video to introduce Sally to the children and young people of Wales.

### June

1000 children and young people aged 3-18 took part in conversations with the commissioner and her team between May and July in the first phase of the Beth Nesa' I What Next consultation

### July

The Commissioner had her first meeting with our Community Ambassadors groups

Our Young Collaborators group joined the staff team to help analyse the data we had collected in phase 1 of our Beth Nesa' I What Next consultation, and to help the Commissioner set her priority areas for her new work plan.

### September

On September 4th the office had the opportunity to host a one day rapporteur visit from the United Nations and the visitor met with both our Community Ambassadors and Young Collaborators and a number of other groups of children to discuss the issues that they face in Wales.

### May

Our Super Ambassadors network welcomed Sally Holland into post at their celebration events in North, Mid and South Wales, involving 206 children from 80 schools. They literally 'launched' Sally into her new role by making rockets and providing her with their own opinions on what she should focus on as their new Commissioner.

The Children's Commissioner for Wales had a colourful and engaging stand at the Urdd Eisteddfod in Llancaiach Fawr, Nelson. We used the opportunity to raise the profile of the new Commissioner and to consult with hundreds of children and young people throughout the week. We used art activities and ipads to engage children, young people and professionals from across Wales as part of the first phase of the Beth Nesa' I What Next consultation. Caerphilly youth forum joined us for a day and co-hosted a lively Q & A on the stand with Sally Holland, exploring her views on her new role, and priorities as the Commissioner recently in post.

### August

68 Looked After Children and Care Leavers between the ages of 15 and 25 attended our North and South Wales summer events in 2015. They represented all 22 local authorities. The aim of the two events was to bring young people in similar situations from different areas together to make friends, have fun and share experiences. After a morning of consultation activities, young people chose from a range of outdoor and indoor afternoon activities from high ropes to henna tattoos.

## Hydref

Ym mis Hydref 2015 ymunodd ein Rhwydwaith Llysgenhadon â ni mewn digwyddiadau hyfforddi yng Ngogledd, Canolbarth a De Cymru, gan gynnwys 155 o blant o 71 o ysgolion. Fe wnaethon ni ddefnyddio'r digwyddiad yma ar ddechrau'r flwyddyn ysgol i roi cyfle i Llysgenhadon fynychu tri gweithdy a dysgu mwy am eu rôl fel Llysgennad, yn ogystal ag i roi gwybod iddyn nhw am ein prosiect Beth Nesa' I What Next a blaenoriaethau Sally.

Beth Nesa' I What Next – ein Tasg Arbennig fwyaf hyd yma – roedd ein Llysgenhadon yn allweddol wrth ymgysylltu â chwe mil o blant a phobl ifanc 3-7 oed, 7-11 oed ac 11-18 oed yn yr arolwg.

Lansio Peilot Llysgenhadon yr Ysgolion Uwchradd.

## Tachwedd

Fe roeson ni gyflwyniad yn Nigwyddiad Fforwm leuentid Iau Caerffili ym mis Tachwedd 2015 – daeth dros 100 o blant i'r digwyddiad, ac roedd yn gyfle gwych i rannu gwybodaeth am y Comisiynydd, ei rôl, a sut i ymuno â'n cynlluniau.

Cyfarfod Llysgenhadon Cymunedol.

Ar Ddiwrnod Byd-eang y Plant fe fuon ni'n gweithio gyda Llysgenhadon y Fro i helpu i gyflwyno digwyddiad Llysgenhadon Gwych i ysgolion cynradd. Fe gawson ni ymateb gwych gan yr ysgolion cynradd ym Mro Morgannwg, ac ymunodd 13 o ysgolion ychwanegol â'n cynllun mewn un diwrnod.

## Rhagfyr

Teithio i'r Ysgol – Ymatebodd dros 1000 o blant i'r dasg arbennig hon, a chafodd eu barn eu dadansoddi a'u coladu i lywio ein hadroddiad Teithio i'r ysgol, a lansiwyd o Ysgol Rhos-y-bol, Ynys Môn, ym mis Rhagfyr 2015.

## Ionawr

Gweithdy hawliau a chreu ffilmiau yn Ysgol yr Hendy – un o sawl sesiwn creu fideos a gynhaliwyd gydag ysgolion yn ystod y flwyddyn.

## Chwefror

Cynhaliodd y Llysgenhadon Gwych yn Ysgol Gynradd Glasllwch yng Nghasnewydd weminar i helpu'r Comisiynydd i lansio canfyddiadau Beth Nesa' I What Next a'r Adroddiad Trosolwg. Mewngofnododd 23 o ysgolion i wylu'r gweminar ac fe wnaethon ni gofnodi 430 o wylwyr ar-lein. Bu'r Comisiynydd yn wynebu dros 70 o gwestiynau diddorol a heriol gan y plant mewn cyfnod o 35 munud.

## Mawrth

Cyfarfod Llysgenhadon Cymunedol.

### October

In October 2015 our Ambassadors Network joined us at training events in North, Mid and South Wales, involving 155 children from 71 schools. We used this start of the school year event to give Ambassadors the opportunity to attend three workshops and to learn more about their roles as an Ambassador as well as to tell them about our Beth Nesa' I What Next project and Sally's priorities.

Beth Nesa' I What Next our biggest Special Mission to date – our Ambassadors were key drivers in the engagement of six thousand 3–7 year olds, 7-11 year olds and 11-18 year olds in the survey.

Launch of Secondary Schools Ambassadors Pilot

### November

We presented at the Caerphilly Junior Youth Forum Event in November 2015 – the event attended by over 100 children was a great opportunity to share information about the Commissioner, her role and how to sign up to our schemes.

Community Ambassadors meeting

On Universal Children's Day we worked with the Vale Ambassadors to help deliver a primary school Super Ambassador event. We had a great response from primary schools in the Vale of Glamorgan with an increase of 13 schools signing up to our scheme in one day.

### December

School Journeys – Over 1000 children responded to this special mission, their views were analysed and collated to inform our School Journeys report which was launched from Ysgol Rhosybol, Ynys Mon, in December 2015.

### January

Rights and film-making workshop at Ysgol yr Hendy – one of several video making sessions carried out with schools during the year.

### February

The Super Ambassadors at Glasllwch Primary School in Newport hosted a webinar to help the Commissioner launch her Beth Nesa' I What Next findings and Overview Report. 23 schools logged on to view the webinar and we recorded 430 online viewers, the children put over 70 interesting and challenging questions to the Commissioner in 35 minutes.

### March

Community Ambassadors' meeting

## Ein Cynlluniau Llysgenhadon

Un o'n ffyrdd o wrando ar blant a phobl ifanc yw trwy ein rhwydwaith o 200+ o ysgolion Llysgenhadon Gwych a phedwar Grŵp Llysgenhadon Cymunedol. Mae Llysgenhadon yn cael eu hethol gan eu cyfoedion; eu gwaith yw cynyddu ymwybyddiaeth o Gomisiynydd Plant Cymru a hawliau plant, a amlinellwyd yng Nghonfensiwn y CU ar Hawliau'r Plentyn (CCUHP), oddi mewn i'w hysgolion neu eu grwpiau. Maen nhw hefyd yn cyflawni tair Tasg Arbennig y flwyddyn er mwyn rhoi eu barn ar faterion pwysig i blant a phobl ifanc. Mae'r tasgau'n cael eu rhannu trwy rhwydwaith cysylltiadau'r Llysgenhadon, ar twitter, ac ar dudalennau a fideos penodol ar y we.



**Bydda i bob amser yn mwynhau ein digwyddiadau Llysgenhadon, ac eleni fe fuon ni'n ymgysylltu â 361 o blant o 151 o wahanol ysgolion mewn gweithgareddau creadigol a pherthnasol. Mae'r diwrnodau bob amser yn llawn egni a hwyl, ac mae'r adborth gan blant ac athrawon bob amser mor gadarnhaol fel ei fod yn gwneud yr holl waith caled yn werth pob munud!**

Sarah Griffith – Swyddog Cyfranogiad

**Roedd y plant wrth eu bodd ac roedd y profiad cyfan yn wych. Roedden ni'n falch o fod yn rhan ohono – diolch am y cyfle!**

Jenny Munslow – Dirprwy Bennaeth, Ysgol Gynradd Glasllwch

## Peilot Llysgenhadon Ysgolion Uwchradd

Mae chwe ysgol uwchradd mewn gwahanol rannau o Gymru wedi bod yn rhan o gynllun peilot i'n helpu i ddatblygu model ar gyfer Llysgenhadon Ysgolion Uwchradd. Mae'r bobl ifanc a'r athrawon eisoes wedi rhoi adborth gwybodus ar sut bydden nhw'n gweld y cynllun yn gweithio yng nghyd-destun ysgolion uwchradd. Fel rhan o'r peilot, mae pobl ifanc wedi gweithio'n uniongyrchol gyda dylunwyr i adnewyddu ein poster Hawliau poblogaidd – a'i ailfrandio ar gyfer eu grŵp cyfoedion hŷn.

## Llysgenhadon Cymunedol

Mae ein cynllun Llysgenhadon Cymunedol yn cynnig cyfleoedd i grwpiau o blant a phobl ifanc sydd eisoes yn dod at ei gilydd mewn lleoliadau addysg anffurfiol mewn cymunedau yng Nghymru. Mae rhain yn cynnwys, New Leaf, fforwm Sipsiwn a Theithwyr o Gaerdydd, Mixtup, clwb ieuencid gallu cymysg yn Abertawe a grwp (with a roof on the w please) ieuencid Ebbw Fawr mewn ardal Cymunedau yn Gyntaf ym Mlaenau Gwent ac Gymuned yn Gyntaf Adamsdown yng Ngaerdydd. Mae'r grwpiau hyn wedi cwrdd bob chwarter, wedi bwydo i mewn i Beth Nesa' I What Next, ac maen nhw'n parhau i roi diweddariad i'r Comisiynydd ynghylch materion allweddol y maen nhw'n eu hwynebu yn eu cymunedau.

**Rhoddodd y Llysgenhadon Cymunedol a'r Cydweithredwyr Ifanc adroddiadau cyntaf gwych am fywyd yng Nghymru o'u persbectif, yn byw mewn cymunedau amrywiol. Bydd y ddeialog hon yn cael effaith wych o ran dod â'n hadroddiad i'r Cenhedloedd Unedig yn fyw. Roedden nhw i gyd yn mynegi eu hunain â'r fath angerdd ac eglurder fel mod i'n teimlo'n falch o weithio iddyn nhw!**

Kath Mattingly – Swyddog Cyfranogiad

**Rydw i wedi mwynhau sicrhau bod pobl bwysig yn clywed fy llais'**

Ilais' Nicole – Llysgennad Cymunedol

## Our Ambassadors Schemes

One of the ways we listen to children and young people is through our network of 200+ Super Ambassador schools and four Community Ambassadors Groups. Ambassadors are elected by their peers; their job is to raise awareness about the Children's Commissioner for Wales and children's rights, outlined in the UN Convention on the Rights of the Child (UNCRC), within their schools or groups. They also undertake three Special Missions per year in order to give their opinion on important issues for children and young people. Missions are shared via the Ambassador's network of contacts, twitter and dedicated website pages and videos.



**I always enjoy our Ambassadors events, and this year we engaged with 361 children from 151 different schools in creative and relevant activities. The days are always high energy and fun and the feedback from children and teachers is always so positive it makes all the hard work worth every minute!**

Sarah Griffith – Participation Officer.

**The children really enjoyed it and the whole experience was brilliant. We were pleased to be involved - thank you for the opportunity!**

Jenny Munslow – Deputy Head Teacher,  
Glasllwch Primary School.

## Secondary School Ambassadors Pilot

Six secondary schools from across Wales have taken part in a pilot scheme to help us develop a model for Secondary School Ambassadors. The young people and teachers have already given insightful feedback on how they would see the scheme working in the secondary school setting. As part of this pilot young people have worked directly with designers to refresh our popular Rights poster – rebranding it for their older peer group.

## Community Ambassadors

Our Community Ambassadors scheme offers opportunities for groups of children and young people who already meet together in non-formal education settings in communities in Wales. They include New Leaf, a Gypsy Traveller forum in Cardiff, Mixtup, a mixed ability youth group in Swansea and Ebbw Fawr youth group based in a Communities First area in Blaenau Gwent and Adamsdown Community First in Cardiff.. These groups have met quarterly and have fed into Beth Nesa' I What Next and continue to update the Commissioner on key issues that they face in their communities.

**The Community Ambassadors and Young Collaborators gave excellent first accounts of life in Wales from their perspective of living in diverse communities. This dialogue will have a great impact on bringing to life our report to the United Nations. They all expressed themselves with such passion and clarity that I felt proud to work for them!**

Kath Mattingly – Participation Officer

**I've enjoyed getting my voice heard by people who matter.**

Nicole – Community Ambassador

### Ein ‘Cydweithredwyr Ifanc’ a’n gwaith tuag at y panel ymgynghorol pobl ifanc

Mae pum person ifanc o amrywiaeth o gefndiroedd sy’n cynrychioli fforymau ieuentid, cyngor ysgol a Llaisiau o Ofal wedi llenwi rôl werthfawr dros dro i ni fel Cydweithredwyr Ifanc, gan gynnig eu harbenigedd a’u gwybodaeth ar gais. Mae grŵp ymgynghorol o bobl ifanc i roi cyngor ac arbenigedd i Gomisiynydd Plant Cymru a’i galw i gyfrif ynghylch cyflawni ei chynllun strategol wedi cael ei recriwtio, a chychwynnodd ar ei waith ym mis Gorffennaf 2016.

**Fe wnaeth bod ar y panel cyfworld i mi deimlo bod fy marn yn bwysig**

Joseph – Cydweithredwr Ifanc

### Digwyddiadau i Blant sy’n Derbynn Gofal a Rhai sy’n Gadael Gofal

Mae’r digwyddiadau hyn yn gyfle i’r Comisiynydd ddysgu am brofiadau gwirioneddol Plant sy’n Derbynn Gofal a Rhai sy’n Gadael Gofal yng Nghymru ac iddi ofyn y cwestiynau a fydd yn ei helpu i ddeall y materion mae’r grŵp yma o Blant a Phobl Ifanc yn eu hwynebu. Dangosodd y ffurflenni gwerthuso a gafodd eu llenwi gan y bobl ifanc a’r staff oedd yn eu hebrwng fod y diwrnod yn llwyddiant aruthrol o’u safbwynt nhw, a bydd yr wybodaeth a gasglwyd gan y bobl ifanc yn llywio blaenoriaethau’r Comisiynydd a’i chynllun ar gyfer y 3 blynedd nesaf.

### Gweithio mewn Partneriaeth

Roedden ni’n falch o gael gwahoddiad i roi cyflwyniad yn Nigwyddiad Fforwm Ieuentid Iau Caerffili ym mis Tachwedd 2015 – daeth dros 100 o blant i’r digwyddiad, ac roedd yn gyfle gwych i rannu gwybodaeth am y Comisiynydd, ei rôl, a sut mae ymuno a’n cynlluniau.

Ar 20 Tachwedd fe fuon ni’n gweithio gyda Llysgenhadon y Fro i helpu i gyflwyno digwyddiad Llysgenhadon gwych i ysgolion cynradd. Fe gawson ni ymateb gwych gan ysgolion cynradd ym Mro Morgannwg, ac ymunodd 13 o ysgolion ychwanegol a’n cynllun mewn un diwrnod.

Bu’r Comisiynydd hefyd yn cymryd rhan mewn digwyddiadau cyfranogiad a chwarae ar draws y sir i blant a phobl ifanc yn Sir Benfro, Rhondda Cynon Taf, Conwy, Sir Fynwy a Chastell-nedd Port Talbot. Bu’n mynychu digwyddiadau dathlu i blant sy’n derbyn gofal yn Sir Fôn, Sir y Fflint, Rhondda Cynon Taf, Castell-nedd Port Talbot a Phowys.

Fel sefydliad bach sydd â nodau uchelgeisiol rydyn ni’n gwerthfawrogi’r cyfle i weithio mewn partneriaeth â sefydliadau sydd â nodau a rennir. Mae ein swyddogion cyfranogiad wedi hwyluso gweithdai neu wedi rhoi cyflwyniadau i weithwyr proffesiynol, athrawon a phlant mewn llawer o ddigwyddiadau, ac maen nhw’n cynnal cysylltiadau agos â sefydliadau, Gweithwyr Cyfranogiad, Gweithwyr Ieuentid, a Chydlynwyr Ysgolion Iach.



### Our ‘Young Collaborators’ and our work towards the young people’s advisory panel

Five young people from a range of backgrounds representing youth forums, school council and Voices from Care have filled a valuable and temporary role for us as Young Collaborators, offering their expertise and knowledge when requested. This coming year we will be recruiting young people to form an advisory panel, to provide advice and expertise to the Commissioner and to hold her to account on the delivery of her work plan.

**Being on the interview panel made me feel like my view was important.**

Joseph – Young Collaborator

### Looked After Children and Care Leavers Events

These events are an opportunity for the Commissioner to find out about the real experiences of Looked After Children and Care Leavers in Wales and for her to ask the questions that will help her to understand the issues that this group of Children and Young People face. Evaluation forms completed by both young people and accompanying staff demonstrated that the day was a huge success from their point of view, and the information we gathered from the young people informed the Commissioner’s priorities and plan for the next 3 years.

### Partnership Working

We were pleased to be invited to present at the Caerphilly Junior Youth Forum Event in November 2015 – the event attended by over 100 children was a great opportunity to share information about the Commissioner, her role and how to sign up to our schemes.

On November 20th we worked with the Vale Ambassadors to help deliver a primary school Super Ambassador event. We had a great response from primary schools in the Vale of Glamorgan with an increase of 13 schools signing up to our scheme in one day.

The Commissioner also took part in county-wide participation and play events for children and young people in Pembrokeshire, Rhondda Cynon Taff, Conwy, Monmouthshire and Neath Port Talbot. She attended celebration events for Looked After Children held in Anglesey, Flintshire, Rhondda Cynon Taff, Neath Port Talbot and Powys.

As a small organisation with ambitious goals we value the opportunity to work in partnership with organisations with shared aims. Our Participation Officers have facilitated workshops or given presentations to professionals, teachers and children at many events and maintain close links with organisations, Participation Workers, Youth Workers, and Healthy Schools Coordinators.

**Deall eich Hawliau**  
**O dan CCUHP mae gan**  
**blant a phobl ifanc hawl**  
**i dderbyn gwybodaeth, ac mae**  
**dyletswydd ar Lywodraethau**  
**i sicrhau bod plant yn gwybod**  
**am eu hawliau. Mae ein**  
**timau cyfathrebu, cyfranogiad**  
**a materion cyhoeddus yn**  
**gweithio'n galed i sicrhau**  
**bod dinasyddion Cymru, yn**  
**blant, pobl ifanc ac oedolion,**  
**yn gallu cyrchu gwybodaeth**  
**o safon dda am hawliau**  
**plant, a bod gwasanaethau**  
**cyhoeddus yn cael eu hannog**  
**i wneud hawliau plant yn**  
**ganolog i'w gwasanaethau.**  
**Mae'r Comisiynydd yn codi**  
**llais yn y cyfryngau i sicrhau**  
**bod hawliau plant yn destun**  
**adroddiadau rheolaidd mewn**  
**storïau newyddion.**



Er bod llawer o ysgolion yn gwneud gwaith rhagorol yn hybu gwybodaeth am hawliau, amlygodd fy arolwg Beth Nesa I What Next awydd i ddysgu mwy am hawliau.

**Rwy'n argymhell bod addysg hawliau dynol, gan gynnwys gwybodaeth am hawliau plant, wedi'i gwreiddio'n gadarn yn y ddogfen newydd 'Cwricwlwm i Gymru – Cwricwlwm am Oes'.**

### Cyfathrebu

Cafodd y fîm cyfathrebu flwyddyn brysur, yn cyhoeddi ac yn rhoi cyhoeddusrwydd i Bwyllgor y CU ar Hawliau'r Plentyn a'n hadroddiadau oedd yn codi o'n gwaith ar Deithio i'r Ysgol a Beth Nesa' I What next. Ar ben hynny, cwblhaodd y fîm waith ar y cyd â phobl ifanc i gynhyrchu'r Canllaw Cyfryngau LHDT, Ap Fy Nghynllunydd, a phoster Hawliau i Ysgolion Uwchradd.

### Canllaw Cyfryngau LHDT

Yn haf y llynedd fe wnaethon ni ddechrau gweithio ar ganllaw i alluogi pobl ifanc i fynd i'r afael â phortreadau negyddol a niweidiol o'r gymuned LHDT yn y cyfryngau. Mae'r canllaw yn esbonio sut mae cwyno wrth amrywiol gyrff rheoliadol (gan gynnwys Ofcom ac IPSO) ynghylch cynnwys tramgwyddus neu niweidiol, a hynny mewn ffordd hawdd ei deall.

Buon ni'n gweithio gyda Digon, grŵp o fyfyrwyr o Ysgol Gyfun Gymraeg Plasmawr yng Nghaerdydd sy'n eiriol dros hawliau LHDT ac yn addysgu eu cyfoedion ar faterion LHDT, i gynhyrchu'r canllaw cyfryngau ac i ddysgu mwy am eu gwaith. Roedden nhw wedi llwyddo i fynd i'r afael â bwlio homoffobig yn eu hysgol drwy amlygu sut gall geiriau fel 'hoiw' fod yn niweidiol pan fyddan nhw'n cael eu defnyddio'n negyddol neu'n sarhaus.

Amlygodd ein canllaw y sefyllfa bresennol o ran portreadu LHDT yn y cyfryngau, a dangos i bobl ifanc cyn lleied o sylw cadarnhaol mae'r gymuned LHDT yn ei gael ar y teledu ac mewn ffilmiau prif ffrwd, ac effaith hynny ar brofiadau bywyd go iawn pobl LHDT yn y gwaith, yn yr ysgol, ac yn eu bywydau cymdeithasol. Trwy roi'r wybodaeth hon i bobl ifanc, fe wnaethon ni amlygu grym y cyfryngau, a phwysigrwydd mynd i'r afael â'u darluniadau, sydd wedi colli cysylltiad â'r sefyllfa wirioneddol mewn rhai achosion.

## Promotion

**Children and young people have a right under the UNCRC to receive information, and Governments have a duty to ensure that children know about their rights. Our communications, participation, and public affairs teams work hard to ensure that children, young people and adult citizens in Wales have access to good quality information about children's rights and that public services are encouraged to put children's rights at the centre of their services. The Commissioner speaks up in the media to ensure that children's rights are regularly reported in news stories.**



While many schools are doing an excellent job at promoting knowledge of rights, my Beth Nesa I What Next survey highlighted a desire to learn more about rights.

**I recommend that human rights education, including knowledge about children's rights, has a firm footing in the new 'Curriculum for Wales – a Curriculum for Life'.**

## Communications

The communications team had a busy year, publishing and publicising our reports to the UN Committee for the Rights of the Child and our reports arising from our work on School Journeys and Beth Nesa' I What next. In addition, the team carried out collaborative work with young people to produce the LGBT Media Guide, My Planner App and Secondary Schools Rights poster.

## LGBT Media Guide

In the summer of last year we began work on a guide to enable young people to tackle the negative and harmful media portrayals of the LGBT community. The guide explains how to complain to various regulatory bodies (including Ofcom and the IPSO) about offensive or harmful content in an accessible way.

We worked with Digon, a group of students from Ysgol Gyfun Gymraeg Plasmawr in Cardiff who advocate LGBT rights and educate their peers on LGBT issues, to produce the media guide and to learn more about their work. They'd had success in tackling homophobic bullying in their school by highlighting how words like 'gay' can be harmful when used negatively or as an insult.

Our guide highlighted the current state of LGBT media portrayals, showing young people how little positive coverage the LGBT community receives in mainstream television and film, and the effect that this has on the real-life experiences of LGBT people in work, school, and their social lives. By giving young people this information, we highlighted the power of the media, and the importance of tackling its sometimes out-of-touch depictions.

Mewn cydweithrediad â Digon, a'r artist o Ogledd Cymru, David Setter, fe wnaethon ni gynhyrchu cyfres o ddelweddau i gyd-fynd â'r canllaw oedd yn adlewyrchu teimladau'r disgyblion ynghylch yr anhawster mae pobl ifanc LHDT yn ei wynebu weithiau.

Mae'r canllaw printiedig wedi cael ei ddsbarthu i ysgolion uwchradd ac i sefydliadau fel Stonewall Cymru, ac mae wedi cael ei rannu'n eang ar-lein. Picture from guide

## Ap Fy Nghynllunydd

Roedd gadawyr gofal ifanc wedi bod yn dweud wrthyn ni ers peth amser eu bod nhw am gael fersiwn o Fy Nghynllunydd, adnodd printiedig oedd yn cynnwys gwybodaeth am hawliau a'r pethau dylen nhw eu cael ar ôl gadael gofal, y gallen nhw ei defnyddio ar eu ffonau symudol.

Yn ogystal â gwneud yr adnodd yn addas ar gyfer dyfeisiau symudol, roedden ni hefyd am sicrhau ei fod yn dal mor berthnasol a defnyddiol i bobl ifanc â phan gafodd ei argraffu gyntaf.

Fe wnaethon ni gwrdd â grwpiau o bobl ifanc oedd yn gadael gofal ledled Cymru i gasglu eu syniadau i wneud yr ap mor ddefnyddiol â phosibl, ac fe glywsom ni syniadau tebyg gan sawl grŵp.

Yn fwyaf pwysig, roedd pobl ifanc eisiau gallu cyrchu hawliau a phethau y dylen nhw eu cael oedd wedi'u hysgrifennu mewn iaith hawdd ei deall. Roedden nhw hefyd yn pryderu nad oedd ganddyn nhw'r sgiliau angenrheidiol i fyw'n annibynnol; sgiliau fel coginio, talu biliau, gwaith cynnal a chadw cyffredinol yn y cartref a chyllidebu.

Fe fuon ni'n gweithio gyda'r cwmni dylunio digidol Tradebox Media i greu ap oedd yn ymateb yn uniongyrchol i bryderon pobl ifanc ac yn hawdd ei ddefnyddio a chael hyd i ffordd drwyddo.

Yn yr ap a gyhoeddwyd, gall defnyddwyr sweipio rhwng sgriniau sy'n cynnwys gwybodaeth am hawliau gadawyr gofal, hawliau ariannol, cyfrifydd cyllideb, adran sgiliau byw'n annibynnol gyda ryseitiau wedi'u diweddarau ac awgrymiadau glanhau, a chronfa ddata o gysylltiadau i storio manylion gweithwyr proffesiynol fel gweithwyr cymdeithasol ac ymgynghorwyr personol.

Cyhoeddwyd yr ap yn wythnos Gadawyr Gofal 2015 ac ar hyn o bryd mae wedi sgorio 4.5/5 seren yn siop Google Play.

## Ffilmiau byr/Fideos

Rydyn ni wedi cynhyrchu sawl fideo ar gyfer ein sianel YouTube yn ystod y flwyddyn ddiwethaf, o bobl ifanc yn rhoi eu barn ar CCUHP i ysgolion yn ein helpu i roi cyhoeddusrwydd i'n gwaith.

**Dyma rai enghreifftiau o'r hyn rydyn ni wedi'i greu:**

- **Fideos ar fwlio a thlodi gydag ysgolion ym Mhenygraig a Chymer Afan, i helpu i roi cyhoeddusrwydd i ganfyddiadau ein hadroddiad Beth Nesa' I What Next.**
- **Fideo yn crynhoi canfyddiadau adroddiad Beth Nesa' I What Next gydag ysgolion ledled Cymru.**
- **Animeiddiad i rannu prif ganfyddiadau ein hadroddiad Teithio i'r Ysgol.**
- **Cyflwyniad i'r fideo CCUHP gydag Ysgol Iau Dinbych-y-pysgod.**
- **Fideo ar destun 'Ein hysgol ddefnyddol' gyda disgyblion yn Ysgol yr Hendy.**
- **Fideo i roi cyhoeddusrwydd i'n cynllun Llysgenhadon Gwych gyda disgyblion yn Sgeti.**

Mae ein sianel yn parhau i dyfu, gyda mwy na 7000 o bobl yn edrych arni yn ystod y flwyddyn ddiwethaf.

## Twitter

Bellach mae dros 7,700 o bobl yn dilyn ein prif gyfrifon Twitter (@**childcomwales** a @**complantcymru**). Rydym yn parhau i ddefnyddio Twitter yn helaeth fel offeryn i roi cyhoeddusrwydd i'n gwaith, i ryngweithio â rhanddeiliaid, ac i anfon traffig i'n gwefan.



With Digon, and North Wales-based artist David Setter, we produced a series of images to accompany the guide that reflected the pupils' feelings on the difficulty that LGBT young people sometimes face.

The printed guide has been distributed to secondary schools and to organisations like Stonewall Cymru and it has been widely shared on-line.

## My Planner App

Young care leavers had told us for some time that they wanted a version of My Planner, a printed resource with information on rights and entitlements after leaving care, that they could use on their mobile phones.

As well as making the resource mobile-friendly, we also wanted to make sure that it was still as relevant and useful to young people as it was when it was first printed.

We met with groups of care leavers across Wales to get their ideas on making the app as useful as possible, and heard similar ideas from several groups. Most importantly, young people wanted to be able to efficiently access rights and entitlements written in accessible language. They were also concerned that they didn't have the skills necessary to live independently; skills like cooking, paying bills, general home maintenance and budgeting.

We worked with digital design company Tradebox Media to create an app that directly answered young people's concerns and was easy to use and navigate. In the published app, users can swipe between screens that have information on care leavers' rights, financial entitlements, a budget calculator, an independent living skills section with updated recipes and cleaning tips, and a contacts database to store details of professionals like social workers and personal advisors.

The app was published in Care Leavers' week 2015 and currently has a 4.5/5 star rating on the Google Play store.

## Short films/Videos

We've made several videos for our YouTube channel in the last year, from young people giving their take on the UNCRC to schools helping us to publicise our work.

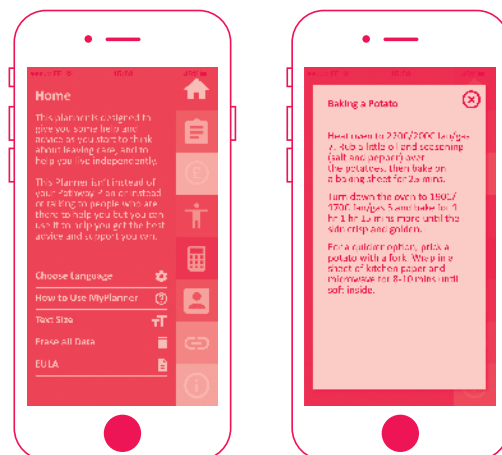
Here are some examples of what we've made:

- Videos on bullying and poverty with schools in Penygraig and Cymer Afan, to help publicise the findings of our Beth Nesa' I What Next report.
- A video summarising the findings of the Beth Nesa' I What Next report with schools from across Wales.
- An animation to share the main findings of our School Journeys report.
- An introduction to the UNCRC video with Tenby Juniors School.
- A video on the topic of 'Our dream school' with pupils in Ysgol yr Hendy.
- A video to publicise our Super Ambassadors scheme with pupils in Sketty.

Our channel continues to grow, with over 7000 views in the last year.

## Twitter

Over 7,700 people now follow our main Twitter accounts (@childcomwales and @complantcymru). We continue to use Twitter extensively as a tool for publicising our work, interacting with stakeholders and driving traffic to our website.



**06**

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# **Diweddglo a Chrynodeb o Argymhellion**

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**06**

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# **Conclusion and Summary of Recommendations**

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**Mae'r adroddiad hwn yn rhoi blas ar brysurdeb gwaith fy swyddfa yn ystod un flwyddyn. Roeddwn i'n falch o glywed a dysgu am lawer o lwyddiannau ym maes hawliau plant yng Nghymru yn ystod fy mlwyddyn gyntaf yn y swydd, ond mae camau clir yr hoffwn i weld Cymru'n eu cymryd yn ystod y blynyddoedd nesaf i sicrhau bod pob plentyn yn cael cyfle cyfartal i ffynnu.**

Erbyn 2019 rwy'n gobeithio y bydd Llywodraeth Cymru a gwasanaethau cyhoeddus wedi gwneud cynnydd sylweddol tuag at gyflawni'r gwelliannau canlynol i blant:

- Bydd plant a phobl ifanc yn cael mynediad at y gwasanaethau iechyd meddwl sydd eu hangen arnyn nhw mewn modd amserol. Bydd rhaglenni cryfach ar gyfer hybu iechyd a llesiant emosiynol ar waith yn ein gwasanaethau iechyd a chymdeithasol, ein hysgolion a'n gwasanaethau ieuentid.
- Bydd profiadau cyfoes plant o fwlio yn cael eu deall yn well a bydd mwy o ysgolion yn atal ac yn trechu bwlio'n effeithiol.
- Bydd gwell mynediad at weithgareddau chwarae, diwylliant a hamdden gan y plant sy'n fwyaf tebygol o beidio â chael cyfle i'w gwneud, yn arbennig y rhai sy'n byw mewn tloedi a phlant anabl.
- Bydd gan y rhai sy'n gadael gofal well mynediad at opsiynau tai diogel a sicr, a chynnig gweithredol ar ffurf swydd, addysg neu le mewn hyfforddiant.
- Bydd pob person ifanc sydd angen cefnogaeth iechyd a chymdeithasol barhaus yn pontio'n well i wasanaethau oedolion.
- Bydd gan blant yr un amddiffyniad cyfreithiol ag oedolion rhag ymosodiad corfforol.
- Bydd plant a phobl ifanc yn cael chwarae mwy o ran mewn gwasanaethau cyhoeddus, gan gynnwys fy sefydliad fy hun.



**This report provides a flavour of the busy work of my Office over the course of one year. I was pleased to hear and learn about many successes for children’s rights in Wales during the course of my first year in post. However, there are clear steps I would like to see Wales take over the next few years to ensure that all children have an equal chance to flourish.**

By 2019 I hope that Welsh Government and public services will have made significant progress towards delivering the following improvements for children:

- Children and young people will have access to the mental health services they need in a timely manner. There will be stronger programmes for promoting emotional health and wellbeing in place in our health and social services, schools and youth services
- Children’s contemporary experiences of bullying will be better understood and more schools will prevent and tackle bullying effectively
- There will be better access to play, culture and leisure activities by children who are most likely to miss out on these, particularly those living in poverty and disabled children
- Care leavers will have better access to safe and secure housing options and an active offer of a job, education or training place,
- All young people requiring continuing health and social support will have improved transitions to adult services
- Children will have the same legal protection as adults from physical assault
- Children and young people will be better involved in public services, including my own organisation

Byddaf fi a'm sefydliad yn chwarae ein rhan tuag at gyflawni rhai o'r nodau hyn. Yn 2016-17 byddwn ni'n gweithio ar brosiectau yn y meysydd canlynol:

- Pontio i oedolaeth ar gyfer pobl ifanc sydd â phrofiad o ofal
- Dulliau o ymdrin â llesiant emosiynol a pherthnasoedd da mewn ysgolion
- Mynediad at chwarae, diwylliant a hamdden ar gyfer grwpiau sydd o dan anfantais gymdeithasol
- Islamoffobia – profiadau pobl ifanc ar gyfer adnodd addysgol
- Arfer da mewn prosiectau rhwng y cenedlaethau (prosiect ar y cyd â'r Comisiynydd Pobl Hŷn)
- Cefnogi gwasanaethau cyhoeddus i ymgorffori CCUHP a'r nodau Llesiant i'w gwaith cynllunio a chyflawni (prosiect ar y cyd â Chomisiynydd Cenedlaethau'r Dyfodol)
- Sefydlu ein paneli ymgynghorol leuenctid ac Oedolion
- Ehangu ein cynllun llysgenhadon ysgolion uwchradd
- Ehangu ein presenoldeb ar y cyfryngau cymdeithasol
- Cyhoeddi Llyfr Achosion
- Adolygu ein darpariaeth Iaith Gymraeg mewn ymateb i'r Safonau newydd.

### Crynodeb o Argymhellion

Mewn ymateb i'r materion yr adroddwyd arnynt yn yr adroddiad blynyddol hwn, yma rwy'n dod â'r argymhellion a wnaed i Lywodraeth Cymru ar hyd yr adroddiad at ei gilydd, ac edrychaf ymlaen at dderbyn eu hymateb.

## Pwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn – Sylwadau Terfynol 2016

Bydd y Comisiynydd yn disgwyl i Weinidogion Llywodraeth Cymru ddangos arweiniad ac ymrwymiad i symud ymlaen gydag argymhellion y Pwyllgor trwy Raglen Lywodraethu ddynodedig ar gyfer Plant a Phobl Ifanc, gyda chynllun gweithredu a ddiffiniwyd yn glir ar gyfer gweithredu CCUHP yn llawn.

### Darpariaeth

1. Dylai rhaglen adolygu'r cwricwlwm 'Dyfodol Llwyddiannus' weithio'n agos gyda rhaglen Law yn Llaw at Blant a Phobl Ifanc y GIG i hybu dulliau gweithredu ysgol gyfan, seiliedig ar dystiolaeth o ymdrin â pherthnasoedd iach, iechyd meddwl, a llesiant.
2. Dylai Rhaglen Law yn Llaw at Blant a Phobl Ifanc y GIG barhau i dderbyn lefelau digonol o gyllid i gyflawni ei hamcanion, a dylai fonitro a yw profiadau plant o ofal iechyd meddwl yn gwella.
3. Dylai Llywodraeth Cymru gyflwyno deddfwriaeth newydd a Chôd Ymarfer cadarn sy'n cyflawni ei hymrwymiad i blant a phobl ifanc sydd ag anghenion dysgu ychwanegol. Dylai gryfhau'r cydlynid, y ddarpariaeth a'r gefnogaeth a roddir i blant a phobl ifanc ag anghenion dysgu ychwanegol, gan gynnwys cyflwyno dyletswyddau statudol i Fyrddau Iechyd Lleol ac Ymddiriedolaethau GIG ddarparu cefnogaeth a chryfhau pŵerau Tribiwnlys Addysg Cymru.
4. Dylai Llywodraeth Cymru gryfhau'r gofynion i rieni gofrestru fel rhai sy'n dewis addysgu eu plant gartref, a bod pob plentyn sy'n cael eu haddysgu gartref trwy ddewis yn cael eu gweld gan weithiwr proffesiynol o leiaf unwaith y flwyddyn er mwyn medru mynegi barn ar eu profiadau addysgol.
5. Dylai Llywodraeth Cymru weithio gydag ADSS ac WLGA i roi Dull Cenedlaethol o Ymdrin ag Eiriolaeth Statudol ar waith fel blaenoriaeth, er mwyn sicrhau bod pob plentyn a pherson ifanc cymwys ledled Cymru yn derbyn 'cynnig gweithredol' o ran eiriolaeth ac yn cael eu cefnogi i fynegi eu barn ar y gofal a'r gefnogaeth maen nhw'n eu derbyn.

I and my organisation will be playing our part towards achieving some of these aims. In 2016–17 we will be working on projects in the following areas:

- **Transitions to adulthood for care experienced young people**
- **Approaches to emotional wellbeing and good relationships in schools**
- **Access to play, culture and leisure for socially disadvantaged groups**
- **Islamophobia – young people’s experiences for an educational resource**
- **Good practice in inter-generational projects (joint project with the Older People’s Commissioner)**
- **Supporting public services to incorporate the UNCRC and the Wellbeing goals into their planning and delivery (joint project with the Future Generations Commissioner)**
- **Establishing our Youth and Adults’ advisory panels**
- **Expanding our secondary schools ambassadors’ scheme**
- **Expanding our social media presence**
- **Publishing a Casebook**
- **Reviewing our Welsh Language provision in response to the new Standards.**

### Summary of Recommendations

In response to the issues reported in this annual report, I draw together here the recommendations to Welsh Government made throughout this report, and look forward to receiving their response.

## United Nations Committee on the Rights of the Child Concluding Observations 2016

The Commissioner will be expecting Welsh Government Ministers to show leadership and commitment to take forward the Committee’s recommendations via a dedicated Programme of Government for Children and Young People, with a clearly defined action plan for full implementation of the UNCRC.

### Provision

1. **The curriculum review programme ‘Successful Futures’ should work closely with the NHS’s Together for Children and Young People programme to promote evidence-based, whole school approaches to healthy relationships, mental health and wellbeing.**
2. **The NHS Together for Children and Young People Programme should continue to receive adequate funding levels to fulfil its ambitions and should monitor whether children’s experiences of mental health care are improving.**
3. **Welsh Government should introduce new legislation and a robust Code of Practice that delivers on its commitment to children and young people with additional learning needs. It should strengthen the coordination, provision and support provided to children and young people with additional learning needs, including the introduction of statutory duties on LHBs and NHS Trusts to provide support and to strengthen the powers of the Education Tribunal for Wales.**
4. **The Government should strengthen requirements for parents to register as electively home educating their children and for every child who is electively home educated to be seen by a professional at least annually so that they can express a view about their educational experiences.**
5. **The Government should work with ADSS and the WLGA to implement a National Approach to Statutory Advocacy as a matter of priority, to ensure that all eligible children and young people across Wales receive an ‘active offer’ of advocacy and are supported to express their views on the care and support they receive.**

6. Dylai Llywodraeth Cymru weithio gyda'r Gwasanaeth Mabwysiadu Cenedlaethol a chydweithfeydd rhanbarthol i sicrhau bod mwy o gefnogaeth fabwysiadu'n cael ei darparu, gan ddarparu adnoddau ychwanegol yn ôl y galw.

7. Dylai Llywodraeth Cymru rhoi arweiniad clir a chryf i ddileu tlodi plant gan ymgysylltu mewn modd cadarnhaol a chydweithredol â Llywodraeth y Deyrnas Unedig, a chyrrff cyhoeddus a phreifat ar draws pob sector, gan gynnwys cyflogwyr. Er mwyn trechu tlodi plant, dylai Llywodraeth Cymru roi ar waith a monitro cynllun cyflawni penodol ar gyfer tlodi plant, gyda thargedau clir a cherrig milltir i sbarduno gweithrediad strategaeth genedlaethol, er mwyn sicrhau na fydd unrhyw blentyn o dan anfantais wrth wireddu ei hawliau o dan CCUHP.

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## Diogelu

8. Dylid cyflwyno bil i Gynulliad Cenedlaethol Cymru cyn gynted â phosib i ddileu amddiffyniad 'cosb resymol'.

9. Dylai Llywodraeth Cymru adolygu'r Mesur Teithio gan Ddysgwyr (Cymru) 2008 a'r ddarpariaeth statudol a'r canllawiau gweithredol cysylltiedig, er mwyn sicrhau bod pob taith i'r ysgol ac oddi yno'n ddiogel a bod awdurdodau lleol yn gwbl glir ynghylch eu cyfrifoldebau o ran sicrhau bod hynny'n digwydd.

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## Dweud eich Dweud

10. Dylai Llywodraeth Cymru sicrhau bod trefniadau ar waith i gefnogi plant a phobl ifanc i ddweud eu dweud fel rhan o brosesau gwneud penderfyniadau sy'n ymwneud â diwygio addysg.

11. Er nad yw fy nghylch gwaith deddfwriaethol yn fy ngalluogi i ysgrifennu argymhellion i Gynulliad Cenedlaethol Cymru, dwi am ailgadarnhau fy mwriad i alw am ailsefydlu gofod democrataidd cenedlaethol ar gyfer pobl ifanc, ar ffurf Cynulliad Ieuenctid. Dwi'n gwbl barod i weithio gyda phobl ifanc a'r Cynulliad i wireddu'r amcan hwn.

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## Deall eich Hawliau

12. Dylai addysg hawliau dynol, gan gynnwys gwybodaeth am hawliau plant, fod wedi'i gwreiddio'n gadarn yn nhrefn newydd y 'Cwricwlwm i Gymru – Cwricwlwm am Oes'.

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6. Welsh Government should work with the National Adoption Service and regional collaboratives to ensure increased provision of adoption support, providing extra resources where required.

7. The Welsh Government should demonstrate clear and strong leadership to eradicate child poverty, by engaging positively and collaboratively with the UK Government, and public and private bodies across all sectors, including employers. To tackle child poverty, Welsh Government should put in place and monitor a specific child poverty delivery plan, with clear targets and milestones, to drive the implementation of national strategy to ensure that no child is disadvantaged in realising their rights under the UNCRC.

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## Protection

8. A bill should be introduced to the Welsh Assembly as soon as possible to remove the ‘reasonable punishment’ defence.

9. Welsh Government should review the Learner Travel (Wales) Measure 2008 and associated statutory provision and operational guidance, to ensure that all journeys to and from school are safe and that local authorities are quite clear about their responsibilities for ensuring that this happens.

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## Participation

10. Welsh Government should ensure that arrangements are in place to support children and young people’s participation in decision-making processes relating to education reform.

11. Whilst I have no legislative remit to make recommendations to the National Assembly for Wales, I want to reaffirm my intention to press for a reinstated national democratic space for young people, in the form of a Youth Assembly. I am fully committed to working with young people and the National Assembly to realise this ambition.

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## Promotion

12. Human rights education, including knowledge about children’s rights should have a firm footing in the new ‘Curriculum for Wales – a Curriculum for Life’.
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# Cydraddoldeb a'r Gymraeg

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**07**

# **Equality and the Welsh Language**

## Ein dyletswyddau o dan y Ddeddf Cydraddoldeb

Mae Comisiynydd Plant Cymru, ynghyd â chyrrff sector cyhoeddus eraill yng Nghymru, yn gorfod cyflawni dyletswydd cydraddoldeb y sector cyhoeddus. Trwy waith craidd y Comisiynydd a'i swyddogaethau sy'n ymwneud yn uniongyrchol â'r cyhoedd mae gennym rôl bwysig i'w chwarae drwy helpu i wireddu cynnydd yn y cyfle cyfartal sydd ar gael i bob plentyn a pherson ifanc yng Nghymru.

## Engbreiffiau o'r mathau o waith â ffocws cydraddoldeb y bu'r swyddfa'n ymgymryd ag ef yn ystod 2015 / 2016.

Ymatebodd y tîm Polisi i nifer o ymgynghoriadau Llywodraeth Cymru ynghylch plant a phobl ifanc sydd â nodweddion a amddiffynnir o dan y ddeddf cydraddoldeb. Ymhlith yr ymatebion ymgynghori roedd deddfwriaeth Anghenion Dysgu Ychwanegol, canllawiau anstatudol ar Ddewis Addysgu Gartref, cynllun cyflawni ar gyfer Ceiswyr Lloches a Ffoaduriaid, a'r Cynllun Cyflawni Law yn Llaw at Iechyd Meddwl.

Eleni hefyd datblygwyd system rheoli gwybodaeth newydd ar gyfer y swyddfa, gyda'r bwriad o wella gallu'r corff i sefydlu proffil o'i ddefnyddwyr gwasanaeth, datblygu targedau gwella perfformiad, a rhannu data gyda rhanddeiliaid er mwyn hybu a gwella cydraddoldeb.

Rydym hefyd wedi ceisio gwella ein proses gwynion trwy sicrhau ein bod yn sensitif i anghenion y rhai rydym ni'n ymgysylltu â nhw. Mae'r dogfennau cyhoeddus sy'n disgrifio ein proses gwynion bellach ar gael yn Gymraeg, yn Saesneg, mewn ieithoedd eraill, ar dâp sain ac mewn print bras.

Mewn perthynas â'n gwaith gyda phlant a phobl ifanc, dau ddatblygiad arbennig i'w nodi yw ein hymgais i gynyddu ein gwybodaeth a'n cysylltiad â phobl ifanc mewn ysgolion uwchradd, er mwyn sicrhau bod plant hŷn yn cael eu cynrychioli'n deg yn ein gwaith, a bod rhwystrau i hygyrchedd yn cael eu deall a'u dileu. Mae tua 6 ysgol uwchradd wedi cytuno i beilotia'r Cynllun Llysgenhadon hyd at ddiwedd blwyddyn academaidd 2015/2016. Bydd y peilot yn cael ei werthuso, a gwneir penderfyniad ynghylch a ddylid ei estyn i mewn i flwyddyn academaidd 2016/2017. Mae fersiwn ysgol uwchradd o'r poster "Gwybod eich Hawliau" wedi cael ei datblygu.

Yn yr un modd mae ein rhaglen llysgenhadon cymunedol yn datblygu er mwyn sicrhau bod y rhaglen yn ymgysylltu â phlant a phobl ifanc o grwpiau diddordeb arbennig, gan adeiladu ar lwyddiant y gwaith rydyn ni wedi'i wneud gyda'r boblogaeth BME yn Adamstown yng Nghaerdydd.

Yn 2015-16 fe gyhoeddodd ni Ganllaw Cyfryngau ynghylch camwahaniaethu a stereoteipio materion LHDT+ ar gyfer pobl ifanc.

Roedd ein hymgyngoriad Beth Nesa I What Next wedi'i gynllunio'n ofalus i gynnwys grwpiau amrywiol o fewn y gymuned, ac i fod yn hygyrch drwy ddefnyddio amrywiaeth o wahanol gyfryngau, gan gynnwys fersiwn iaith Arwyddion Prydain (BSL) a fersiwn hawdd ei darllen o'r arolwg. Dangosodd ein dadansoddiad fod yr ymarferiad yn llwyddiannus o ran cynnwys llawer o grwpiau nad ydynt yn aml yn cael eu galluogi i gymryd rhan mewn ymgynghoriadau. Cynhelir Aseidiadau Effaith ar Gydraddoldeb ar ein holl waith prosiect, gan gychwyn yn y cyfnod cynllunio.

## Proffil o Weithlu Comisiynydd Plant Cymru a Phroffil Cyflogau Cyfartal ar gyfer y flwyddyn ariannol 1 Ebrill 2015 tan 31 Mawrth 2016

Rydym ni'n casglu ystadegau am y gweithlu yng nghyswllt yr HOLL nodweddion a amddiffynnir, sydd wedyn yn cael eu defnyddio i ddatblygu camau gweithredu cadarnhaol yng nghyswllt cydraddoldeb bob blwyddyn. Nid yw'r holl ystadegau hyn wedi'u cyhoeddi yn y ddogfen hon oherwydd mai gweithlu bach sydd gennym, ac felly mae'n anodd cyflawni ein rhwymedigaethau i'r staff yng nghyswllt natur ddiennw data sensitif.



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## Our duties under the Equality Act

The Children's Commissioner for Wales, along with other public sector bodies in Wales, is subject to the public sector equality duty. Through the Commissioner's core work and public facing functions we have an important role to play in assisting the realisation of progressing equality of opportunity for all children and young people in Wales.

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## Examples of the types of equality focused work that the office undertook during the course of 2015 / 2016.

The Policy team responded to a number of Welsh government consultations concerning children and young people with protected characteristics under the equality act. Consultation responses included Additional Learning Needs legislation, Elective Home Education non statutory guidance, Asylum Seeker and Refugee Delivery plan, and the Together for Mental Health Delivery Plan.

This year also saw the development of a new information management system for the office designed to improve the organisations ability to establish a profile of its service users, develop performance improvement targets and share data with stakeholders in the interests of advancing and promoting equality.

We have also sought to improve our complaints process by ensuring that we are sensitive to the needs of those with whom we engage. The public documents describing our complaints process are now available in Welsh, English, other languages, audio and large print.

In relation to our work with children and young people two particular developments to note are our attempt to increase our knowledge and contact with young people in the secondary school setting to ensure that older children are fairly represented in our work and barriers to accessibility are understood and removed. Approximately 6 secondary schools have signed up to piloting the Ambassador Scheme until the end of the 2015 /2016 academic year and at the end of this year we will evaluate the pilot to see whether the scheme should be extended into another academic year. Secondary school version of the "Know Your Rights" poster has also been developed. Similarly our community ambassador's programme is developing to ensure that the programme engages with children and young people from special interest groups building on the success of the work we have undertaken with the BME population in Adamstown in Cardiff.

In 2015-16 we published a Media Guide regarding discrimination and stereotyping of LGBT+ issues for young people.

Our Beth Nesa' I What Next consultation was carefully planned to include diverse groups within the community and to be accessible using a range of different media, including a BSL version and an easy read version of the survey. Our analysis showed that the exercise was successful in involving many groups who are rarely enabled to take part in consultations. Equality Impact Assessments are carried out on all of our project work, starting at the planning stage.

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## Children's Commissioner for Wales Workforce Profile and Equal Pay Profile for the financial year 1st April 2015 to 31st March 2016

We collect workforce statistics in relation to ALL of the protected characteristics which are then used in the development of positive actions in relation to equality each year. Not all of these statistics are published in this document due to the small size of our workforce and subsequent difficulty in maintaining our obligations to staff in relation to the anonymity of sensitive data.

## 1. Ystadegau Rhywedd y Gweithlu / Workforce Gender Statistics

**Tabl / table 1.1**

Nifer yr unigolion ar 31 Mawrth 2016 yn ôl rhywedd, gan gymharu â Data Poblogaeth Cyfrifiad 2011: Cymru (3,060,000) / Headcount on 31st March 2016 by gender and comparison against Census Population Data 2011: Wales (3,060,000)

	CCFW / CCFW		CYMRU / WALES		% Y GWAHANIAETH O'I GYM HARU Â'R BOBLOGAETH / % DIFFERENCE AGAINST POPULATION
	Nifer / No	%	Nifer / No	%	
Gwryw / Male	6	28.6	49	49	-20.6
Benyw / Female	15	71.4	51	51	20.4

## 2. Ystadegau Rhywedd a Chyflogau'r Gweithlu / Workforce Gender and Pay Statistics

**Tabl / table 2.1**

Nifer yr unigolion yn ôl rhywedd, band cyflog, math o contract a phatrwm gwaith ar 31 Mawrth 2016: / Headcount by gender, pay-band, contract type and working pattern on 31st March 2016:

	LI/A	LI/A	Rh/A	Rh/A	LI/A	LI/A	Rh/A	Rh/A	Cyfans- ymiau / Totals
	gwryw parh / F/T male perm	gwryw dros dro / F/T male temp	gwryw parh / P/T male perm	gwryw dros dro / P/T male temp	benyw parh / F/T female perm	benyw dros dro / F/T female temp	benyw parh / P/T female perm	benyw dros dro / P/T female temp	
Band Tîm / Team Band £17-20k pa	-	-	-	-	1	-	-	1	2
Swyddog Band 3 / Officer band 3 £20-25k pa	-	-	-	-	1	-	-	-	1
Swyddog Band 2 / Officer band 2 £25-33k pa	4	-	-	-	3	2	3	-	12
Swyddog Band 1 / Officer band 1 £33-42k pa	-	-	-	-	1	-	-	-	2
Swyddog Gweith. Band 2 / Exec. Officer band 2 £44-54k pa	2	-	-	-	-	-	1	-	2
Exec Officer band 1 / Exec Officer band 1 £54-66k y flwyddyn / pa	-	-	-	-	1	-	-	-	1
Comisiynydd / Commissioner £90-95k y flwyddyn / pa	-	-	-	-	1	-	-	-	1
<b>Cyfanswm / Total</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>21</b>

### 3. Ystadegau Oed y Gweithlu / Workforce Age Statistics

**Tabl / table 3.1**

Nifer yr unigolion yn ôl oedran ar 31 Mawrth 2016 / Headcount by age on 31st March 2016

16-24	25-34	35-44	45-54	55-64	65+
–	8	4	8	1	–

### 4. Ystadegau Ymadawyr â'r Gweithlu / Workforce Leavers Statistics

**Tabl / table 2.1**

Headcount by gender, pay-band, contract type and working pattern on 31st march 2016 /

Headcount by gender, pay-band, contract type and working pattern on 31st March 2016:

	LI/A gwryw parh / F/T male perm	LI/A gwryw dros dro / F/T male temp	Rh/A gwryw parh / P/T male perm	Rh/A gwryw dros dro / P/T male temp	LI/A benyw parh / F/T female perm	LI/A benyw dros dro / F/T female temp	Rh/A benyw parh / P/T female perm	Rh/A benyw dros dro / P/T female temp	Cyfans- ymiau / Totals
Band Tîm / Team Band £17–20k pa	–	–	–	–	–	–	1	–	1
Swyddog Band 3 / Officer band 3 £20–25k pa	–	–	–	–	–	–	–	–	–
Swyddog Band 2 / Officer band 2 £25–33k pa	1	1	–	–	2	–	1	–	5
Swyddog Band 1 / Officer band 1 £33–42k pa	1	–	–	–	–	–	–	–	1
Swyddog Gweith. Band 2 / Exec. Officer band 2 £44–54k pa	–	–	–	–	–	–	–	–	–
Exec Officer band 1 / Exec Officer band 1 £54–66k y flwyddyn / pa	–	–	–	–	–	–	–	–	–
Comisiynydd / Commissioner £90–95k y flwyddyn / pa	–	–	–	–	–	–	–	–	–
<b>Cyfanswm / Total</b>	<b>2</b>	<b>1</b>	<b>–</b>	<b>–</b>	<b>2</b>	<b>–</b>	<b>2</b>	<b>–</b>	<b>7</b>

## 5. Ystadegau Beichiogrwydd a Mamolaeth y Gweithlu / Workforce Pregnancy and Maternity Statistics

**Tabl / table 1.5**

Ystadegau Beichiogrwydd a Mamolaeth y Gweithlu / Pregnancy and maternity

Nifer y gweithwyr bechiog yn 2015-2016 / Number of pregnant employees in 2015–2016	<b>2</b>
Nifer y gweithwyr a fu'n cymryd Absenoldeb Mamolaeth yn 2015-2016 / Number of employees taking Maternity Leave in 2015–2016	<b>2</b>

## 6. Ystadegau Hyfforddiant a Datblygiad y Gweithlu / Workforce Training and Development Statistics

**Tabl / table 6.1**

Nifer yr unigolion o blith y gweithwyr a wnaeth gais llwyddiannus am gyrsiau hyfforddi allanol yn ôl rhywedd, band cyflog, math o contract a phatrwm gweithio yn 2015-2016 / Headcount of employees who successfully applied for external training

	LI/A gwryw parh / F/T male perm	LI/A gwryw dros dro / F/T male temp	Rh/A gwryw parh / P/T male perm	Rh/A gwryw dros dro / P/T male temp	LI/A benyw parh / F/T female perm	LI/A benyw dros dro / F/T female temp	Rh/A benyw parh / P/T female perm	Rh/A benyw dros dro / P/T female temp	Cyfans- ymiau / Totals
Band Tîm / Team Band £17–20k pa	–	–	–	–	–	–	–	–	–
Swyddog Band 3 / Officer band 3 £20–25k pa	–	–	–	–	–	–	–	–	–
Swyddog Band 2 / Officer band 2 £25–33k pa	4	–	1	–	3	–	3	–	11
Swyddog Band 1 / Officer band 1 £33–42k pa	–	–	–	–	–	–	–	–	1
Swyddog Gweith. Band 2 / Exec. Officer band 2 £44–54k pa	1	–	–	–	–	–	1	–	1
Exec Officer band 1 / Exec Officer band 1 £54–66k y flwyddyn / pa	–	–	–	–	–	–	–	–	–
Comisiynydd / Commissioner £90–95k y flwyddyn / pa	–	–	–	–	–	–	–	–	–
<b>Cyfanswm / Total</b>	<b>5</b>	<b>–</b>	<b>1</b>	<b>–</b>	<b>3</b>	<b>–</b>	<b>4</b>	<b>–</b>	<b>13</b>

## Beth mae'r siartiau hyn yn ei ddweud wrthym?

### 1. Rhywedd ( Tabl 1.1)

Nid yw'r rhaniad rhywedd yn nhîm Comisiynydd Plant Cymru ar 31 Mawrth 2016 yn adlewyrchu'r rhaniad rhywedd yn y boblogaeth yn gyffredinol, ac mae'n cynrychioli gostyngiad yn nifer yr aelodau gwryw o staff yn ystod y 12 mis diwethaf, o 37% o'r gweithlu i 28.6%.

### 2. Rhywedd a chyflog (Tabl 2.1)

Seiliwyd y system gyflogau yn swyddfa'r Comisiynydd ar y System Gwerthuso a Graddio Swyddi (JEGS). Mae'r system yn dyrannu bandiau i swyddi unigol, wedi'u seilio ar saith ffactor gwaith gwahanol: ymreolaeth, datrys problemau, gwneud penderfyniadau, effaith, rheoli adnoddau, cysylltiadau a chyfathrebu, gwybodaeth a sgiliau. Mae'r system hon yn sicrhau bod gwahaniaethau cyflog yn gysylltiedig â gofynion penodol swyddi.

Cynhaliodd Comisiynydd Plant Cymru hefyd ymarferiad gwerthuso swyddi yn 2009, a oedd yn sicrhau cysondeb yn nisgrifiadau swyddi a'u bod yn cael eu hasesu'n annibynnol. Bu'r ymarferiad hwn hefyd yn unioni unrhyw annhegwch oedd i'w weld yn y lwfansau cyfrifoldeb ychwanegol.

Fodd bynnag, mae dadansoddi ein gweithlu cyfredol yn ôl rhywedd, band cyflog, contract a phatrwm gweithio yn datgelu rhai gwahaniaethau cyflog rhywedd na fydd system deg ar gyfer gwerthuso swyddi yn debygol o ymdrin â hwy.

**Mae'r gwahaniaethau cyflog hyn wedi bod yn bresennol ers rhai blynnyddoedd, ond mae'r gwahanrediadau wedi bod yn lleihau yn gyson:**

— O blith 15 aelod benyw o staff oedd mewn swyddi ar 31 Mawrth 2016, dim ond 3 aelod benyw o staff (20% o'r gweithlu benywaidd) oedd wedi'u cyflogi yn y tri band cyflog uchaf, o gymharu â dau aelod gwryw o staff (33% o'r gweithlu gwryw). Mae penodi benyw yn Gomisiynydd yn ddiweddar wedi gwella'n sylweddol y sefyllfa o ran y gwahaniaeth yng ngraddau'r ddwy ryw yn 2016, o'i gymharu ag yn 2015, pan nad oedd ond 7 y cant o'r gweithlu benywaidd yn cael eu talu yn y 3 band cyflog uchaf.

## What do these charts tell us?

### 1. Gender ( Table 1.1)

The gender split in CCFW On 31st March 2016 does not reflect the gender split in the population as a whole, and represents a decrease in male members of staff over the last 12 months from 37% of the workforce to 28.6%.

### 2. Gender and pay (Table 2.1)

The pay system in CCFW is underpinned by the Job Evaluation and Grading System (JEGS). This system allocates a banding to individual posts based on seven different work factors: autonomy, problem solving, decision making, impact, management of resources, contacts and communication, knowledge and skills. This system ensures that differences in pay relate to specific job requirements.

CCFW also conducted a job evaluation exercise in 2009 which ensured job descriptions were consistently described and independently assessed. This exercise also resolved any inequity present in additional responsibility allowances.

However analysis of our current work force by gender, pay band, contract and working pattern reveals some gender pay differences which are unlikely to be addressed by a fair job evaluation system.

**These pay differences have been present for a few years but the differentials have been steadily decreasing:**

— Of the 15 female staff in post on 31st March 2016, 3 female staff members (20% of the female workforce ) were employed in the three highest pay bands compared to 2 male staff members (33% of the male workforce). The recent appointment of a female Commissioner has significantly improved the grading differential between the genders in 2016 over the situation in 2015 where only 7 percent of the female workforce were paid in the 3 highest pay bands.

— Felly er bod mwyafrif y gweithlu yn dal yn fenywod, a bod hynny'n cynyddu, cyflog cyfartalog y gweithwyr benyw ar 31 Mawrth 2016 oedd £36,273 a chyflog cyfartalog gweithiwr gwryw oedd £41,755. Mae lefel y gwahaniaeth yn 15/16 (£5482) rywfaint yn uwch na'r gwahaniaeth yr adroddwyd amdano yn ystod yr un cyfnod yn 14/15 (£5172), er gwaethaf y cynnydd yn niferoedd yr aelodau staff benyw a'r gwelliant o ran y gwahaniaeth yn y graddau.

— O'r 15 aelod o staff benyw a gyflogir, mae 5 (33%) wedi'u cyflogi mewn rolau rhan amser, o'i gymharu â dim o'r staff gwryw oedd wedi'u cyflogi ar y pryd.

— Dim ond aelodau benyw o staff sydd yn y band cyflog isaf yn Swyddfa Comisiynydd Plant Cymru.

### 3. Rhywedd, cyflog a dysgu a datblygu (Tabl 6.1)

Mae Comisiynydd Plant Cymru yn darparu amserlen fewnol o ddysgu a datblygu i'r staff bob blwyddyn, ac roedd arolwg staff 2014 yn tystio i'r ffaith bod yr holl staff yn ddieithriad wedi cymryd rhan mewn peth dysgu a datblygu yn ystod y flwyddyn flaenorol.

Yn ystod blwyddyn ariannol 2014 - 2015 gwnaeth 13 aelod o staff gais llwyddiannus am gyrsiau hyfforddi allanol, 54% o'r gweithlu. Dengys y cofnodion fod pob cais a wnaed yn ystod y flwyddyn ariannol 2014 i 2015 wedi'u cymeradwyo. O'r 13 cais dan sylw, roedd 6 gan ddynion a 7 gan fenywod.

Er bod y rhanriad rhywedd hwn yn ddigon cyfartal o ran ceisiadau, gwnaeth 66% o gyfanswm y gweithlu gwryw gais am gyrsiau hyfforddi allanol, a dim ond 47% o gyfanswm y gweithlu benyw a wnaeth gais am gyrsiau hyfforddi allanol. Fodd bynnag, mae hyn yn welliant ar y ffigurau yr adroddwyd amdanynt yn 13/14, pan wnaeth 88% o'r gweithlu gwryw gais am gyrsiau hyfforddi allanol, o'i gymharu â 20% o'r gweithlu benyw.

Mae hefyd yn eglur iawn o'r ffigurau mai staff ar lefel Swyddog Band 2 ac uwchben hynny yn unig a wnaeth gais am gyrsiau hyfforddi allanol yn 2014-2015. Ni wnaeth dim aelodau staff a gyflogwyd yn y ddau fand cyflog uchaf gais am unrhyw gyrsiau allanol.

### Dyletswyddau o ran yr Iaith Gymraeg

Rydym yn ymroddedig i sicrhau bod y swyddfa'n cydymffurfio â safonau'r iaith Gymraeg, ac yn ystod y cyfnod adrodd cychwynwyd ar y broses o asesu gallu'r swyddfa i weithredu Safonau'r Iaith Gymraeg, a ddaeth i rym ar 1.4.16. Mae'r swyddfa o'r farn ei bod mewn sefyllfa gref i gyflawni'r safonau.

Ar hyn o bryd mae gan Gomisiynydd Plant Cymru grŵp staff o 21, sydd wedi'u trefnu'n nifer o wahanol swyddogaethau, pob un ohonynt â'u gwybodaeth, eu sgiliau a'u profiad arbenigol. Mae 5 aelod o staff yn rhugl o ran eu sgiliau Cymraeg, ac mae 7 aelod o staff yn ddysgwyr Cymraeg lefel uwch.

Rydym wedi parhau i ddarparu cyfleoedd i staff ddatblygu eu hyder a'u gallu i gyfathrebu trwy gyfrwng y Gymraeg, gan gynnwys darparu cefnogaeth arbenigol wedi'i thargedu ar gyfer swyddi allweddol yn y corff.

Eleni rydym hefyd wedi gwella cyfleusterau'r swyddfa, gan gynnwys arwyddion swyddfa sy'n cydymffurfio â safonau'r iaith Gymraeg.

— Although female staff continue to be and are increasingly the larger part of our workforce the average salary for a female worker on 31st March 2016 was £36,273 and the average salary for a male worker was £41,755. The differential in 15/16 (£5482) is slightly higher than the reported differential for the same period in 14/15 (£5172) despite the increase in numbers of female staff members and the improved grading differential.

— Of the 15 female staff employed 5 (33%) are employed in part time roles compared to none of the male staff employed at the time.

— Only female staff members occupy the lowest pay band in CCFW.

### 3. Gender, pay, and learning and development (Table 6.1)

CCfW delivers an in house learning and development timetable for staff each year and the staff survey in 2014 evidenced that all staff without exception had taken part in some learning and development during the preceding year.

During the financial year 2014 - 2015 thirteen staff members successfully applied for external training courses, 54% of the workforce. The records show that all applications made during the financial year 2014 to 2015 were approved. Of those 13 applications, 6 were from men and 7 were from women.

Although this is a fairly equal gender split in terms of applications, 66% percent of the total male workforce applied for external training courses and only 47% of the total female workforce applied for external training courses. This is however an improvement on the figures reported in 13/14 where 88% of the male workforce as opposed to 20% of the female workforce applied for external training courses.

It is also very clear from the figures that only staff from Officer Band 2 and above applied for external training courses in 2014- 2015. No staff members employed in the 2 highest pay bands applied for any external courses.

### Welsh Language Duties

We are committed to ensuring that the office complies with Welsh language standards and during the reporting period began the process of assessing the offices ability to implement the Welsh Language Standards that come into force on 1.4.16. The office consider that it is in a strong position to meet the standards.

The Children's Commissioner for Wales currently has a staff group of 21 who are organised into a number of different functions each requiring specialist knowledge, skills and experience. Five members of staff have fluent Welsh language skills and 7 members of staff are advanced learners of Welsh.

We have continued to provide opportunities for staff to develop their confidence and ability to communicate through the medium of Welsh including the provision of targeted specialist support for key posts within the organisation.

This year we have also made improvements to office facilities including office signage that is compliant with Welsh Language standards.

**08**

# **Adroddiad Strategol a Chyfrifon**

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**08**

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# **Strategic Report and Accounts**

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## Cyflwyniad

Sefydliad annibynnol sy'n ymdrin â hawliau dynol plant yw Comisiynydd Plant Cymru. Prif nod y Comisiynydd yw diogelu a hybu hawliau a lles plant. Mae dwy gyfraith yn nodi'r rheolau ynghylch sut gall hi wneud ei gwaith ac yn rhoi pwerau penodol iddi, sef Deddf Safonau Gofal 2000 a Deddf Comisiynydd Plant Cymru 2001 (a oedd yn diwygio Deddf Safonau Gofal 2000).

### Dyma grynodedb o bwerau'r Comisiynydd

- Pŵer i adolygu a monitro'r trefniadau ar gyfer cwynion, datgelu camarfer ac eiriolaeth mewn cyrff cyhoeddus a ddiffiniwyd;
- Pŵer i adolygu sut mae cyrff cyhoeddus a ddiffiniwyd yn ymarfer eu swyddogaethau (pwerau a dyletswyddau), gan gynnwys Llywodraeth Cymru;
- Pŵer i archwilio achosion sy'n ymwneud â phlant unigol;
- Pŵer i roi cymorth i blant unigol; a
- Phŵer i gyflwyno sylwadau i Brif Weinidog Cymru, Gweinidogion Cymru a'r Cwnsler Cyffredinol ynghylch unrhyw faterion sy'n effeithio ar hawliau a lles plant sy'n destun pryder iddi ac nad oes ganddi b er i weithredu yn eu cylch.

Nid oes gan y Comisiynydd bŵer i weithredu mewn nifer o amgylchiadau a ddiffiniwyd:

- Materion sydd heb eu datganoli i Lywodraeth Cymru, sy'n cynnwys mewnfudo a lloches, tloidi plant, cyfiawnder a phlisma, a phlant yn y lluoedd arfog;
- Lle gall CAF/CASS (Gwasanaeth Ymgynghorol Plant a'r Llysoedd) weithredu;
- Lle mae gan Weinidogion Cymru swyddogaethau yng nghyswllt achosion teulu; a
- Rhag gwneud ymholiadau ynghylch neu adrodd ar unrhyw fater sydd neu a fu'n destun achos cyfreithiol.

Cychwynnodd yr Athro Sally Holland yn ei swydd fel Comisiynydd ar 20 Ebrill 2015, ar ôl cael ei phenodi gan Brif Weinidog Cymru, am gyfnod o saith mlynedd. Rhwng 8 Mawrth a 19 Ebrill 2015 bu Eleri Thomas yn cyflawni rôl y Comisiynydd Gweithredol, yn unol â Deddf Safonau Gofal 2000.

Mae tim o bobl yn gweithio gyda'r Comisiynydd Plant i'w helpu i wneud y pethau hyn:

- cefnogi plant a phobl ifanc i ddysgu am hawliau plant;
- gwrandao ar blant a phobl ifanc i ddarganfod beth sy'n bwysig iddyn nhw;
- cynghori plant, pobl ifanc a'r rhai sy'n gofalu amdanynt os byddant yn teimlo eu bod yn methu troi at neb arall gyda'u problemau;
- dylanwadu ar y llywodraeth a sefydliadau eraill sy'n dweud eu bod nhw'n mynd i wneud gwahaniaeth i fywydau plant, gan sicrhau eu bod yn cadw eu haddewidion i blant a phobl ifanc; a
- chodi llais dros blant a phobl ifanc yn genedlaethol ar faterion pwysig – bod yn bencampwr plant yng Nghymru.

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## Introduction

The Children's Commissioner for Wales is an independent children's human rights institution. The principal aim of the Commissioner is to safeguard and promote the rights and welfare of children. Two laws set out rules about how she can carry out her work and give her certain powers. These are the Care Standards Act 2000 and the Children's Commissioner for Wales Act 2001 (which amended the Care Standards Act 2000.)

### Here is a summary of the Commissioner's powers

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— The power to review and monitor the arrangements for complaints, whistleblowing and advocacy of defined public bodies;

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— The power to review the exercise of functions (powers and duties) or proposed exercise of functions of defined public bodies, including Welsh Government;

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— The power to examine cases, in respect of individual children;

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— The power to provide assistance to individual children; and

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— The power to make representations to the First Minister, Welsh Ministers and the Counsel General about any matters affecting the rights and welfare of children which concern her and for which she does not have the power to act.

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The Commissioner does not have the power to act in a number of defined circumstances:

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— Matters that have not been devolved to the Welsh Government which include immigration and asylum, child poverty, justice and policing, and children in the military;

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— Where CAFCASS (the Children and Court Advisory Service) is able to act;

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— Where Welsh Ministers have functions in respect of family proceedings; and

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— From enquiring about or reporting on any matter that is or has been the subject of legal proceedings.

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Professor Sally Holland took up her post as the Commissioner from 20th April 2015, having been appointed by the First Minister, for a seven year term. Between 8th March and 19th April 2015 Eleri Thomas took up the role of Acting Commissioner, in accordance with the Care Standards Act 2000.

There's a team of people who work with the Children's Commissioner to help her:

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— support children and young people to find out about children's rights;

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— listen to children and young people to find out what's important to them;

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— advise children, young people and those who care for them if they feel they've got nowhere else to go with their problems;

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— influence government and other organisations who say they're going to make a difference to children's lives, making sure they keep their promises to children and young people; and

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— speak up for children and young people nationally on important issues – being the children's champion in Wales.

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## Pwyllgor Archwilio a Sicrhau Risg

Mae Pwyllgor Archwilio a Sicrhau Risg y Comisiynydd yn rhoi cyngor a sicrwydd ynghylch llywodraethu corfforaethol, rheoli risgiau a mesurau rheoli yn swyddfa'r Comisiynydd a digonoldeb y trefniadau archwilio mewnol ac allanol.

Mae'n cwrdd ddwywaith y flwyddyn o leiaf, ac yn cynnwys swyddogion uwch o Swyddfa'r Comisiynydd ac aelodau Anweithredol. Aelodau Anweithredol y Pwyllgor yw:

- **Wyn Mears – Ymgynghorydd Busnes a Chyn Gyfarwyddwr Cymdeithas y Cyfrifyddion Siartredig Ardystiedig;**
- **Ian Summers – Cyn Bartner yn Swyddfa Archwilio Cymru;**
- **Greta Thomas – Cyn Gyfarwyddwr i'r NSPCC yng Nghymru, tan fis Medi 2015;**
- **Dr Iolo Doull – Pediatregydd Resbiradol Ymgynghorol yn Ysbyty Prifysgol Cymru, Caerdydd; ac**
- **Aine Denvir – Cyfreithiwr Gofal Plant.**

## Uwch swyddogion

Bu'r bobl ganlynol yn gwasanaethu fel Tîm Rheoli yn ystod y flwyddyn:

- **Yr Athro Sally Holland – Comisiynydd Plant Cymru (o 20 Ebrill 2015);**
- **Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd Plant (Comisiynydd Gweithredol o 8 Mawrth tan 19 Ebrill 2015);**
- **Tony Evans – Pennaeth y Gwasanaethau Corfforaethol;**
- **Andy Wallsgrove – Pennaeth Gweithrediadau;**
- **Sara Jermin – Swyddog Cyfathrebu, tan fis Awst 2015 (absenoldeb mamolaeth);**
- **Amanda Evans – Swyddog Adnoddau Dynol; a**
- **Gwion Evans – Swyddog Cyfathrebu, o fis Awst tan fis Tachwedd 2015.**

## Ariannu

Mae Comisiynydd Plant Cymru yn annibynnol ar Lywodraeth Cymru, ond yn cael ei ariannu ganddi. Yn 2015-16 derbyniodd y Comisiynydd £1.718 miliwn (2014-15: £1.715 miliwn) i gyllido gweithgareddau'r Comisiynydd. Mae'r arian ar gyfer 2015-16 yn cynnwys £2,500 ar ffurf cyllid ar gyfer y Prosiect Perthnasoedd Iach.

## Fformat y cyfrifon

Paratowyd y datganiadau ariannol hyn yn unol â Pharagraff 7(2) Atodlen 2 o Ddeddf Safonau Gofal 2000 a'r Cyfarwyddyd Cyfrifon a gyflwynwyd gan Weinidogion Cymru. Mae copi o'r cyfarwyddyd hwnnw ar gael oddi wrth Bennaeth y Gwasanaethau Corfforaethol, Comisiynydd Plant Cymru, Tŷ Ystumllwynarth, Llys Siarter, Ffordd Ffenics, Abertawe, SA7 9FS.

Paratowyd y cyfrifon hyn ar gyfer y cyfnod o 1 Ebrill 2015 tan 31 Mawrth 2016, ac maent yn adlewyrchu alldro asedau, rhwymedigaethau ac adnoddau'r Comisiynydd Plant. Paratowyd y datganiadau ariannol hyn yn unol â Llawlyfr Adroddiadau Ariannol y Llywodraeth (FREm) a gyflwynwyd gan Drysorlys Ei Mawrhydi. Mae'r polisïau cyfrifyddu a geir yn yr FREm yn cymhwysu'r Safonau Cyfrifyddu Rhyngwladol (IFRS), fel y'u mabwysiadwyd neu y'u dehonglwyd ar gyfer cyd-destun y sector cyhoeddus.

## Canlyniadau ar gyfer y Flwyddyn

Dengys y Datganiad o Wariant Net Cynhwysfawr wariant o £2.048 miliwn ar gyfer y cyfnod (2014-15: £1.697 miliwn). Y gweddill yn y gronfa gyffredinol ar ddiwedd y flwyddyn yw £78,000 (2014-15: £408,000).

Yn ystod 2015-16 newidiodd staff y Comisiynydd i 24.4 (cyfwerth amser llawn) o 25.1 (cyfwerth amser llawn) aelod o staff, sy'n cynnwys gweithwyr llawn amser a rhan amser. Effaith y newidiadau ailstrwythuro oedd yn gyfrifol am y newid yn niferoedd y staff.

### Audit and Risk Assurance Committee

The Commissioner's Audit and Risk Assurance Committee provides advice and assurance in respect of corporate governance, risk management and control within the Commissioner's office and the adequacy of the internal and external audit arrangements.

It meets at least bi-annually and is made-up of senior officials of the Commissioner's Office and Non-Executive members. The Non-Executive members of the Committee are:

- **Wyn Mears – Business Consultant and former Director of the Association of Certified Chartered Accountants;**
- **Ian Summers – Former Partner at the Wales Audit Office;**
- **Greta Thomas – Former Director of NSPCC in Wales, until September 2015;**
- **Dr Iolo Doull – Consultant Respiratory Paediatrician at the University Hospital of Wales, Cardiff; and**
- **Aine Denvir – Child Care Solicitor.**

### Senior Officers

The following persons served as the Management Team during the year:

- **Professor Sally Holland – Children's Commissioner for Wales (from 20th April 2015);**
- **Eleri Thomas – Chief Executive Officer and Deputy Children's Commissioner (Acting Commissioner from 8th March to 19th April 2015);**
- **Tony Evans – Head of Corporate Services;**
- **Andy Wallsgrove – Head of Operations;**
- **Sara Jermin – Communications Officer, until August 2015 (maternity leave);**
- **Amanda Evans – Human Resources Officer; and**
- **Gwion Evans – Communications Officer, from August to November 2015.**

### Funding

The Children's Commissioner for Wales is independent of, but funded by the Welsh Government. In 2015-16 the Commissioner received £1.718 million (2014-15: £1.715 million) to fund the Commissioner's activities. The funding for 2015-16 includes £2,500 in respect of funding for the Healthy Relationships Project.

### Format of the Accounts

These financial statements have been prepared in accordance with Paragraph 7(2) Schedule 2 of the Care Standards Act 2000 and the Accounts Direction issued by Welsh Ministers. A copy of that direction can be obtained from the Head of Corporate Services, Children's Commissioner for Wales, Oystermouth House, Charter Court, Phoenix Way, Swansea, SA7 9FS.

These accounts have been prepared for the period from 1st April 2015 to 31st March 2016 and reflect the assets, liabilities and resource outturn of the Children's Commissioner. These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context.

### Results for the Year

The Statement of Comprehensive Net Expenditure shows expenditure, for the period, of £2.048 million (2014-15: £1.697 million). The general fund balance as at the year-end is £78,000 (2014-15: £408,000).

During 2015-16 the Commissioner's staff changed to 24.4 (whole time equivalent) from 25.1 (whole time equivalent) members of staff, which includes full time and part time employees. The change in staff numbers was due to the effect of the restructuring changes.

## Dysgu a Datblygu

Mae'r Comisiynydd yn parhau i fuddsoddi mewn darparu cyfleoedd dysgu a datblygu ar gyfer y staff. Trwy Broses Arfarnu'r Comisiynydd anogir yr holl staff i nodi anghenion datblygu personol a chofnodi'r anghenion hynny ar Gynllun Datblygu Personol. Proses yw'r Polisi Arfarnu sy'n cysylltu perfformiad a datblygiad unigolion ag amcanion y sefydliad. Prif ddiben y broses honno yw gwella perfformiad pob gweithiwr a'u cyfraniad at gyflawni amcanion trwy roi iddynt y sgiliau a'r amgylchedd priodol er mwyn eu galluogi i wneud eu gwaith hyd eithaf eu gallu.

Mae'r Swyddfa hefyd yn darparu sesiynau datblygu staff rheolaidd i'r holl weithwyr ym mhob blwyddyn ariannol. Mae'r rhain yn cyflawni ei rhwymedigaethau o ran dysgu a datblygu naill ai yn unol â statud, neu lle bernir bod hynny'n hanfodol i'r holl grwpiau o staff, gan gwmpasu pynciau megis Amddiffyn a Diogelu Plant.

## Ymgynghori â'r Staff ac Ymgysylltiad

Mae'r Comisiynydd yn ymgynghori'n rheolaidd â'i staff ynghylch newidiadau sylweddol i'r sefydliad a blaenoriaethau datblygu trefniadol. Yn ystod y cyfnod hwn, aeth y Comisiynydd ati i ad-drefnu'r swyddfa, a gofalodd fod yr holl staff yn rhan o'r ymgynghori ynghylch yr opsiynau arfaethedig. Cyflawnwyd hynny mewn sawl modd, yn cynnwys cyfarfodydd staff, arolygon rheolaidd a'r fewnwyd. Yn ogystal, darparwyd cyfleoedd i'r holl staff, yn unigol ac mewn grwpiau, i gyfrannu at y prosesau cynllunio ac ailstrwythuro strategol.

## Absenoldeb Staff

Yn ystod 2015-16, cyfradd absenoldeb salwch swyddfa'r Comisiynydd oedd 4 y cant (2014-15: 6.2 y cant), wedi'i seilio ar ganran o gyfanswm y diwrnodau gwaith oedd ar gael.

## Cynaliadwyedd

Mae'r Comisiynydd yn ymroddedig i'r egwyddorion amlinellwyd yn Neddf Llesiant Cenedlaethau'r Dyfodol 2015, sef:

- Cymru ffyniannus;
- Cymru gadarn;
- Cymru iachach;
- Cymru fwy cyfartal;
- Cymru o gymunedau cydlynus;
- Cymru sydd â diwylliant bywiog a iaith Gymraeg lewyrchus; a
- Chymru sydd â chyfrifoldeb byd-eang.

Mae'r Comisiynydd yn ymroddedig i leiafu effaith ei Swyddfa ar yr amgylchedd lle bynnag y bo modd, ac mae'n ceisio lleihau'r effaith honno trwy gymryd y camau canlynol:

- Deunydd ysgrifennu ac adnoddau swyddfa: anogir y staff i gyfyngu gymaint â phosib ar eu defnydd o nwyddau traul y swyddfa. Cyfyngir gymaint â phosibl ar argraffu a llungopio;
- Teithio: lle bo hynny'n ymarferol, cynhelir cyfarfodydd trwy ddefnyddio fideo-gynadledda lle bo modd. Mae dros 90 y cant o deithiau swyddogol y Comisiynydd yn digwydd ar drên neu ar feic, ac mae hi'n annog ei staff i wneud yr un peth;
- Ynni: mae'r Comisiynydd yn annog pob aelod o staff i fod yn ymwybodol o ynni, ac i ystyried ffyrdd o leihau eu hól-troed carbon; a
- Gwaredu Gwastraff: mae'r Comisiynydd yn ymroddedig i ailgylchu pob gwastraff, yn amodol ar gyfyngiadau allanol.

## Learning and Development

The Commissioner continues to invest in the provision of learning and development opportunities for staff. Through the Commissioner's Appraisal Process all staff are encouraged to identify personal development needs and record these needs on a Personal Development Plan. The Appraisal Policy is a process which links individual performance and development to the objectives of the organisation. The main purpose of this process is to improve every employee's performance and contribution to the achievement of objectives by providing them with the right skills and environment to do their job to the best of their ability.

In addition the Office provides all employees with regular staff development sessions each financial year. These meet its obligations with regards to learning and development that is either dictated by statute or is considered essential for all staff groups, covering topics, for example, on Child Protection and Safeguarding.

## Staff Consultation and Engagement

The Commissioner regularly consults with staff on major changes to the organisation and organisational development priorities. In the period the Commissioner undertook a reorganisation of her office, during which she ensured that all staff were involved in the consultation of the proposed options. This was achieved through a variety of methods including staff meetings, regular surveys and the intranet. In addition all staff were provided with opportunities as individuals and in groups to contribute to the strategic planning and restructuring processes.

## Staff Absences

During 2015-16 the sickness absence rate within the Commissioner's office was 4 percent (2014-15: 6.2 percent), based as a percentage of the total available working days.

## Sustainability

The Commissioner is committed to the principles as outlined in the Wellbeing and Future Generations Act 2015, which are:

- **A prosperous Wales;**
- **A resilient Wales;**
- **A healthier Wales;**
- **A more equal Wales;**
- **A Wales of cohesive communities;**
- **A Wales of vibrant culture and thriving Welsh language; and**
- **A globally responsible Wales.**

The Commissioner is committed to minimising her Office's impact on the environment wherever possible and seeks to reduce its impact via the following steps:

- **Stationery and office resources: staff are encouraged to minimise their use of office consumables whenever possible. Printing and photocopying are kept to the minimum;**
- **Travel: where practical, meetings are held using video conferencing wherever possible. More than 90 percent of the Commissioner's official journeys are carried out by train or bicycle and she encourages her staff to do the same;**
- **Energy: the Commissioner encourages all staff to be energy conscious and consider ways of reducing their carbon footprint; and**
- **Waste disposal: the Commissioner is committed to recycling all waste, subject to external restrictions.**

## Penodi Uwch Swyddogion

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Penodwyd yr Athro Holland yn Gomisiynydd Plant Cymru o 20 Ebrill 2015. Cychwynnodd yr uwch swyddogion eraill ar eu penodiadau rhwng Mai 2006 a Thachwedd 2009, ac fe'u penodwyd gan y Comisiynydd o dan Atodlen 2 paragraff 4 o Ddeddf Safonau Gofal 2000.

## Cyfle Cyfartal

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Ystyrir pob cais am gyflogaeth gyda Chomisiynydd Plant Cymru ar y sail y dylai pob ymgeisydd am swydd gael cyfle cyfartal am gyflogaeth a dyrchafiad ar sail eu gallu, eu cymwysterau a'u haddasrwydd ar gyfer y gwaith.

Ni ddylai unrhyw ymgeisydd am swydd na gweithiwr dderbyn triniaeth lai ffafriol ar sail hil, lliw, rhyw, cyfeiriadedd rhywiol, oedran, statws priodasol, anabled, crefydd, cyfrifoldebau teuluol/domestig na phatrymau gwaith, ac ni ddylai unrhyw unigolyn gael ei roi dan anfantais chwaith gan amodau na gofynion na ellir eu cyfiawnhau.

## Archwilwyr

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Caiff cyfrifon Comisiynydd Plant Cymru eu harchwilio a'u hardystio gan Archwilydd Cyffredinol Cymru yn unol â pharagraff 9 o Atodlen 2 i Ddeddf Safonau Gofal 2000.

Mae Gwasanaethau Sicrhau Risg RSM yn darparu gwasanaethau archwilio mewnol i'r Comisiynydd.

Yn ystod y cyfnod ni thalwyd unrhyw gydnabyddiaeth i'r archwilwyr am waith heblaw archwilio.

## Datgelu Gwybodaeth i'r Archwilwyr

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Mor bell ag y mae Swyddfa'r Comisiynydd yn ymwybodol, nid oes gwybodaeth archwilio nad yw'r archwilwyr yn ymwybodol ohoni; ac mae'r Swyddfa wedi cymryd pob cam y dylasai ei gymryd i'w gwneud ei hun yn ymwybodol o unrhyw wybodaeth archwilio berthnasol ac i sicrhau bod yr archwilwyr yn ymwybodol o'r wybodaeth honno.

## Digwyddiadau Cysylltiedig â Data Personol

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O fewn y flwyddyn ariannol, nid adroddwyd am ddigwyddiadau cysylltiedig â data personol. Mae'r Comisiynydd yn cynnal polisi a gweithdrefnau diogelu gwybodaeth sy'n sicrhau y cyfyngir gymaint â phosib ar ddigwyddiadau cysylltiedig â data personol.

## Digwyddiadau ers Diwedd y Flwyddyn Ariannol

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Ni fu unrhyw ddigwyddiadau ers diwedd y flwyddyn ariannol sy'n effeithio ar ddealltwriaeth o'r datganiadau ariannol hyn.



### Senior Official Appointments

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Professor Holland was appointed as the Children's Commissioner for Wales with effect from 20th April 2015. The remaining senior officers took up appointments between May 2006 and November 2009 and were appointed by the Commissioner under Schedule 2 paragraph 4 of the Care Standards Act 2000.

### Equal Opportunities

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All applications for employment with the Children's Commissioner for Wales are considered on the grounds that all job applicants should have equal opportunity for employment and advancement on the basis of their ability, qualifications and suitability for the work.

No job applicant or employee should receive less favourable treatment on grounds of race, colour, sex, sexual orientation, age, marital status, disability, religion, family/domestic responsibilities or working patterns, nor should any individual be disadvantaged by conditions or requirements which cannot be shown to be justifiable.

### Auditors

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The Children's Commissioner for Wales' accounts are examined and certified by the Auditor General for Wales in accordance with paragraph 9 of Schedule 2 to the Care Standards Act 2000.

RSM Risk Assurance Services provides internal audit services for the Commissioner.

During the period no remuneration was paid to the auditors for non-audit work

### Disclosure of Information to the Auditors

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So far as the Commissioner's Office is aware, there is no audit information of which the auditors are unaware; and the Office has taken all the steps that it ought to have taken to make itself aware of any relevant audit information and to establish that the auditors are aware of that information.

### Personal Data Related Incidents

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Within the financial year, there were no reported incidents involving personal data. The Commissioner maintains an information security policy and procedures that ensure incidents related to personal data related incidents are minimised.

### Events since the End of the Financial Year

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There have been no events since the end of the financial year that affect the understanding of these financial statements.

## Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu

O dan Atodlen 2 o'r Ddeddf Safonau Gofal, mae Gweinidogion Cymru wedi rhoi cyfarwyddyd i Comisiynydd Plant Cymru baratoi datganiad o gyfrifon ar gyfer pob blwyddyn ariannol ar ffurf yr hyn a nodwyd yn y Cyfarwyddyd Cyfrifon ac ar y sail honno. Paratwir y cyfrifon ar sail cronniadau a rhaid iddynt ddarparu darlun gwir a theg o sefyllfa fusnes Comisiynydd Plant Cymru, yr incwm a'r gwariant, newidiadau yn ecwiti trethdalwyr a llifoedd arian y flwyddyn ariannol.

Wrth baratwio'r cyfrifon, mae gofyn bod y Swyddog Cyfrifyddu yn cydymffurfio â gofynion Llawlyfr Adroddiadau Ariannol y Llywodraeth, ac yn arbennig â'r canlynol:

- **glynu at y Cyfarwyddyd Cyfrifon a roddwyd gan Weinidogion Cymru, gan gynnwys y gofynion perthnasol o ran cyfrifyddu a datgelu, a defnyddio polisiau cyfrifyddu addas yn gyson;**
- **dod i benderfyniadau a llunio amcangyfrifon ar sail resymol;**
- **datgan a yw'r safonau cyfrifyddu perthnasol, fel y'u cyflwynir yn yr FReM, wedi cael eu dilyn, a datgelu ac egluro unrhyw achosion pwysig yn y cyfrifon lle na ddilynwyd y safonau hynny; a**
- **pharatoi'r cyfrifon ar sail busnes gweithredol.**

Y Comisiynydd yw'r Swyddog Cyfrifyddu ar gyfer ei swyddfa yn sgîl paragraff 10 o Atodlen 2 i Ddeddf Safonau Gofal 2000. Cyflwynir cyfrifoldebau Swyddog Cyfrifyddu, gan gynnwys cyfrifoldeb am briodoldeb a rheoleidd-dra'r arian cyhoeddus y mae Swyddog Cyfrifyddu yn atebol amdano, am gadw cofnodion priodol ac am ddiogelu asedau Comisiynydd Plant Cymru, yn y Memorandwm ar gyfer Swyddogion Cyfrifyddu a luniwyd gan Drysorlys EM.

## Datganiad Llywodraethu Blynyddol

### Cwmpas Cyfrifoldeb

Fel Swyddog Cyfrifyddu, fi sy'n gyfrifol am gynnal system lywodraethu gadarn sy'n cynnal y gwaith o gyflawni fy mholisiau, fy nodau a'm hamcanion yn llwyddiannus, ond ar yr un pryd yn diogelu'r cronfeydd cyhoeddus a'r asedau yr wyf i'n bersonol gyfrifol amdanynt, yn unol â'r cyfrifoldebau a roddwyd i mi wrth Reoli Arian Cyhoeddus.

### Diben y Fframwaith Llywodraethu

Mae'r Fframwaith Llywodraethu yn cynnwys y systemau a'r prosesau, y diwylliant a'r gwerthoedd sy'n darparu sylfaen i mi gyfeirio a rheoli gweithgareddau fy swyddfa. Mae'r Fframwaith yn fy ngalluogi i fonitro cyflawniad fy amcanion strategol a phennu a yw'r amcanion wedi eu cyrraedd mewn modd cost-effeithiol.

Mae'r system reolaeth fewnol yn rhan arwyddocaol o'r Fframwaith ac fe'i lluniwyd i reoli risg ar lefel resymol yn hytrach na dileu pob perygl y methir â chyflawni polisiau, nodau ac amcanion; ni all felly ond darparu sicrwydd rhesymol, yn hytrach nag absoliwt, o effeithiolrwydd.

Mae'r system reolaeth fewnol hon wedi'i seilio ar broses barhaus a luniwyd i nodi a blaenoriaethu'r risgiau i gyflawni fy mholisiau, fy nodau a'm hamcanion, i werthuso pa mor debygol yw gwireddu'r risgiau hynny a'u heffaith petai hynny'n digwydd, ac i'w rheoli'n effeithiol, yn effeithlon ac yn ddiwasttraff. Bu'r system reolaeth fewnol - sy'n dilyn Canllawiau Trysorlys EM - ar waith yn ystod y flwyddyn yn diweddu ar 31 Mawrth 2016, ac yn parhau hyd at ddyddiad cymeradwyo'r adroddiad blynyddol a'r cyfrifon.

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## Statement of Accounting Officer's Responsibilities

Under Schedule 2 of the Care Standards Act, Welsh Ministers have directed the Children's Commissioner for Wales to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Children's Commissioner for Wales and of its income and expenditure, changes in taxpayers' equity and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- **observe the Accounts Direction issued by Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;**
- **make judgements and estimates on a reasonable basis;**
- **state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements; and**
- **prepare the financial statements on a going concern basis.**

The Commissioner is the Accounting Officer for her office by virtue of paragraph 10 of Schedule 2 to the Care Standards Act 2000. The responsibilities of the Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Children's Commissioner for Wales' assets, are set out in an Accounting Officers' Memorandum issued by HM Treasury.

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## Annual Governance Statement

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### Scope of Responsibility

As Accounting Officer, I have responsibility for maintaining a sound system of governance that supports the successful implementation of my policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money.

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### The Purpose of the Governance Framework

The Governance Framework comprises the systems and processes, culture and values by which I direct and control the activities of my office. The Framework enables me to monitor the achievement of my strategic objectives and to determine whether the objectives have been delivered in a cost effective manner.

The system of internal control is a significant part of the Framework and is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

This system of internal control is based on an ongoing process designed to identify and prioritise the risks to the successful implementation of my policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control – which accords with HM Treasury Guidance – has been in place for the year ended 31st March 2016 and continuing up to the date of approval of the annual report and accounts.

## Y Fframwaith Llywodraethu

Nid oes corff llywodraethu gan y swyddfa hon, yn hytrach, mae'n Gorfforaeth Un Person. Mae'r annibyniaeth hon yn hanfodol ar gyfer y rôl galw i gyfrif a gyflawnir gan y swyddfa yng nghyswllt hawliau dynol plant a phobl ifanc.

Yn sgîl y pwyslais ar rôl y Comisiynydd fel unigolyn, mae'r strwythur ar gyfer gwneud penderfyniadau yn wahanol i eiddo cyrff eraill sector cyhoeddus mewn rhai ffyrdd. Fodd bynnag, gan ei bod yn rôl gyhoeddus sy'n defnyddio arian cyhoeddus, mae angen i'r atebolwydd a'r penderfyniadau a wneir fod yn drylwyr ac yn dryloyw.

Mewn egwyddor, dylid gwneud penderfyniadau ar y lefel isaf sy'n bosib, fodd bynnag, rhaid sicrhau bod perthynas bob amser rhwng awdurdod a chyfrifoldeb. Dylai fod gan y rhai sy'n gyfrifol am feysydd gwaith penodol awdurdod sydd wedi ei ddiffinio'n glir i wneud penderfyniadau, a llwybr clir a mesur o atebolwydd. Mae rheolwyr yn gyffredinol gyfrifol am eu meysydd gwaith a goruchwylio eu tîmau o staff. Mae'r dirprwyo yn gweithredu ar sail dirprwyo i swyddogion penodol, yn hytrach nag i grwpiau neu bwyllgorau. Mae'n hanfodol felly bod cwmpas a threfnau'r dirprwyo hwnnw yn cael eu nodi'n glir. Pennir hyn fel rhan o'm Polisi Llywodraethu a Gwneud Penderfyniadau ac oddi mewn i'r gweithdrefnau ariannol.

Y Tîm Rheoli sy'n cyflawni rheolaeth strategol a gweithredol y swyddfa. Y Tîm Rheoli sy'n gyfrifol am gyflawni nodau ac amcanion y swyddfa. Wrth geisio cyflawni nodau ac amcanion y swyddfa, rhaid i'r gweithwyr lynu at bolisiau a gweithdrefnau'r swyddfa a chadw oddi mewn i'r cyllidebau a ddynodwyd.

Mae'r Tîm Rheoli yn cyfarfod yn fisol. Ei brif ddiben yw darparu arweinyddiaeth, gweledigaeth, pwrpas ac atebolwydd wrth ddatblygu a chyflawni prif nodau'r swyddfa. Adolygir y Cylch Gorchwyl bob blwyddyn, a rhoddir copi ar y fewnrwyd. Dengys Tabl 1 gofnod o bresenoldeb yn y Tîm Rheoli yn ystod 2015-16.

## The Governance Framework

This office has no governing body, but is instead a Corporation Sole. This independence is critical to the holding to account role performed by the office in relation to the human rights of children and young people.

Given the emphasis on the role of the Commissioner as an individual, there are some respects in which the decision-making structure is different to other public sector bodies. However, as it is a public role involving use of public funds, accountability and decision-making need to be rigorous and transparent.

In principle, decisions should be made at the lowest level possible, however, there must always be a relationship between authority and responsibility. Those who are responsible for particular areas of work should have a clearly defined authority to make decisions, and a clear route and measure of accountability. Managers have overall responsibility for their area of work and the supervision of their staff teams. Delegation operates on the basis of delegation to named officers rather than to groups or committees. It is essential therefore that the scope and limits of that delegation be clearly spelled out. This is determined within my Governance and Decision Making Policy and within financial procedures.

The strategic and operational management of the office is carried out by the Management Team. The Management Team is responsible for the delivery of the aims and objectives of the office. In pursuing the aims and objectives of the office, employees must adhere to office policies and procedures and keep within allocated budgets.

The Management Team meets monthly. Its primary purpose is to provide leadership, vision, purpose and accountability in taking forward and delivering the principal aims of the office. The Terms of Reference are reviewed every year and a copy is posted onto the staff intranet. Table 1 shows a record of attendance at Management Team during 2015-16.

**Tabl 1: Cofnod o bresenoldeb yn y Tîm Rheoli yn ystod 2015-16 /  
Table 1: Attendance record at Management Team during 2015-16**

Cyfarfod misol / Monthly meeting	Yr Athro / Professor Sally Holland	Eleri Thomas	Tony Evans	Andy Wallsgrove	Sara Jermin	Amanda Evans	Gwion Evans
Ebrill / April 2015	✓	✓	✓	✓	✓	✓	**
Mai / May 2015	✓	✓	✓	✓	×	✓	**
Mehefin / June 2015	✓	×	✓	✓	✓	✓	**
Gorffennaf / July 2015	✓	×	✓	✓	✓	✓	✓
Awst / August 2015	✓	✓	✓	✓	✓	✓	✓
Medi / September 2015	✓	✓	✓	×	***	✓	✓
Hydref / October 2015	✓	✓	×	✓	***	✓	✓
Tachwedd / November 2015	✓	✓	✓	✓	***	✓	✓
Rhagfyr / December 2015*	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Ionawr / January 2016	✓	✓	✓	✓	***	✓	n/a
Chwefror / February 2016	✓	✓	✓	✓	***	✓	n/a
Mawrth / March 2016	✓	✓	✓	✓	***	✓	n/a

**Nodiadau:**

- \* Ni chynhaliwyd cyfarfod mis Rhagfyr. Yn ei le cafwyd diwrnod cynllunio strategol i'r sefydliad cyfan.
- \*\* Gwion Evans oedd â'r cyfrifoldeb arweiniol am Gyfathrebu rhwng Awst a Thachwedd 2015.
- \*\*\* Aeth Sara Jermin ar Absenoldeb Mamolaeth o fis Awst 2015.

**Notes:**

- \* December's meeting was not held. It was replaced by a whole organisation strategic planning day.
- \*\* Gwion Evans had lead responsibility for Communication between August and November 2015.
- \*\*\* Sara Jermin went on maternity leave from August 2015.

Mae gen i Bwyllgor Archwilio a Sicrhau Risg i ddarparu cyngor a chefnogaeth yng nghyswllt ein trefniadau llywodraethu. Mae'n cyflawni rôl hanfodol o ran galw'r Comisiynydd a'r swyddfa i gyfrif. Mae'r aelodau'n gofyn cwestiynau i ni er mwyn sicrhau ein bod ni'n cyflawni'r pethau rydym wedi addo eu gwneud; ein bod yn cyflawni'r hyn sy'n ofynnol o dan y ddeddfwriaeth a sefydlodd y corff; ac yn sicrhau bod y Comisiynydd, fel Swyddog Cyfrifyddu, yn dilyn y canllawiau a'r gweithdrefnau a bennwyd gan Drysorlys EM a Chynulliad Cenedlaethol Cymru.

Mae gan y Tîm Rheoli a'r Pwyllgor Archwilio a Sicrhau Risg Gylch Gorchwyl, sy'n nodi eu rolau a'u cyfrifoldebau. Mae'r Pwyllgor Archwilio yn rhoi cyngor a sicrwydd ynghylch llywodraethu corfforaethol, rheoli risg a rheolaeth yn y swyddfa, ynghyd â digonolrwydd y trefniadau archwilio mewnol ac allanol. Fel yr adroddwyd yn 2014-15, cwblhaodd y Pwyllgor Archwilio a Sicrhau Risg adolygiad effeithiolrwydd, ar sail Llawlyfr Trysorlys EM ar Bwyllgorau Risg a Sicrwydd, oedd yn amlygu nifer o anghenion datblygu. Yn dilyn yr adolygiad hwn, mae'r Pwyllgor wedi datblygu cynllun gweithredu i symud yr anghenion hyn ymlaen.

Cyhoeddodd y Pwyllgor ei Adroddiad Blynyddol ym mis Tachwedd 2015 – mae copi ohono i'w weld ar wefan y Comisiynydd – [www.complantcymru.org.uk](http://www.complantcymru.org.uk)

I have an Audit and Risk Assurance Committee to provide advice and support in relation to our governance arrangements. It plays an integral role in holding the Commissioner and the office to account. Members ask questions of us to ensure we are delivering on the things we've promised to do; that we are delivering on what the legislation that set up the organisation requires us to do; and ensures the Commissioner, as Accounting Officer, is following the guidance and procedures set out by HM Treasury and the National Assembly for Wales.

The Audit and Risk Assurance Committee have Terms of Reference, which sets out their roles and responsibilities. The Committee provides advice and assurance in respect of corporate governance, risk management and control within the office and the adequacy of the internal and external audit arrangements. As reported in 2014-15, the Audit and Risk Assurance Committee completed an effectiveness review, based upon the HM Treasury's Handbook on Risk and Assurance Committees, which highlighted a number of developmental needs. Following on from this review, the Committee has developed an action plan to take forward these needs.

The Committee published its Annual Report in November 2015 – a copy of this can be obtained on the Commissioner's website – [www.childcomwales.org.uk](http://www.childcomwales.org.uk)

Cyfarfu bum gwaith yn 2015-16 ac mae'n cynnwys uwch swyddogion y swyddfa ac aelodau anweithredol. Mae Tabl 2 yn dangos presenoldeb yn y Pwyllgor yn ystod 2015-16:

It met five times in 2015-16 and is made up of senior officials of the office and non-executive members. Table 2 shows attendance at the Committee during 2015-16:

**Tabl 2: Cofnod presenoldeb Aelodau Annibynnol yn ystod 2015-16 /  
Table 2: Independent Members attendance record during 2015-16**

Cyfarfod misol / Monthly meeting	Wyn Mears (Chair)	Ian Summers	Dr Iolo Doull	Greta Thomas	Aine Denvir
Ebrill / April 2015*	x	✓	✓	x	x
Gorffennaf / July 2015	✓	✓	✓	x	✓
Hydref / October 2015	✓	✓	✓	n/a	✓
Ionawr / January 2016	✓	✓	✓	n/a	✓

**Nodiadau:**

- \* Ian Summers oedd yn cadeirio'r cyfarfod hwn yn absenoldeb Wyn Mears.
- \*\* Cynhaliwyd cyfarfod ychwanegol ym mis Rhagfyr 2015 i drafod yr achos busnes a gynigiwyd gan y Comisiynydd dros ailstrwythuro.

**Note:**

- \* Ian Summers chaired this meeting in Wyn Mears' absence.
- \*\* An additional meeting was held in December 2015 to discuss the Commissioner proposed restructuring business case.

## Ailstrwythuro

Wrth gychwyn yn fy rôl, ym mis Ebrill 2015, roedd strwythur staffio'r sefydliad wedi'i seilio ar adolygiad sefydliadol a gwblhawyd yn 2010. Nifer y staff yn y Swyddfa (heb gynnwys y Comisiynydd) o ran swyddi parhaol oedd 25.1 cyfwerth ag amser llawn (CALL), fel yr adroddwyd yn Adroddiad Blynyddol a Chyfrifon 2014-15 y Comisiynydd. Yn sgîl datblygiadau pellach, yn fewnol ac yn allanol, gwelwyd bod angen peth ad-drefnu pellach ar strwythur y swyddfa, er mwyn ymateb i'r gofynion parhaus y mae'r swyddfa'n eu hwynebu. Roedd y rhain yn cynnwys:

- **Adolygiad Shooter ym mis Rhagfyr 2014, a'r craffu ar y Pwyllgor Cyfrifon Cyhoeddus yn 2014-15, oedd yn cynnwys argymhellion ynghylch yr angen am adolygu strwythurau'r sefydliad.**
- **Newidiadau cymdeithasol a llywodraethol ers i'r swyddfa gael ei sefydlu yn 2000, a'r ad-drefnu diwethaf yn 2008, sy'n galw am newid yr ymateb (gan gynnwys y cynnydd cyflym yn y defnydd o gyfryngau cymdeithasol, esblygiad parhaus y setliad datganoli, a datblygiad cyfatebol cymdeithas sifil).**
- **Ymgynghori ynghylch cyfeiriad y swyddfa yn y dyfodol: Beth Nesa/What Next.**

Wrth gynnal yr adolygiad mae paramedrau'r ad-drefnu arfaethedig a'r costau diswyddo tebygol wedi newid yn sgîl y cyhoeddiad gan Lywodraeth Cymru ym mis Rhagfyr 2015 y bydd gostyngiad o 10% yn y cyllid ar gyfer 2016-17.

Bydd y gwaith ailstrwythuro diwygiedig yn y swyddfa yn cael ei gwblhau yn chwarter cyntaf 2016-17 a bydd y rhanddeiliaid yn cael gwybod pan fydd wedi'i gwblhau. Fe wnes y penderfyniad anodd hefyd i beidio ag adnewyddu'r brydles ar swyddfa Bae Colwyn, a hynny ar y sail bendant y byddwn yn parhau i gynnwys ac ymgysylltu â phlant a phobl ifanc o bob rhan o Gymru ym mhob un o'n ffrydiau gwaith. Mae'r holl staff bellach wedi'u lleoli yn ein swyddfa yn Abertawe, sy'n cyflawni arbedion effeithlonrwydd o ran costau swyddfa, goruchwyllo a rheoli, a hefyd fanteision yn sgîl cydleoli o ran cefnogaeth o ddydd i ddydd. Byddwn yn archwilio'r hyn rydym ni'n ei gyflawni i sicrhau ein bod ni'n cynnal neu'n cynyddu ein cyfranogiad ledled Cymru.

Gadawodd wyth cydweithiwr y sefydliad eleni oherwydd y strwythur newydd a chyfleoedd newydd. Bu pob un ohonynt yn cyfrannu at y gwaith a amlinellir yn yr adroddiad hwn, a hynny dros nifer o flynyddoedd, a charwn ddiolch yn ddiwyll iddynt am eu holl ymroddiad i'r sefydliad.

## Canolbwyntio ar Ddiben y Sefydliad ac ar Ganlyniadau

Cynllunio strategol yw'r dull systemig o bennu ein nodau. Mae'n fy ngalluogi i, fel corfforaeth un person, i gyflawni fy nghylch gwaith deddfwriaethol a chyflawni yn unol â'r weledigaeth a gyflwynaf yn fy Nghynllun Corfforaethol, sef sicrhau newidiadau cadarnhaol a pharhaol i blant a phobl ifanc yng Nghymru. Mae'r prosesau cynllunio strategol a blynyddol yn darparu cyfeiriad strategol cyffredinol ar gyfer holl swyddogaethau'r swyddfa; ac yn helpu i sicrhau ein bod yn gwneud y defnydd mwyaf effeithiol o adnoddau sefydliadol er mwyn mwyafu ein heffaith dros blant a phobl ifanc yng Nghymru.

Yn 2015 cynhaliais ymarferiad ymgynghori ar raddfa fawr, **Beth Nesa/What Next**, i lywio fy mlaenoriaethau strategol ar gyfer 2016-19. Fe fues i'n tynny ar ganfyddiadau'r ymgynghoriad hwn, oedd yn cynnwys 7,000 o blant a phobl ifanc a dros 1,000 o oedolion, a thystiolaeth bwysig arall, gan gynnwys **Monitor Llesiant Plant a Phobl Ifanc Cymru** (a gyhoeddwyd ym mis Rhagfyr 2015), a'r Dadansoddiad o **Gyflwr Presennol Hawliau Plant yng Nghymru a'r Deyrnas Unedig**, fel yr adroddwyd i Bwyllgor y Cenhedloedd Unedig ar Hawliau'r Plentyn yn 2015 a rhestr y Pwyllgor o faterion yn codi o sesiwn y pwyllgor ym mis Hydref 2015.

Ym mis Chwefror 2016 fe gyhoeddais i ddogfen Cynllun ar gyfer pob **Plentyn a Pherson Ifanc: 2016-19: Hyrwyddo Hawliau Dynol Plant a Phobl Ifanc**, a oedd yn cyflwyno fy mlaenoriaethau strategol a'r meysydd lle rwy'n gobeithio y bydd Llywodraeth Cymru a gwasanaethau cyhoeddus eraill wedi gwneud cynnydd sylweddol erbyn 2019. O hynny fe es i ati i ddatblygu cynllun gwaith rhagarweiniol manwl ar gyfer fy nhîm yn 2016-17.

Rhennir cofnodion cynnydd hefyd gyda'r staff trwy gyfarfodydd staff rheolaidd.

O 2016-17 bydd y cynllun gwaith blynyddol yn rhan o gynllun strategol tair blynedd a fydd yn pennu nodau tymor hwy ar gyfer fy swyddfa, gyda fframwaith clir ar gyfer cyflawni a mesur y rheiny. Bydd y broses gynllunio flynyddol yn parhau fel rhan o hyn, gan ddarparu cyfle i adolygu cynnydd, gwneud addasiadau i'r cynllun tair blynedd os bydd angen, ac ymateb i adborth gan blant a phobl ifanc a rhanddeiliaid allweddol eraill.



## Restructuring

Upon taking up my role, in April 2015, the organisation's staffing structure was based upon an organisational review completed in 2010. The staff compliment of the Office (excluding the Commissioner) in terms of permanent posts was 25.1 whole time equivalents (WTE), as reported in the 2014-15 Annual Report and Accounts. Internal and external developments pointed to a need for some reorganisation of the structure, in order to respond to the continuing demands placed upon the team. These included:

— **The Shooter Review in December 2014, and the Public Accounts Committee scrutiny of 2014-15 which made recommendations relating to the need for a review of the organisational structures.**

— **Societal and governmental changes since the establishment of the office in 2000, and the last reorganisation in 2008 that demand a changed response (including the rapid escalation of social media, continued evolution of the devolution settlement and the corresponding development of civil society).**

— **Consultation about the future direction of the office: Beth Nesaf/What Next.**

Whilst undertaking the review the parameters of the proposed reorganisation and likely redundancy costs changed with the announcement by the Welsh Government in December 2015 of a ten percent reduction in the funding for 2016-17.

The revised restructure of the office will be completed in 2016-17 and will be communicated with stakeholders upon its completion. I also took the difficult decision not to renew the lease on the Colwyn Bay office, firmly on the basis that we will continue to include and engage with children and young people from across Wales within all of our work streams. All staff are now based in our office in Swansea, bringing efficiencies in terms of office costs, supervision and management and the advantages brought about by co-location in terms of day-to-day support. We will be auditing our delivery to ensure that we maintain or increase our involvement throughout Wales.

Eight colleagues left the organisation this year due to the new structure and new opportunities. They all contributed to the work outlined in this report and over a number of years and I extend my sincere thanks to them all for their commitment to the organisation.

## Focusing on the Purpose of the Organisation and on Outcomes

Strategic planning is the systemic approach to determining our goals. It enables me as a corporation sole, to fulfil my legislative remit and to deliver against the vision that I will set out in my Corporate Plan of ensuring positive and lasting changes for children and young people in Wales. The strategic and annual planning processes provide an overall strategic direction for all functions within the office; and helps to ensure we make the most effective use of organisational resources to maximise our impact for children and young people in Wales.

In 2015 I undertook a large-scale consultation exercise, **Beth Nesaf/What Next** to inform my strategic priorities for 2016-19. I drew on the findings of this consultation, which included 7,000 children and young people and over 1,000 adults, and other important evidence including the **Children and Young People Well-being Monitor for Wales** (published December 2015), and the **Analysis Of The Current State Of Children's Rights in Wales and The UK** as reported to the UN Committee on the Rights of the Child in 2015 and the Committee's list of issues arising from the committee session in October 2015.

In February 2016 I published **A Plan for all Children and Young People: 2016-19: Championing Children and Young People's Human Rights**, which set out my strategic priorities and the areas in which I hope that Welsh Government and other public services will have made significant progress by 2019. From this I developed a detailed preliminary annual work plan for 2016-17 for my team.

Records of progress are also shared with staff through regular staff meetings.

From 2016-17 the annual work plan sits within a three year strategic plan which sets longer term goals for my office with a clear framework for how these will be achieved and measured. The annual planning process will continue within this, providing an opportunity to review progress, make adjustments to the three year plan if necessary and respond to feedback from children and young people and other key stakeholders.

## Hybu Gwerthoedd i'r Sefydliad ac Arddangos Gwerthoedd Llywodraethu Da trwy Gynnal Safonau Uchel o ran Ymddygiad ac Ymarfer

### Gwerthoedd

#### Fel sefydliad:

- Mae plant a phobl ifanc yn chwarae rhan glir a dilys yn y gwaith o lywio a helpu i gyfeirio ein gwaith.
- Byddwn ni'n sicrhau bod plant a phobl ifanc y deurn ni i gysylltiad â nhw yn cael eu cadw'n ddiogel trwy ein polisiau a'n harferion.
- Ein nod yw gwrthweithio pob math o gamwahaniaethu a glynu at ddeddfwriaeth gydraddoldeb ym mhob rhan o'n gwaith.
- Rydym ni'n roi statws cyfartal i'r Gymraeg a'r Saesneg yn ein sefydliad a'n cyfathrebu allanol, ac yn annog defnydd o'r Gymraeg fel iaith bob dydd yn ein swyddfa.
- Byddwn ni'n glynu at Werthoedd Gwasanaeth Cyhoeddus Cymru'n Un, yn gyd-destun ar gyfer gwerthoedd ac egwyddorion ein gwaith.

### Egwyddorion ar gyfer darparu

#### Fel sefydliad:

- Mae angen i ni gyflawni'r gwerth gorau a allwn â'n harian cyhoeddus.
- Bydd cysylltiad clir rhwng pob gweithgaredd a chynllun strategol y sefydliad.
- Rydym mor dryloyw â phosibl, yn fewnol ac yn allanol, o ran sut rydym wedi gwneud penderfyniadau ynghylch blaenoriaethau a dulliau cyflawni.
- Rydym ni'n cynnal strwythurau llywodraethu a mecanweithiau sicrhau ansawdd cryf, rhesymegol a chllir.
- Pryd bynnag y bydd hynny'n bosib, bydd y sefydliad yn mesur effaith ei weithgareddau.
- Rydym ni'n datblygu ac yn cynnal dull rhesymegol ac effeithlon o reoli systemau ar gyfer storio, adalw, dadansoddi, monitro ac adrodd am ddata.
- Rydym ni'n gweithio ochr yn ochr â sefydliadau eraill lle bydd hynny o fudd i hyrwyddo hawliau plant yng Nghymru, ond byddwn ni'n cadw'r gallu i graffu'n annibynnol ar gyrff cyhoeddus.
- Rydym ni'n trin pawb sy'n cysylltu â'n swyddfa â pharch a chwarteisi bob amser. Rydym ni'n cynnal polisi cwynion clir a hygyrch.
- Rydym ni'n gyflogwr sy'n gosod gwerth ar gyfraniad gweithwyr ac yn eu galluogi, gan roi cyfle iddyn nhw ddatblygu eu sgiliau.

## Promoting Values for the Organisation and Demonstrating the Values of Good Governance through Upholding High Standards of Conduct and Behaviour

### Values

#### As an organisation:

- Children and young people play a clear and genuine part in informing and helping direct our work.
- We will ensure that children and young people with whom we have contact are kept safe through our policies and practices.
- We aim to combat discrimination in all forms and adhere to equalities legislation in all spheres of our work.
- We give English and Welsh languages equal status in our organisation and external communications and encourage the use of Welsh as an everyday language in our office.
- We adhere to the One Welsh Public Service Values as a context for the values and principles of our work.

### Principles for delivery

#### As an organisation:

- We deliver the best value we can with our public money.
- All activities are linked clearly to the organisation's strategic plan.
- We are as transparent as possible, internally and externally, regarding how we have made decisions about priorities and methods of delivery.
- We maintain clear, logical and strong governance structures and quality assurance mechanisms.
- Wherever possible, the organisation measures the impact of its activities.
- We develop and maintain logical and efficient systems management for storing, retrieving, analysing, monitoring and reporting data.
- We work alongside other organisations where this will be of benefit to further the rights of children in Wales, but we retain the ability to independently scrutinise public bodies.
- We treat all people who contact our office with respect and courtesy at all times. We maintain a clear and accessible complaints policy.
- We are an employer that values and enables employees' contributions and gives them an opportunity to develop their skills.

Datblygwyd y gwerthoedd hyn gyda'r staff yn ystod 2015, cawsant eu cyfleu i'r holl staff ac maent wedi'u postio ar fewnwyd y staff. Mae'r holl staff newydd yn dilyn hyfforddiant sefydlu sy'n darparu gwybodaeth am swyddfa'r Comisiynydd, gwerthoedd a diwylliant, polisïau a gweithdrefnau cysylltiedig â Chyflogaeth, lechyd a Diogelwch, CCUHP, Gweledigaeth a Phwrpas, Gweithdrefnau Ariannol a Diogeled TGCh.

Rwy'n cymryd materion yn ymwneud â thwyll a chamweinyddu o ddifri, ac mae fy swyddfa wedi sefydlu'r polisïau canlynol:

- **Polisi Datgelu Camarfer;**
- **Polisi Gwrth-dwyll;**
- **Polisïau yn ymwneud â disgyblu neu gôd ymddygiad; a**
- **Pholisi Cwynion.**

Mae'r Tîm Rheoli yn adolygu'r polisïau hyn yn rheolaidd ac yn monitro cydymffurfiaeth â hwy. Mae'r polisïau hyn hefyd yn cael eu hadolygu'n rheolaidd yn eu tro. Caiff y polisïau eu dyddio wrth eu cwblhau, a nodir dyddiadau adolygu newydd ar ôl eu hadolygu.

## Gwneud Penderfyniadau Gwybodus a Thyloyw sy'n Destun Craffu Effeithiol a Rheoli Risg

Fi sy'n gyfrifol am wneud penderfyniadau yn y swyddfa, ond rwyf wedi dirprwyo agweddau ar y penderfyniadau gweithredol i'r Tîm Rheoli. Mae rolau a chyfrifoldebau'r holl staff wedi eu diffinio'n glir yn y Polisi Llywodraethu a Gwneud Penderfyniadau a manylir arnynt yn y ddogfen Trosolwg o Rolau a Chyfrifoldebau. Mae'r dogfennau hyn yn amlinellu lefel y cyfrifoldeb a ddirprwywyd yn y swyddfa; ac maen nhw'n cael eu postio ar fewnwyd y staff. Mae gan bob gweithiwr amodau cyflogaeth clir a disgrifiadau swydd, sy'n nodi eu rolau a'u chyfrifoldebau.

Mae rheolwyr yn gyffredinol gyfrifol am eu meysydd gwaith a goruchwylio eu timau o staff. Mae Comisiynydd Plant Cymru hefyd yn gweithredu system prosiectau sy'n cynnwys sefydlu timau prosiect a all ddefnyddio aelodau o'r grŵp staff llawn.

Nodir a chofnodir penderfyniadau a wneir gan y Tîm Rheoli yn y cofnodion, a gaiff eu postio ar fewnwyd y staff. Hysbysir yr holl staff am benderfyniadau a wneir gan y Tîm Rheoli, ac fe'u cyfleir trwy e-bost, diweddariadau i'r fewnwyd a diweddariadau llafar a gyflwynir gan y Prif Swyddog Gweithredol.

## Rheoli Risg a Rheolaeth Ariannol

Mae Polisi a Fframwaith Rheoli Risg ar waith gennyf. Fel rhan o'i rôl, mae Pennaeth fy Ngwasanaethau Corfforaethol yn sicrhau bod y risgiau cysylltiedig â rheoli a chadw rheolaeth ar wybodaeth o fewn fy swyddfa yn cael eu hasesu. Mae'r holl staff yn ymwybodol o'r polisi a'r fframwaith sy'n manylu ar y dull o ymdrin â rheoli risgiau a'r agwedd at hynny, ac yn diffinio'r strwythur ar gyfer rheoli risgiau a pherchnogaeth arnynt.

Hyfforddwyd yr holl reolwyr sydd ag awdurdod i wneud penderfyniadau ynghylch trafod risgiau, gan gydnabod y bydd angen cyfeirio rhai risgiau at y Tîm Rheoli. Anogir pob aelod o staff i drafod materion rheoli risg yn ystod eu cyfarfodydd tîm. Darparwyd hyfforddiant i'r holl staff yn ystod 2013-14, i sicrhau eu bod yn ymwybodol o'r canllawiau a'r arfer gorau; a darparwyd hyfforddiant hefyd i aelodau annibynnol fy Mhwyllgor Archwilio a Sicrhau Risg. Rhoddir hyfforddiant i'r holl staff yn 2016-17.

Ymgorfforir rheoli risgiau i'r broses gynllunio strategol. Asesir y risgiau strategol allweddol gan y Tîm Rheoli. Mae pob risg yn eiddo i aelod o'r tîm, ac mae'r gofrestr risgiau ar gael i'r holl staff. Yn ystod y flwyddyn, mae'r gofrestr risgiau wedi cael ei hadolygu'n rheolaidd yng nghyfarfodydd y Tîm Rheoli, a chan y Pwyllgor Archwilio a Sicrhau Risg. Caiff unrhyw risgiau newydd neu newidiadau eu nodi a'u gwerthuso. Er enghraifft, fel y nodwyd uchod, cafodd y gostyngiad yn yr ariannu ei nodi a'i werthuso fel risg uchel i gyflawni nodau ac amcanion y Comisiynydd. Pennir yr awydd i gymryd risgiau gan y Tîm Rheoli yng nghyd-destun yr effaith ar enw da'r swyddfa; y perfformiad gweithredol, gweithrediadol a pherfformiad yr unigolyn; annibyniaeth y swyddfa; ac adolygiad annibynnol, gwrthrychol o weithgareddau, cerydd o unrhyw fath gan gyrff rheoliadol, colled ariannol, gwerth gwael am arian, defnydd amhriodol o arian cyhoeddus neu unrhyw achos o dorri rheoleidd-dra neu briodoldeb. Cynhelir asesiad risg o bob gweithgaredd gweithrediadol neu brosiect cyn cychwyn arno.

Seiliwyd y rheolaeth ariannol ar fframwaith o wybodaeth reolaidd i reolwyr a chyfres o weithdrefnau ariannol clir, sydd i'w gweld yn fy Llawlyfr Cyllid.

These values were developed with staff during 2015, communicated to all staff and are posted onto the staff intranet. All new staff undertake induction training which provides information on the Commissioner's office, values and culture, policies and procedures relating to Employment, Health and Safety, UNCRC, Vision and Purpose, Financial procedures and ICT Security.

I take issues around fraud and maladministration very seriously and my office has established the following policies:

- **Whistleblowing Policy;**
- **Anti-Fraud Policy;**
- **Policies relating to disciplinary or code of conduct; and**
- **Complaints Policy.**

The Management Team regularly reviews and monitor compliance with these policies. These policies are also subject to regular review on a rolling basis. The policies are dated when complete and new review dates are noted following their review.

### **Taking Informed and Transparent Decisions which are Subject to Effective Scrutiny and Managing Risk**

Responsibility for decision making in the office rests with me, however, I have delegated aspects of the operational decision making to the Management Team. Roles and responsibilities for all staff are clearly defined in the Governance and Decision Making Policy and detailed within the Overview of Roles and Responsibilities document. These documents outline the level of delegated responsibility within the office; and are posted onto the staff intranet. All employees have clear conditions of employment and job descriptions, which set out their roles and responsibilities.

Managers have overall responsibility for their area of work and the supervision of their staff teams. The Children's Commissioner for Wales also operates a project system which involves establishment of project teams that may draw members from the whole staff group.

Decisions made by the Management Team are documented and recorded in the minutes, which are posted to the staff intranet. All staff are informed of decisions made by the Management Team which are communicated via email, updates to the intranet and through verbal updates presented by the Commissioner in staff meetings.

### **Risk Management and financial management**

I have a Risk Management Policy and Framework in place. As part of his role, my Head of Corporate Services ensures that the risks associated with the management and control of information within my office are assessed. All staff are aware of the policy and framework which details the approach and attitude to risk management and defines the structure for management and ownership of risk.

Training has been provided to all managers with authority to make decisions about risk treatment, recognising that some risks will need to be referred to the Management Team. All staff are encouraged to discuss risk management issues during their team meetings. Training for all staff to ensure that they are aware of guidance and best practice was provided during 2013-14; and training was also provided to the independent members of my Audit and Risk Assurance Committee. Training will be provided to all staff in 2016-17.

Risk management is incorporated into the strategic planning process. The key strategic risks are assessed by the Management Team. Each risk is owned by a member of the team and the risk register is made available to all staff. During the year, the risk register has been regularly reviewed at Management Team meetings and by the Audit and Risk Assurance Committee. Any new risks or changes are identified and evaluated. For example, as noted above, the reduction in funding was identified and evaluated as a high risk to the achievement of the Commissioner's aims and objectives. The risk appetite is determined by the Management Team in the context of the impact on the reputation of the office; the executive, operational and individual performance; the independence of the office; and the independent and objective review of activities, censure of any kind by regulatory bodies, financial loss, poor value for money, inappropriate use of public funds or any breach of regularity or propriety. A risk assessment of each operational or project activity is undertaken prior to commencement.

Financial management is based upon a framework of regular management information and a set of clear financial procedures, these are contained within my Finance Handbook.

Mae'r broses o adolygu gwybodaeth i reolwyr yn cynnwys monitro ac adrodd rheolaidd ar y gyllideb. Cyflwynir adroddiad i'r Tîm Rheoli bob mis sy'n cymharu'r gwariant â'r gyllideb; ac i'r Pwyllgor Archwilio a Sicrhau Risg bob chwarter. Datblygir targedau ariannol a mesurau perfformiad eraill fel rhan o ddatblygiad cynlluniau gwaith blynyddol a'r cynllun strategol tair blynedd.

Mae fy archwilwyr mewnol yn ystod y cyfnod 2015-16, RSM Risk Assurance Services, wedi cynnal adolygiad o'm rheolaeth ar risg yn 2015-16. Ar ben hynny, maent wedi cynnal adolygiad o'm cydymffurfiaeth a'r amgylchedd rheolaeth ariannol allweddol. Maent wedi cyflwyno nifer o argymhellion, sy'n cael eu rhoi ar waith.

Yn dilyn ymarferiad caffael, rwyf wedi penodi Deloitte yn ddarparwyr archwilio mewnol i mi.

### Datblygu Capasiti a Gallu Swyddogion i fod yn Effeithiol

Trwy fy Nhîm Rheoli, rwy'n sicrhau bod gan yr holl aelodau o staff y sgiliau, yr wybodaeth a'r capasiti angenrheidiol i gyflawni eu cyfrifoldebau. Rwy'n cydnabod pwysigrwydd gweithwyr galluog, sydd wedi eu hyfforddi'n dda, i sicrhau bod fy amcanion yn cael eu cyflawni'n effeithiol. Mae pob aelod newydd o staff yn dilyn proses sefydlu sy'n eu cyflwyno i'r polisïau a'r gweithdrefnau; a diwylliant y swyddfa.

Mae gen i bolisïau a gweithdrefnau ar gyfer goruchwyllo, arfarnu a dysgu a datblygu, sy'n cysylltu perfformiad a datblygiad unigol ag amcanion strategol y sefydliad. Bwriad hynny yw gwella perfformiad pob gweithiwr a'u cyfraniad at gyflawni'r amcanion corfforaethol trwy roi iddynt y sgiliau a'r amgylchedd priodol er mwyn eu galluogi i wneud eu gwaith hyd eithaf eu gallu.

Rwy'n ymroddedig i alluogi a grymuso gweithwyr i gyrraedd nodau unigol, fîm a chorfforaethol, ac yn fy marn i mae'r broses arfarnu flynyddol, pennu amcanion a phrosesau cynllunio datblygiad personol yn rhan hanfodol o gyflawni hynny.

### Ymgysylltu â Phobl Leol a Rhanddeiliaid Eraill

Mae'r maes gwaith hwn yn rhan o feysydd 'Dweud eich Dweud' a 'Deall eich Hawliau' fy nghynllun strategol.

Rwyf yn cael fy llywodraethu gan ddeddfwriaeth sy'n nodi bod rhaid i mi gymryd camau rhesymol i sicrhau bod plant a phobl ifanc yn cael eu hannog i roi eu barn ar rôl a swyddogaethau'r Comisiynydd a'r rhaglen o waith mae'n ei chyflawni. Yn 2015-16 fe fues i'n ymgynghori â 7,000 o blant 3-18 oed a 1,000 o weithwyr proffesiynol a rhieni ynghylch fy mlaenoriaethau strategol. Mae gen i hefyd ffyrdd rheolaidd o ymgynghori â phlant trwy fy nghynlluniau llysgenhadon gwych, llysgenhadon uwchradd a llysgenhadon cymunedol. O fis Gorffennaf 2016 bydd gen i banel pobl ifanc, a fydd yn rhan o'r gwaith o lywio fy nghynllunio strategol a'm darpariaeth weithredol.

Mae ein Strategaeth Cysylltiadau Allanol yn amlinellu'r gweithdrefnau mewnol rydyn ni'n eu mabwysiadu i gynnal ac adeiladu ar y lefelau ymwybyddiaeth presennol, ac i helpu i gyflawni gwell dealltwriaeth ymhlith cynulleidfaoedd allweddol o rôl, cyfrifoldebau a chyflawniadau'r Comisiynydd, ac i wella perthynas y Comisiynydd gyda dylanwadwyr a rhanddeiliaid allweddol.

Mae hefyd yn ceisio rheoli ein negeseuon yn allanol er mwyn amddiffyn a gwella enw da'r sefydliad a helpu i nodi'n glir y canlyniadau a ddymunir ar gyfer y sefydliad wrth ymgysylltu â rhanddeiliaid allanol. Er mwyn cefnogi gweithrediad y strategaeth hon, mae polisi cyfryngau a chyfryngau cymdeithasol ar waith.

Review of management information involves regular budget monitoring and reporting. Comparison of spend against budget is reported to the Management Team on a monthly basis; and to the Audit and Risk Assurance Committee on a quarterly basis. The development of financial targets and other performance measures are undertaken as part of the development of annual work plans and the three year strategic plan.

My internal auditors for the period 2015-16, RSM Risk Assurance Services, have undertaken a review of my management of risk in 2015-16. In addition they have undertaken a review of my compliance with key financial control environment. They have made a number of recommendations which are being implemented.

Following a procurement exercise, I have appointed Deloitte as my internal audit providers.

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### **Developing the Capacity and Capability of Officers to be Effective**

Through my Management Team, I ensure that all members of staff have the necessary skills, knowledge and capacity to discharge their responsibilities. I recognise the importance of competent and well trained employees to ensure the effective delivery of my objectives. All new members of staff attend an induction process which introduces them to the policies and procedures; and culture of the office.

I have policies and procedures for supervision, appraisal and learning and development which link individual performance and development to the strategic objectives of the organisation. This is designed to improve every employee's performance and contribution to the achievement of the organisations objectives by providing them with the right skills and environment to do the job to the best of their ability.

I am committed to enabling and empowering employees to meet individual, team and organisational goals and I consider the process of annual appraisals, objective setting and personal development planning processes to be fundamental to achieving this aim.

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### **Engaging with Local People and Other Stakeholders**

This area of work sits within the 'Participation' and 'Promotion' areas of my strategic plan.

I am governed by legislation that states I must take reasonable steps to ensure that children and young people are encouraged to give their views on the role and functions of the Commissioner and the programme of work they undertake. In 2015-16 I consulted with 7,000 children aged 3-18 and 1,000 professionals and parents about my strategic priorities. I also have regular means of consulting with children through my super ambassador, secondary ambassador and community ambassador schemes. From July 2016 I will have a young people's panel which will have a role in advising my strategic planning and operational delivery.

Our External Relations Strategy outlines the internal procedures we adopt to maintain and build upon the current awareness levels and to help achieve an improved understanding among key audiences of the role, responsibilities and achievements of the Commissioner and to enhance the Commissioner's relationship with key influencers and stakeholders.

It also seeks to manage our messages externally in order to protect and enhance the organisation's reputation and to help clearly identify the desired outcomes for the organisation when engaging with external stakeholders. To support the implementation of this strategy, a media policy and social media policy are in operation.

## Adolygu Effeithiolrwydd

Fel Swyddog Cyfrifyddu, rwy'n gyfrifol am adolygu effeithiolrwydd y system lywodraethu, ac yn unol â Rheoli Arian Cyhoeddus yng Nghymru, a ydwyf i'n cydymffurfio â Chôd Llywodraethu Corfforaethol Swyddfa'r Cabinet. Hysbysir fy adolygiad o'r system honno gan waith yr archwilwyr mewnol a'r Tîm Rheoli sy'n gyfrifol am ddatblygu a chynnal y fframwaith rheoli mewnol a sylwadau'r archwilwyr allanol yn eu llythyr at y rheolwyr ac adroddiadau eraill. Rwyf hefyd wedi derbyn cyngor ynghylch effeithiolrwydd y system lywodraethu trwy waith y Pwyllgor Archwilio a Sicrhau Risg. Rwyf wedi ymrwymo i sicrhau gwelliant parhaus yn y systemau mewnol ac i ymdrin ag unrhyw wendidau wrth iddynt godi.

Roedd y broses a ddefnyddiwyd wrth gynnal ac adolygu effeithiolrwydd y fframwaith llywodraethu fel a ganlyn:

— **Bu'r Tîm Rheoli wrthi ar y cyd yn trafod ac yn adolygu gweithrediad y mesurau rheoli ariannol mewnol ac ansawdd yr wybodaeth a ddarparwyd.**

— **cwblhaodd archwilio mewnol adolygiad o effeithiolrwydd mesurau rheoli mewnol allweddol; a**

— **chyfarfu'r Pwyllgor Archwilio a Sicrhau Risg yn ystod y flwyddyn a chynghori ar oblygiadau sicrwydd a roddwyd ynghylch llywodraethu corfforaethol, rheoli risgiau a mesurau rheoli, digonoldeb y trefniadau archwilio mewnol ac allanol ac ymatebion rheolwyr i'r argymhellion archwilio.**

RSM Risk Assurance Services sy'n darparu'r Archwilio Mewnol ar gyfer fy swyddfa o fewn y cyfnod. Maent yn gweithredu'n unol â safonau Archwilio Mewnol y Sector Cyhoeddus. Maent yn cyflwyno adroddiadau rheolaidd sy'n cynnwys barn annibynnol ar ddigonoldeb ac effeithiolrwydd system rheolaeth fewnol y Comisiynydd, ynghyd ag argymhellion ar gyfer gwelliant. Yn ystod 2015-16 rhoddodd RSM sicrwydd i mi ar gyfer y cyfnod hwn fod gen i fframwaith digonol ac effeithiol ar gyfer rheoli risg, llywodraethu a rheolaeth ariannol yn y meysydd a gafodd eu hadolygu yn 2015-16.

Yn ogystal â gwaith fy archwilwyr mewnol, comisiynodd fy rhagflaenydd contractwr allanol i adolygu ein gwasanaeth cyngor a chymorth annibynnol. Cyflwynwyd adroddiad y contractwr yn 2014-15, a gwnaed nifer o argymhellion sydd bellach yn cael eu gweithredu, dan arweiniad fy Mhennaeth Gweithrediadau.

Ar sail fy adolygiad effeithiolrwydd, nid oes materion rheolaeth fewnol arwyddocaol yn codi a lle bo hynny'n berthnasol, rwy'n cydymffurfio â'r egwyddorion a amlinellwyd yn y Côd Llywodraethu Corfforaethol.

## Rhaglen o Welliant ar gyfer Materion Llywodraethu

Yn ystod y cyfnod dan sylw nid oedd materion arwyddocaol a oedd yn effeithio ar y fframwaith llywodraethu. Fodd bynnag, fel y nodwyd yn Natganiad Llywodraethu'r flwyddyn flaenorol, cwblhaodd Llywodraeth Cymru adolygiad annibynnol o bwerau a chylch gorchwyl y Comisiynydd, ac adrodd i'r Gweinidog Cymunedau a Threchu Tlodi ym mis Rhagfyr 2014. Roedd Adolygiad Shooter yn cwmpasu saith egwyddor gyffredinol:

- **Annibyniaeth;**
- **Rôl a Swyddogaeth;**
- **Effaith a Gwerth am arian;**
- **Deddfwriaeth a Phwerau;**
- **Cyfranogiad;**
- **Hygyrchedd; a'r**
- **Swyddfa, ei Phobl a'i Phrosesau.**

Gwnaeth yr Adolygiad 41 o argymhellion. Cyflwynais innau fy ymateb i Lywodraeth Cymru, ym mis Mehefin 2015; ac mae ein trafodaethau'n parhau gyda Llywodraeth Cymru ac eraill ynghylch yr argymhellion a gynhwyswyd yn yr adroddiad.



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## Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of governance and in accordance with Managing Public Money in Wales, whether I comply with the Cabinet Office's Corporate Governance Code. This review is informed by the work of the internal auditors and the Management Team who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have also been advised on the effectiveness of the system of governance by the work of the Audit and Risk Assurance Committee. I have undertaken to ensure the continuous improvement of the internal systems and to address any weaknesses as they arise.

The process applied in maintaining and reviewing the effectiveness of the governance framework was:

- **Collectively, the Management Team discussed and reviewed the operation of internal financial controls and the quality of the information provided;**
  - **internal audit completed a review of the effectiveness of key internal controls; and**
  - **the Audit and Risk Assurance Committee met in the year and advised on the implications of assurances provided in respect of corporate governance, risk management and control, the adequacy of the internal and external audit arrangements and management responses to audit recommendations.**
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RSM Risk Assurance Services provides the Internal Audit for my office within the period. They operate to Public Sector Internal Audit Standards. They submit regular reports which include the independent opinion on the adequacy and effectiveness of the Commissioner's system of internal control together with recommendations for improvement. During 2015-16 RSM provided me with assurance for this period that I have adequate and effective framework for risk management, governance and financial control in the areas which were reviewed in 2015-16.

In addition to the work of my internal auditors, my predecessor commissioned an external contractor to review our independent advice and support service. The contractor's report was submitted in 2014-15, a number of recommendations have been made which are now being implemented, led by my Head of Operations.

From my review of the effectiveness there are no significant internal control issues and where applicable, I comply with the principles as outlined in the Corporate Governance Code.

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## Programme of Improvement for Governance Issues

During the period there were no significant issues that impacted upon the governance framework. However, as noted in the previous year's Governance Statement, the Welsh Government completed an independent review of the powers and remit of the Commissioner and reported to the Minister for Communities and Tackling Poverty in December 2014. The Shooter Review covered seven general principles:

- **Independence;**
  - **Role and Function;**
  - **Impact and Value for Money;**
  - **Legislation and Powers;**
  - **Participation;**
  - **Accessibility; and**
  - **The Office, its People and Processes.**
- 

The Review made 41 recommendations. I submitted my response, to the Welsh Government, in June 2015; and we are having ongoing discussions with the Welsh Government and others about the recommendations included within the report.

Cynhaliodd Pwyllgor Cyfrifon Cyhoeddus Cynulliad Cenedlaethol Cymru nifer o sesiynau tystiolaeth gyda chyrrff cyhoeddus yn Hydref 2014. Bu fy rhagflaenydd, Keith Towler, yn mynychu sesiwn dystiolaeth ar 13 Hydref 2014.

Ers hynny mae'r Pwyllgor wedi cyflwyno adroddiad ar eu canfyddiadau ym mis Mawrth 2015, ac mae copi ohono i'w weld ar fy ngwefan – [www.complantcymru.org.uk](http://www.complantcymru.org.uk). Yn 2014-15 adroddais ar grynodedb o'u canfyddiadau ynghylch fy swyddfa, ac mae Tabl 3 yn cynnwys diweddariad ar y cynnydd a wnaed o ran pob argymhelliad.

**Tabl 3: Argymhellion a wnaed gan Bwyllgor Cyfrifon Cyhoeddus Cynulliad Cenedlaethol Cymru**

Rhif yr Argymhelliad	Argymhelliad	Y newyddion diweddaraf ynghylch Cynnydd
<b>Argymhelliad 1</b>	Dylai'r Comisiynydd Plant sy'n cychwyn yn y swydd ystyried profiad y Comisiynydd Pobl Hŷn o gynllunio ac ymgynghori ynghylch ailstrwythuro wrth wneud unrhyw ailstrwythuro ei hun.	Rwyf wedi cyflawni ymarferiad ailstrwythuro; ac yn ystod y broses hon rwyf wedi ymgynghori ag eraill, gan gynnwys y Comisiynydd Pobl Hŷn, i helpu i ddatblygu fy nghynigion.
<b>Argymhelliad 3</b>	Mae'r Pwyllgor yn argymhell bod ymdrechion i gyflawni arbedion effeithlonrwydd a mwy o gynhyrchiant trwy gydweithio, gan gynnwys integreiddio swyddogaethau ystafell gefn, yn parhau rhwng y Comisiynydd a'r Ombwdsmon, a bod adrodd am hynny yn adroddiad blynyddol a chyfrifon 2014-15.	Rwyf wedi gweithio gyda swyddogion Llywodraeth Cymru, y Comisiynydd Pobl Hŷn a'r Comisiynydd dynodedig ar gyfer Cenedlaethau'r Dyfodol, er mwyn archwilio swyddogaethau cynnal a rhoi arbedion effeithlonrwydd mwy ar waith. Mae nifer o arbedion effeithlonrwydd wedi'u nodi a'u gweithredu. Rwyf hefyd yn parhau i weithio gyda sefydliadau eraill er mwyn gweithio ar y cyd.
<b>Argymhelliad 4</b>	Os bydd y berthynas ariannu gyfredol yn parhau, dylai Llywodraeth Cymru gyfleu ei phenderfyniad yn gynnar ynghylch y cyllid sydd ar gael i'r Comisiynwyr. Yna dylai'r cyllidebau hyn gael eu diogelu rhag gostyngiadau adrannol yn ddiweddarach yn y flwyddyn.	Rwy'n parhau i weithio gyda Llywodraeth Cymru i sicrhau bod fy nghyllid yn cael ei ddarparu mewn modd cynaliadwy. Rwyf wedi cynnwys adran yn fy Natganiad Llywodraethu ynghylch dirprwyo cyfrifoldeb i'm swyddogion.
<b>Argymhelliad 5</b>	Dylai'r Comisiynwyr a'r Ombwdsmon gyhoeddi gwybodaeth glir ynghylch y cyfrifoldebau maent wedi'u dirprwyo i'w staff.	Rwyf wedi cynnwys adran yn Amcangyfrif Cyllideb 2016-17 ar effaith fy rhaglen waith ar lefel y cronfeydd wrth gefn.
<b>Argymhelliad 8</b>	Dylai'r tri Chomisiynydd annibynnol fod yn eglur yn eu hamcangyfrifon a'u cyfrifon blynyddol ynghylch lefel yr adnoddau wrth gefn maent am eu cadw, a'r mathau o weithgaredd y gallent dymuno defnyddio'r cronfeydd wrth gefn ar eu cyfer.	Rwyf wedi rhoi polisi newydd ar waith o ran y cronfeydd wrth gefn, gyda chymeradwyaeth fy Mhwyllgor Archwilio a Sicrhau Risg.
<b>Argymhelliad 9</b>	Mae'r Pwyllgor yn annog sefydliadau sy'n cael eu cyllido ag arian cyhoeddus i ystyried sut maent yn cyflwyno gwybodaeth er mwyn sicrhau ei bod yn hawdd ei deall i'r cyhoedd, gan ddangos blaenoriaethau'r sefydliad a lefel yr adnoddau a ymrwymwyd i'r blaenoriaethau hynny.	Rwyf wedi sicrhau bod hyn wedi derbyn sylw wrth i mi gynhyrchu Adroddiad Blynyddol a Chyfrifon 2015-16.

The National Assembly for Wales' Public Accounts Committee (PAC) held a number of evidence sessions with public bodies in the autumn of 2014. My predecessor, Keith Towler, attended an evidence session on 13th October 2014.

The PAC has subsequently issued a report on their findings in March 2015, a copy of which can be found on my website – [www.childcomwales.org.uk](http://www.childcomwales.org.uk). I reported in 2014-15 a summary of their findings relating to my office, Table 3 provides an update on progress made against each recommendation:

**Table 3: Recommendations made by the National Assembly for Wales' Public Accounts Committee**

Recommendation number	Recommendation	Update on Progress
<b>Recommendation 1</b>	The in-coming Children's Commissioner should consider the Older People's Commissioner's (OPC) experience of planning and consultation on restructuring in undertaking any restructure of her own.	I have undertaken a restructuring exercise; and during this process have consulted with others, including the OPC, to help develop my proposals.
<b>Recommendation 3</b>	The Committee recommends that efforts to achieve efficiencies and greater productivity through collaboration, including integration of back-room functions, continue between the Commissioners and Ombudsman, and that this be reported on in their 2014-15 annual report and accounts.	I have worked with the Welsh Government officials, the Older Persons Commissioner and the designated Future Generations Commissioner to examine support functions and implement greater efficiencies. A number of efficiencies have been identified and implemented. I also continue to work with other organisations to work in a collaborative manner.
<b>Recommendation 4</b>	If the current funding relationship continues, the Welsh Government should communicate its decision at an early stage on the funding available to the Commissioners. These budgets should then be protected from later in year departmental reductions.	I continue to work with Welsh Government to ensure my funding is delivered in a sustainable way.
<b>Recommendation 5</b>	The Commissioners and Ombudsman should publish clear information on the responsibilities they have delegated to their staff.	I have included a section within my Governance Statement relating to delegation of responsibility to my officers.
<b>Recommendation 8</b>	The three independent Commissioners should be clear in their estimates and their annual accounts on the level of reserves they seek to carry, and the types of activity that they may wish to use the reserves for.	I have included a section within my 2016-17 Budget Estimate on the impact of my work programme on the level of reserves. I have implemented a new reserves policy with the approval of my Audit and Risk Assurance Committee.
<b>Recommendation 9</b>	The Committee encourages organisations funded by public money to consider how they present information to ensure that it is readily understandable for the public, and that shows the organisation's priorities and the level of resource committed to those priorities.	I have ensured that this has been considered in the production of my 2015-16 Annual Report and Accounts.

Cynhaliodd Llywodraeth Cymru adolygiad o swyddogaethau cymorth fy swyddfa a rhai Comisiynydd Pobl Hŷn Cymru (OPCW). Ymunodd Comisiynydd Cenedlaethau'r Dyfodol i Gymru (FGCW), oedd newydd ei benodi, â phroses yr adolygiad yn ddiweddarach. Adroddwyd y canfyddiadau i'r Gweinidog Cyllid ym mis Chwefror 2016, a derbyniodd yr adroddiad yn llawn. Ysgrifennodd y Gweinidog ataf fi yn diolch i mi a'm cyd-gomisiynwyr am ymgysylltu'n gadarnhaol â'r adolygiad a chyflawni manteision sy'n mynd ymhellach nag arbedion ariannol. Yn ogystal â chaffael gwasanaethau archwilio mewnol ar y cyd â Chomisiynwyr eraill Cymru a'r Ombwdsmon Gwasanaethau Cyhoeddus, rwyf wedi cytuno i rannu darpariaeth Adnoddau Dynol gyda Chomisiynydd Cenedlaethau'r Dyfodol. Rwyf hefyd yn darparu rhaglenni gwaith ar y cyd â FGCW, OPCW a Chomisiynydd y Gymraeg.

Gyda'm Tîm Rheoli byddaf yn parhau i fonitro'r amgylchedd rheoli mewnol a sicrhau bod y fframwaith llywodraethu yn parhau i ddiwallu anghenion y sefydliad.

Yn ystod 2016 byddaf yn sefydlu strwythur llywodraethu gwell, yn unol ag argymhellion Adolygiad Shooter a'm dadansoddiad fy hun o anghenion llywodraethu'r sefydliad. Bydd gan y Comisiynydd Banel Ymgynghorol (cyfarfod cyntaf ym mis Hydref 2016). Bydd y Pwyllgor Archwilio a Sicrhau Risg yn ffurfio is-bwyllgor i'r panel hwn. Rwyf hefyd yn sefydlu Panel Pobl Ifanc (cyfarfod cyntaf ym mis Gorffennaf 2016). Bydd aelodau o'r Panel Pobl Ifanc yn rhan o Banel Ymgynghorol y Comisiynydd, a bydd un person ifanc yn gyd-gadeirydd ar y panel hwn.

Fel Swyddog Cyfrifyddu mae dyletswydd gyfreithiol arnaf fi i reoli'n briodol yr adnoddau a ddarparwyd ar fy nghyfer er mwyn i'm swyddfa gyflawni ei rhwymedigaethau statudol. Rhaid i mi sicrhau hefyd fod trefniadau wedi'u rhoi ar waith i sicrhau bod fy swyddfa'n cael ei rheoli a'i llywodraethu'n briodol. Mae'r Datganiad Llywodraethu hwn wedi darparu disgrifiad manwl o'r trefniadau hyn.

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## Ardystiad gan y Swyddog Cyfrifyddu

Rwyf wedi fy sicrhau bod y system lywodraethu a fu'n weithredol yn fy swyddfa yn ystod 2015-16 wedi bod yn un gadarn. Ar sail yr adolygiad o effeithiolrwydd y systemau rheoli mewnol, rwyf wedi fy sicrhau bod y trefniadau presennol yn diwallu anghenion y swyddfa ac yn sicrhau eu bod yn cydymffurfio ag arfer gorau.

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**Yr Athro Sally Holland**

**Comisiynydd Plant Cymru a Swyddog Cyfrifyddu**  
21 Gorffennaf 2016

The Welsh Government undertook a review of the support functions of my office and those of the Older Persons Commissioner for Wales (OPCW). The newly appointed Future Generations Commissioner for Wales (FGCW) joined the review process at a later date. The findings were reported to the Finance Minister in February 2016 who accepted the report in full. The Minister wrote to me thanking me and my fellow commissioners for engaging positively in the review and delivering benefits which go beyond financial savings. In addition to joint procurement of internal audit services with the other Welsh Commissioners and Public Services Ombudsman, I have agreed to share Human Resources delivery with the Future Generations Commissioner. I am also delivering joint programmes of work with the FGCW, OPCW and Welsh Language Commissioner.

Along with my Management Team I will continue to monitor the internal control environment and ensure that the governance framework continues to meet the needs of the organisation.

During 2016 I will be establishing an enhanced governance structure in line with recommendations from the Shooter Review and my own analysis of the organisation's governance needs. There will be a Commissioner's Advisory Panel (first meeting October 2016). The Audit and Risk Assurance Committee will form a sub-committee of this panel. I am also establishing a Young People's Panel (first meeting July 2016). Members of the Young People's Panel will sit on the Commissioner's Advisory Panel and one young person will co-chair this panel.

As Accounting Officer I have a legal duty to properly manage the resources made available to me to enable my office to deliver on its statutory obligations. I must also ensure that arrangements have been put in place to ensure that my office is properly managed and governed. This Governance Statement has provided a detailed description of these arrangements.

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### **Certification by Accounting Officer**

I am assured that the system of governance in operation within my office during 2015-16 has been robust. From the review of the effectiveness of the systems of internal control I am assured that the present arrangements meet the needs of the office and ensure that they comply with best practice.

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**Professor Sally Holland**  
Children's Commissioner for Wales  
and Accounting Officer  
21st July 2016

**Adroddiad Taliadau Cydnabyddiaeth****Taliadau i Aelodau Uwch  
o'r Tîm Rheoli**

Gweinidogion Cymru sy'n pennu'r taliad i Gomisiynydd Plant Cymru, yn unol ag Atodlen 2 paragraff 3 o Ddeddf Safonau Gofal 2000.

Yn achos aelodau eraill y Tîm Rheoli, pennwyd y taliadau cydnabyddiaeth gan Gomisiynydd Plant Cymru, ar sail cyfarwyddyd gan arbenigwyr recriwtio yn y gwasanaeth sifil.

Mae'r adrannau canlynol, a fu'n destun archwilio, yn darparu manylion am daliadau cydnabyddiaeth a buddiannau pensiwn y swyddogion uchaf sydd â chyfrifoldeb dirprwyedig yn swyddfa'r Comisiynydd:

**Remuneration Report****Remuneration of Senior Members of the  
Management Team**

The Welsh Ministers determine the remuneration of the Children's Commissioner for Wales in accordance with Schedule 2 paragraph 3 to the Care Standards Act 2000.

For other members of the Management Team, remuneration was determined by the Children's Commissioner for Wales based on guidance from civil service recruitment specialists.

The following sections, which have been subjected to audit, provide details of the remuneration and pension benefits of the most senior officials who have delegated responsibility within the Commissioner's office:

	2015-16 Cyflog / Salary	2014-15	2015-16 Buddion mewn nwyddau (i'r £100 agosaf)* / Benefits in Kind (to nearest £100)*	2014-15	2015-16 Buddion Pensiwn (i'r £1000 agosaf)* / Pension Benefits (to nearest £1000)*	2014-15	2015-16 Cyfanswm / Total	2014-15
	£000*						£000*	
Yr Athro / Professor Sally Holland – Comisiynydd Plant Cymru, o 20 Ebrill 2015 / Children's Commissioner for Wales, from 20th April 2015	85-90	-	-	-	33,000	-	120-125	-
Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd; a Chomisiynydd Gweithredol o 8 Mawrth tan 19 Ebrill 2015 / Chief Executive Officer and Deputy Commissioner; and Acting Commissioner from 8th March to 19th April 2015	70-75	65-70	-	-	28,000	25,000	100-105	90-95
Andy Wallsgrove – Pennaeth Gweithrediadau / Head of Operations	55-60	55-60	-	-	36,000	15,000	95-100	70-75
Tony Evans – Pennaeth y Gwasanaethau Corfforaethol / Head of Corporate Services.	55-60	55-60	-	-	33,000	8,000	90-95	65-70

\* Mae'r wybodaeth hon yn destun archwiliad.

\* This information is subject to audit.

**Taliadau Canolrif**

Mae'n ofynnol fy mod yn datgelu'r berthynas rhwng y taliad a wnaed i'r unigolyn a dderbyniodd y cyflog uchaf a chanolrif taliadau'r gweithwyr. Band taliadau'r unigolyn a dderbyniodd y taliad uchaf yn 2015-16 oedd £85-£90,000 (2014-15: £90-£95,000). Roedd hyn 2.46 gwaith (2014-15: 2.71) taliad canolrif y gweithwyr. Mae cyfanswm y taliadau yn cynnwys y cyflog a'r buddion mewn nwyddau. Nid yw'n cynnwys cyfraniadau cyflogwr i bensiwn na gwerth trosglwyddo ariannol cyfatebol pensiynau.

**Median Remuneration**

I am required to disclose the relationship between the remuneration of the highest-paid individual and the median remuneration of employees. The banded remuneration of the highest-paid individual in 2015-16 was £85-90,000 (2014-15: £90-£95,000). This was 2.46 times (2014-15: 2.71) the median remuneration of employees. Total remuneration includes salary and benefits-in-kind. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

	2015-16	2014-15
Band taliadau'r unigolyn y telir y symiau mwyaf iddo/iddi / Band of highest paid individual's remuneration (£000)	85-90	90-95
Cyfanswm y Canolrif /Median total	34,750	33,900
Cymhareb / Ratio	2.46	2.71

**Iawndal a dalwyd, Dyfarniadau Sylweddol i Uwch Reolwyr Blaenorol**

Yn ystod y cyfnod o ailstrwythuro dilewyd swydd un uwch reolwr. Mae'r iawndal a dalwyd wedi'i gynnwys yn y datganiadau ariannol hyn.

**Compensation Paid, Significant Awards to Former Senior Managers**

During the period of restructuring a senior manager was made redundant. The compensation paid has been included in these financial statements.

**Buddion Pensiwn –  
Cynllun Pensiwn y Gwasanaeth Sifil****Pension Benefits –  
Civil Service Pension Scheme**

	Cynnydd gwirioneddol yn y pensiwn* / Real increase in pension*	CETV(i) ar / at 31.3.16*	CETV(i) ar / at 31.3.15*	Cynnydd/ (gostyngiad) gwirioneddol yn CETV* / Real increase/ (decrease) in CETV*
	£000*	£000*	£000*	£000*
Yr Athro / Professor Sally Holland – Comisiynydd Plant Cymru, o 20 Ebrill 2015 / Children's Commissioner for Wales, from 20th April 2015	2	22	-	15
Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd; a Chomisiynydd Gweithredol o 8 Mawrth tan 19 Ebrill 2015 / Chief Executive Officer and Deputy Commissioner; and Acting Commissioner from 8th March to 19th April 2015	2	113	86**	10
Andy Wallsgrove – Pennaeth Gweithrediadau / Head of Operations	2	485	425**	19
Tony Evans – Pennaeth y Gwasanaethau Corfforaethol / Head of Corporate Services.	3	347	299	19

\* Mae'r wybodaeth hon yn destun archwiliad.

\*\* Mae ffigurau'r flwyddyn flaenorol wedi cael eu hailddatgan er mwyn adlewyrchu addasiadau a wnaed i'r buddion pensiwn Nuvos a gronwyd gan unigolion.

\* This information is subject to audit.

\*\* The prior year figures have been restated to reflect adjustments made to the individuals accrued Nuvos pension benefits.



## Taliadau Canolrif

Darperir buddion pensiwn trwy drefniadau pensiwn y Gwasanaeth Sifil. O 30 Gorffennaf 2007, gall gweision sifil fod yn rhan o un o bedwar cynllun buddion diffiniedig; naill ai cynllun 'cyflog terfynol' (**classic, premium neu classic plus**); neu gynllun 'gyrfa gyfan' (nuvos). Nid yw'r trefniadau statudol hyn yn cael eu hariannu, a thelir am gost y buddion ag arian sy'n destun pleidlais gan y Senedd bob blwyddyn; ac er mai cynlluniau buddion diffiniedig yw'r rhain, nid oes modd datgelu swm eu hasedau a'u hatebolrwydd. Mae'r pensiynau sy'n daladwy o dan **classic, premium, classic plus a nuvos** yn cael eu cynyddu'n flynyddol yn unol â newidiadau i'r Mynegai Prisiau Defnyddwyr (CPI). Gall aelodau sy'n ymuno o Hydref 2002 ddewis naill ai'r trefniant buddion priodol diffiniedig neu bensiwn rhanddeiliad 'prynu arian' o ansawdd da, gyda chyfraniad sylweddol gan y cyflogwr (cyfrif pensiwn **partneriaeth**).

Pennir cyfraniadau'r gweithwyr ar ganran o'r enillion pensiynadwy ar gyfer **classic, premium, classic plus a nuvos**. Mae'r buddion **classic** yn cronni ar gyfradd o 1/80fed o'r enillion pensiynadwy terfynol am bob blwyddyn o wasanaeth. Ar ben hynny, mae cyfandaliad sy'n cyfateb i dair blynedd o bensiwn yn daladwy adeg ymddeol. Yn achos y **premium**, mae'r buddion yn cronni ar gyfradd o 1/60fed o'r enillion pensiynadwy terfynol am bob blwyddyn o wasanaeth. Yn wahanol i'r **classic**, nid oes cyfandaliad awtomatig. Cyfuniad o'r ddau yw **classic plus** yn y bôn, gyda buddion yng nghyswllt gwasanaeth cyn 1 Hydref 2002 yn cael eu cyfrifo'n fras fel yn achos y **classic** a'r buddion am wasanaeth o fis Hydref 2002 yn cael eu cyfrifo fel yn achos y **premium**. Yn **nuvos** mae aelod yn crynhoi pensiwn ar sail ei enillion pensiynadwy yn ystod cyfnod ei aelodaeth o'r cynllun. Ar ddiwedd blwyddyn y cynllun (31 Mawrth) mae cyfrif yr aelod ar gyfer y pensiwn a enillwyd yn cael ei gredu yd â 2.3% o'i enillion pensiynadwy yn ystod y flwyddyn honno o'r cynllun, a chaiff y pensiwn a gronnwyd ei uwchraddio yn unol â'r Mynegai Prisiau Adwerthu (RPI). Ym mhob achos gall aelodau ddewis ildio (cymudo) pensiwn am gyfandaliad hyd at y terfynau a bennwyd gan Ddeddf Cyllid 2004.

Trefniant pensiwn rhanddeiliaid yw'r cyfrif pensiwn **partneriaeth**. Mae'r cyflogwr yn gwneud cyfraniad sylfaenol o rhwng 3% a 12.5% (yn dibynnu ar oedran yr aelod) i mewn i gynnyrch pensiwn rhanddeiliaid a ddewiswyd gan y cyflogai o banel o ddarparwyr. Nid oes rhaid i'r cyflogai gyfrannu, ond lle bo'n dewis gwneud hynny, bydd y cyflogwr yn gwneud taliadau cyfatebol i'r rhain hyd at derfyn o 3% o'r cyflog pensiynadwy (yn ogystal â chyfraniad sylfaenol y cyflogwr). Mae cyflogwyr hefyd yn cyfrannu 0.8% arall o'r cyflog pensiynadwy i dalu am gost yswiriant buddion risg a ddarperir yn ganolog (marw yn eu gwaith ac ymddeol oherwydd afiechyd).

## Pension Scheme

Pension benefits are provided through the Civil Service pension arrangements. From 30th July 2007, civil servants may be in one of four defined benefit schemes; either a 'final salary' scheme (**classic, premium or classic plus**); or a 'whole career' scheme (nuvos). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year; and although these are defined benefit schemes it is not possible to disclose the amount of assets and liabilities of the schemes. Pensions payable under **classic, premium, classic plus** and **nuvos** are increased annually in line with changes in the Consumer Prices Index (CPI). Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a good quality 'money purchase' stakeholder pension with a significant employer contribution (**partnership** pension account).

Employee contributions are set at a percent of pensionable earnings for **classic, premium, classic plus** and **nuvos**. Benefits in **classic** accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **Classic plus** is essentially a hybrid with benefits in respect of service before 1st October 2002 calculated broadly as per **classic** and benefits for service from October 2002 calculated as in **premium**. In **nuvos** a member builds up a pension based on their pensionable earnings during their period of scheme membership. At the end of the scheme year (31st March) the member's earned pension account is credited with 2.3 percent of their pensionable earnings in that scheme year and the accrued pension is uprated in line with RPI. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

The **partnership** pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3 percent and 12.5 percent (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of providers. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3 percent of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8 percent of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

Y pensiwn cronol a ddyfynnwyd yw'r pensiwn y gall yr aelod ei hawlio wrth gyrraedd oedran pensiwn, neu ar unwaith pan fydd yn peidio â bod yn aelod gweithredol o'r cynllun os ydyw eisoes wedi cyrraedd oedran pensiwn neu'n hŷn. Oedran pensiwn yw 60 yn achos aelodau **classic**, **premium** a **classic plus** a 65 yn achos aelodau **nuvos**.

Mae manylion pellach am drefniadau pensiwn y Gwasanaeth Sifil ar gael ar y wefan [www.civilservice-pensions.gov.uk](http://www.civilservice-pensions.gov.uk)

### Newidiadau i Gynllun Pensiwn y Gwasanaeth Sifil

O 1 Ebrill 2015 daeth cynllun pensiwn newydd, o'r enw Alpha, yn weithredol. Mae'r cynllun Alpha yn disodli'r cynlluniau classic, premium, classic plus a nuvos. Trosglwyddodd mwyafrif y staff yn uniongyrchol i Alpha ar 1 Ebrill 2015.

### (i) Gwerthoedd Trosglwyddo sy'n Gyfwerth ag Arian Parod (CETV)

Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod (CETV) yw gwerth cyfalafol asesedig actiwari y buddion cynllun pensiwn a gronnwyd gan aelod ar adeg benodol. Y buddion a brisir yw'r buddion a gronnwyd gan yr aelod ac unrhyw bensiwn sy'n daladwy i briod amodol o'r cynllun. Taliad yw CETV a wneir gan gynllun neu drefniant pensiwn i sicrhau buddion pensiwn mewn cynllun neu drefniant pensiwn arall pan fo'r aelod yn gadael cynllun ac yn dewis trosglwyddo'r buddion a gronnwyd yn y cynllun blaenorol. Mae'r ffigurau pensiwn a ddangosir yn gysylltiedig â'r buddion y mae'r unigolyn wedi'u cronni o ganlyniad i gyfanswm eu haelodaeth o'r cynllun pensiwn, nid eu gwasanaeth mewn swydd uwch y mae datgelu'n berthnasol iddi yn unig. Mae'r ffigurau'n cynnwys gwerth unrhyw fuddion pensiwn mewn cynllun arall y mae'r unigolyn wedi'u trosglwyddo i drefniadau pensiwn y Prif Wasanaeth Sifil. Maent hefyd yn cynnwys unrhyw fuddion pensiwn ychwanegol a gronnir i'r aelod o ganlyniad i brynu buddion pensiwn ychwanegol ar eu cost eu hun. Cyfrifir CETVs o fewn y canllawiau a'r fframwaith a ragnodwyd gan Sefydliad a Chyfadran yr Actiwariaid ac nid ydynt yn rhoi sylw i unrhyw ostyngiad gwirioneddol na phosibl i fuddion yn sgîl Treth Lwfans Oes y gall fod angen ei thalu pan dynnir buddion pensiwn.

### (ii) Cynnydd gwirioneddol mewn CETV

Mae hyn yn adlewyrchu'r cynnydd mewn CETV y telir amdano i bob pwrpas gan y cyflogwr. Nid yw'n cynnwys y cynnydd yn y pensiwn a gronnwyd yn sgîl chwyddiant, cyfraniadau a dalwyd gan y cyflogai (gan gynnwys gwerth unrhyw fuddion a drosglwyddwyd o gynllun pensiwn arall), ac mae'n defnyddio ffactorau priso'r farchnad gyffredin ar gyfer dechrau a diwedd y cyfnod.

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**Yr Athro Sally Holland**  
**Comisiynydd Plant Cymru**  
**a Swyddog Cyfrifyddu**  
21 Gorffennaf 2016

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of **classic**, **premium** and **classic plus** and 65 for members of **nuvos**.

Further details about the Civil Service pension arrangements can be found at the website [www.civilservice-pensions.gov.uk](http://www.civilservice-pensions.gov.uk)

### **(i) Cash Equivalent Transfer Values**

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A Cash Equivalent Transfer Value (CETV) is the actuarial assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The figures include the value of any pension benefit in another scheme arrangement which the individual has transferred to the Principal Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

### **(ii) Real increase in CETV**

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This reflects the increase in CETV effectively funded by the employer. It does not include any of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme arrangement) and uses common market valuation factors for the start and end of the period.

### **Changes to the Civil Service Pension Scheme**

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From 1st April 2015 a new pension scheme, called Alpha, came into effect. The Alpha scheme replaces the classic, premium, classic-plus and nuvos schemes. The majority of staff transferred directly into Alpha on 1st April 2015.

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**Professor Sally Holland**  
Children's Commissioner for Wales  
and Accounting Officer  
21st July 2016

## Tystysgrif ac Adroddiad Archwilydd Cyffredinol Cymru i Gynulliad Cenedlaethol Cymru

Rwy'n tystio fy mod wedi archwilio datganiadau ariannol Comisiynydd Plant Cymru ar gyfer y flwyddyn yn diweddu 31 Mawrth 2016 o dan baragraff 9(2) o atodlen 2 i Ddeddf Safonau Gofal 2000. Maent yn cynnwys y Datganiad o Wariant Net Cynhwysfawr, Datganiad o'r Sefyllfa Ariannol, Datganiad o Lifoedd Arian, Datganiad o Newidiadau yn Ecwiti Trethdalwyr a'r nodiadau cysylltiedig. Paratowyd y datganiadau ariannol hyn o dan y polisiau cyfrifyddu a gyflwynwyd ynddynt. Rwyf hefyd wedi archwilio'r wybodaeth yn yr Adroddiad Taliadau Cydnabyddiaeth y mae'r adroddiad hwnnw'n nodi ei bod wedi cael ei harchwilio.

### Cyfrifoldebau'r Swyddog Cyfrifyddu a'r archwilydd yn eu tro

Fel yr eglurir yn llawnach yn y Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu, y Swyddog Cyfrifyddu sy'n gyfrifol am baratoi'r datganiadau ariannol, yn unol â Deddf Safonau Gofal 2000 a chyfarwyddyd Gweinidogion Cymru o dan y ddeddf honno, ac am sicrhau rheoleidd-dra trafodion ariannol.

Fy nghyfrifoldeb i yw archwilio, ardystio ac adrodd am y datganiadau ariannol yn unol â'r gyfraith berthnasol ac â Safonau Rhyngwladol ar Archwilio (y Deyrnas Unedig ac Iwerddon). Mae'r safonau hynny'n gofyn fy mod yn cydymffurfio â Safonau Moeseg y Cyngor Adroddiadau Ariannol ar gyfer Archwilydd.

### Cwmpas yr archwiliad o'r datganiadau ariannol

Mae archwiliad yn golygu casglu tystiolaeth ddigonol am y symiau a'r datgeliadau yn y datganiadau ariannol er mwyn rhoi sicrwydd rhesymol nad oes cam-ddatganiadau pwysig yn y datganiadau ariannol, boed hynny trwy dwyll neu gamgymeriad. Mae hyn yn cynnwys asesu: a yw'r polisiau cyfrifyddu yn briodol ar gyfer amgylchiadau Comisiynydd Plant Cymru ac wedi cael eu defnyddio'n gyson a'u datgelu'n ddigonol; rhesymoldeb amcangyfrifon cyfrifyddu arwyddocaol a wnaed gan Gomisiynydd Plant Cymru a chyflwyniad cyffredinol y datganiadau ariannol.

Ar ben hynny, mae'n ofynnol fy mod yn casglu tystiolaeth ddigonol i roi sicrwydd rhesymol bod y gwariant a'r incwm wedi cael eu defnyddio at y dibenion a fwriadwyd gan Gynulliad Cenedlaethol Cymru a bod y trafodion ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

Yn ogystal, rwy'n darllen yr holl wybodaeth ariannol ac anariannol yn yr Adroddiad Strategol a'r Cyfrifon er mwyn canfod anghysondebau pwysig a'r datganiadau ariannol a archwiliwyd a chanfod unrhyw wybodaeth sydd yn ymddangos yn anghywir ar sail yr wybodaeth a gefais wrth gynnal yr archwiliad, neu'n anghyson â'r wybodaeth honno. Os deuf yn ymwybodol o unrhyw gamddatganiadau ymddangosiadol pwysig neu anghysondebau, byddaf yn ystyried goblygiadau hynny o ran fy nhystysgrif a'm hadroddiad.

### Barn ar y Datganiadau Ariannol

**Yn fy marn i mae'r datganiadau ariannol:**

- yn rhoi darlun gwir a theg o sefyllfa materion Comisiynydd Plant Cymru ar 31 Mawrth 2016 a'i gwariant net, ar gyfer y flwyddyn a ddaeth i ben bryd hynny; ac
- fe'u paratowyd yn briodol yn unol â chyfarwyddyd Gweinidogion Cymru a gyflwynwyd o dan Ddeddf Safonau Gofal 2000.

### Barn ynghylch Rheoleidd-dra

Yn fy marn i, ym mhob ystyr bwysig, defnyddiwyd y gwariant a'r incwm yn y datganiadau ariannol at y dibenion a fwriadwyd gan Gynulliad Cenedlaethol Cymru ac mae'r trafodion ariannol a gofnodwyd yn y datganiadau ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

### Barn ar faterion eraill

**Yn fy marn i:**

- mae'r rhan o'r Adroddiad Taliadau Cydnabyddiaeth sydd i'w harchwilio wedi cael ei pharatoi'n briodol, yn unol â chyfarwyddyd Gweinidogion Cymru a wnaed o dan Ddeddf Safonau Gofal 2000; ac
- mae'r wybodaeth yn yr Adroddiad Strategol a'r Cyfrifon yn cyd-fynd â'r datganiadau ariannol.

## The Certificate and Report of the Auditor General for Wales to the National Assembly for Wales

I certify that I have audited the financial statements of the Children’s Commissioner for Wales for the year ended 31 March 2016 under paragraph 9 (2) of schedule 2 to the Care Standards Act 2000. These comprise the Statement of Comprehensive Net Expenditure, Statement of Financial Position, the Statement of Cash Flows, Statement of Changes in Taxpayers Equity and related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

### Respective responsibilities of the Accounting Officer and auditor

As explained more fully in the Statement of Accounting Officer’s Responsibilities, the Accounting Officer is responsible for preparing the financial statements, in accordance with the Care Standards Act 2000 and Welsh Ministers’ directions made there under and for ensuring the regularity of financial transactions.

My responsibility is to audit, certify and report on the financial statements in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Financial Reporting Council’s Ethical Standards for Auditors.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Children’s Commissioner for Wales’ circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Children’s Commissioner for Wales and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

In addition I read all the financial and non-financial information in the Strategic Report and Accounts to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my certificate and report.

### Opinion on Financial Statements

In my opinion the financial statements:

- give a true and fair view of the state of the Children’s Commissioner for Wales’ affairs as at 31 March 2016 and of its net expenditure, for the year then ended; and
- have been properly prepared in accordance with Welsh Ministers’ directions issued under the Care Standards Act 2000.

### Opinion on Regularity

In my opinion, in all material respects, the expenditure and income in the financial statements have been applied to the purposes intended by the National Assembly for Wales and the financial transactions recorded in the financial statements conform to the authorities which govern them.

### Opinion on other matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers’ directions issued under the Care Standards Act 2000; and
- the information in the Strategic Report and Accounts is consistent with the financial statements.

### Materion yr wyf yn adrodd arnynt yn ôl eithriad

Nid oes gennyf ddim i'w adrodd ynghylch y materion canlynol, lle byddaf yn adrodd i chi os, yn fy marn i:

- nad yw'r Datganiad Llywodraethu Blynyddol yn adlewyrchu cydymffurfiaid â chanllawiau Trysorlys EM;
- na chadwyd cofnodion cyfrifo priodol;
- nad yw'r datganiadau ariannol a'r rhan o'r Adroddiad Taliadau Cydnabyddiaeth yn cyd-fynd â'r cofnodion a'r ffurflenni cyfrifyddu;
- na ddatgelwyd gwybodaeth a bennwyd gan Drysorlys EM ynghylch taliadau cydnabyddiaeth a thrafodion eraill; neu os
- nad wyf wedi derbyn yr holl wybodaeth ac esboniadau y mae eu hangen arnaf ar gyfer fy archwiliad.

### Adroddiad

Nid oes gennyf unrhyw sylwadau i'w gwneud ar y datganiadau ariannol hyn.

### Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- the Annual Governance Statement does not reflect compliance with Welsh Ministers' guidance;
- proper accounting records have not been kept;
- the financial statements and the part of the Remuneration Report to be audited are not in agreement with the accounting records and returns;
- information specified by Welsh Ministers regarding the remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

### Report

I have no observations to make on these financial statements.

**Huw Vaughan Thomas**  
Archwilydd Cyffredinol Cymru  
28 Gorffennaf 2016

Swyddfa Archwilio Cymru  
24 Heol y Gadeirlan  
Caerdydd CF11 9LJ

**Huw Vaughan Thomas**  
Auditor General for Wales  
28 July 2016

Wales Audit Office  
24 Cathedral Road  
Cardiff CF11 9LJ

## Datganiad o Wariant Net Cynhwysfawr ar gyfer y flwyddyn a ddaeth i ben ar 31 Mawrth 2016 / Statement of Comprehensive Net Expenditure for the year ended 31 March 2016

	Nodyn Note	2015-16 £000	2014-15 £000 *Ailddatgan / *Restated
<b>Gwariant / Expenditure</b>			
Costau gweinyddo / Administration costs:			
Costau staff / Staff Costs	2	1,365	1,149
Dibrisiant / Depreciation	4	21	22
Costau gweinyddol eraill / Other Administration Costs	4	662	526
		<b>2,048</b>	<b>1,697</b>
<b>Incwm / Income</b>			
Incwm o weithgareddau / Income from Activities		-	-
Incwm arall / Other Income		-	-
		-	-
<b>Gwariant net / Net Expenditure</b>		<b>2,048</b>	<b>1,697</b>
Llog taladwy/derbyniadwy / Interest payable/receivable		-	-
Gwariant net ar ôl llog / Net Expenditure after interest		<b>2,048</b>	<b>1,697</b>
<b>Gwariant cynhwysfawr arall / Other Comprehensive Expenditure</b>			
Elw/(colled) net ar ailbriso peiriannau a chyfarpar / Net gain/(loss) on revaluation of Plant and Equipment		-	-
<b>Cyfanswm y Gwariant Cynhwysfawr ar gyfer y flwyddyn a ddaeth i ben ar 31 Mawrth 2016 / Total Comprehensive Expenditure for the year ended 31 March 2016</b>		<b>2,048</b>	<b>1,697</b>

\* Mae ffigurau'r flwyddyn flaenorol wedi cael eu hailddatgan i adlewyrchu'r addasiad cyfrifyddu.

Mae'r holl incwm a gwariant yn deillio o weithrediadau parhaus. Nid oes enillion na cholledion ac eithrio'r rhai yr adroddwyd amdanynt yn y Datganiad o Wariant Net Cynhwysfawr. Mae'r Comisiynydd yn derbyn cyllid gan Lywodraeth Cymru.

Mae'r nodiadau ar dudalennau 147 i 159 yn rhan o'r cyfrifon hyn.

\* The prior year figures have been restated to reflect accounting adjustment.

All income and expenditure is derived from continuing operations. There are no gains or losses other than those reported in the Statement of Comprehensive Net Expenditure. The Commissioner receives funding from the Welsh Government.

The notes on pages 147 to 159 form part of these accounts.

**Datganiad o'r Sefyllfa Ariannol ar 31 Mawrth 2016 /  
Statement of Financial Position as at 31 March 2016**

	Nodyn Note	2015-16 £000	2014-15 £000	2014-15 £000	2013-14 £000
<b>Asedau anghyfredol / Non-current assets:</b>					
Eiddo, peiriannau a chyfarpar / Property, plant and equipment	6		16		26
<b>Asedau cyfredol / Current assets:</b>					
Elfennau masnach ac eraill derbyniadwy / Trade and other receivables	7	131		51	
Arian parod a'r hyn sy'n cyfateb iddo / Cash and cash equivalents	8	204	335	583	634
<b>Cyfanswm Asedau / Total assets</b>			<b>351</b>		<b>660</b>
<b>Rhwymedigaethau cyfredol / Current liabilities:</b>					
Elfennau masnach ac eraill taladwy / Trade and other payables	9	(75)	(75)	(120)	(120)
<b>Cyfanswm Asedau llai rhwymedigaethau cyfredol / Total assets less current liabilities</b>			<b>276</b>		<b>540</b>
<b>Rhwymedigaethau anghyfredol / Non-Current liabilities:</b>					
Darpariaeth ar gyfer rhwymedigaethau a thaliadau / Provision for liabilities and charges	15	(198)	(198)	(132)	(132)
<b>Cyfanswm Asedau llai cyfanswm rhwymedigaethau / Total assets less total liabilities</b>			<b>78</b>		<b>408</b>
<b>Ecwiti Trethdalwyr / Taxpayer's equity:</b>					
Cronfa gyffredinol / General fund			<b>78</b>		<b>408</b>

**Yr Athro Sally Holland**  
Comisiynydd Plant Cymru  
a Swyddog Cyfrifyddu  
21 Gorffennaf 2016

**Professor Sally Holland**  
Children's Commissioner for Wales  
and Accounting Officer  
21st July 2016

Mae'r nodiadau ar dudalennau 147 i 159 yn rhan o'r cyfrifon hyn.

The notes on pages 147 to 159 form part of these accounts.



**Datganiad o Lifoedd Arian ar gyfer y cyfnod 1 Ebrill 2015 tan 31 Mawrth 2016 /  
Statement of Cash Flows for the period 1st April 2015 to 31st March 2016**

	Nodyn Note	2015-16 £000	2014-15 £000
<b>Lifoedd arian o weithgareddau gweithredu / Cash flows from operating activities</b>			
Gwariant Net / Net Expenditure	2, 4	2,048	1,697
Addasiad ar gyfer trafodion heblaw rhai ag arian parod / Adjustment for non-cash transactions	4	(110)	(24)
Cynnydd/(gostyngiad) mewn elfennau masnach ac eraill derbyniadwy / Increase/(decrease) in trade and other receivables	7	80	(8)
(Cynnydd)/gostyngiad mewn elfennau masnach taladwy / (Increase)/decrease in trade payables	9	45	(84)
Defnydd o Ddarpariaethau / Use of Provisions	15	23	22
<b>All-lif arian net o weithgareddau gweithredu / Net cash outflow from operating activities</b>		<b>2,086</b>	<b>1,603</b>
<b>Lifoedd arian o weithgareddau buddsoddi / Cash flows from investing activities</b>			
Prynu eiddo, peiriannau a chyfarpar / Purchase of property, plant and equipment	6	11	21
<b>All-lif arian net o weithgaredd buddsoddi / Net cash outflow from investing activity</b>		<b>11</b>	<b>21</b>
<b>Lifoedd arian o weithgareddau ariannu / Cash flows from financing activities</b>			
Cyllido gan Lywodraeth Cymru / Financing from the Welsh Government		<b>1,718</b>	<b>1,715</b>
<b>Cyllido Net / Net Financing</b>		<b>2,097</b>	<b>1,624</b>
Cynnydd/(gostyngiad) net o ran arian a'r hyn sy'n cyfateb iddo / Net increase/(decrease) in cash and cash equivalents	8	(379)	91
Arian parod a'r hyn sy'n cyfateb iddo ar ddechrau'r cyfnod / Cash and cash equivalents at beginning of period		583	492
<b>Arian parod a'r hyn sy'n cyfateb iddo ar ddiwedd y cyfnod / Cash and cash equivalents at end of period</b>		<b>204</b>	<b>583</b>

Mae'r nodiadau ar dudalennau 147 i 159 yn rhan o'r cyfrifon hyn.

The notes on pages 147 to 159 form part of these accounts.

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**Datganiad o Newidiadau yn Ecwiti Trethdalwyr ar gyfer y flwyddyn  
yn diweddu ar 31 Mawrth 2016 / Statement of Changes in Taxpayers' Equity  
for the year ended 31st March 2016**

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	Nodyn Note	Cronfa Gyffredinol / General Fund £000
<b>Gweddill ar 31 Mawrth 2015 / Balance as at 31st March 2015</b>		<b>408</b>
		<b>408</b>
<b>Newidiadau yn Ecwiti Trethdalwyr 2015-2016 / Changes in Taxpayers' Equity 2015-2016</b>		
Cyllido gan Lywodraeth Cymru / Funding from Welsh Government		1,718
Gwariant net cynhwysfawr ar gyfer y flwyddyn / Comprehensive net expenditure for the year		(2,048)
<b>Gweddill ar 31 Mawrth 2016 / Balance at 31st March 2016</b>		<b>78</b>

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Mae'r nodiadau ar dudalennau 147 i 159 yn rhan o'r cyfrifon hyn.

The notes on pages 147 to 159 form part of these accounts.

## Nodiadau i'r Cyfrifon

### 1. Datganiad o Bolisiau Cyfrifo

Paratowyd y datganiadau ariannol hyn yn unol â Llawlyfr Adroddiadau Ariannol y Llywodraeth (FReM) a gyflwynwyd gan Drysorlys Ei Mawrhydi. Mae'r polisiau cyfrifyddu a geir yn yr FReM yn cymhwyso'r Safonau Cyfrifyddu Rhyngwladol (IFRS), fel y'u mabwysiadwyd neu y'u dehonglwyd ar gyfer cyd-destun y sector cyhoeddus. Lle mae'r FReM yn caniatáu dewis o bolisi cyfrifyddu, dewiswyd y polisi cyfrifyddu y barnwyd ei fod yn fwyaf priodol ar gyfer amgylchiadau penodol y Comisiynydd, at ddiben rhoi golwg wir a theg. Fe'u defnyddiwyd yn gyson wrth ddelio ag eitemau y barnwyd eu bod yn bwysig yng nghyswllt y cyfrifon.

Rydym wedi ystyried effaith safonau a dehongliadau sydd wedi'u cyflwyno ond nad ydynt yn effeithiol hyd yma, ac sydd heb gael eu mabwysiadu'n gynnar gan y Comisiynydd. Ac eithrio Prydlesi IFRS16 y Safonau Rhyngwladol ar gyfer Adroddiadau Ariannol (IFRS), mae'r Comisiynydd yn rhagweld na fydd mabwysiadu'r Safonau a'r dehongliadau hyn mewn cyfnodau yn y dyfodol yn cael effaith sylweddol ar y datganiadau ariannol. Nid oes modd rhesymol ar hyn o bryd i amcangyfrif effaith IFRS16, sydd wedi'i gyflwyno gan Fwrdd Rhyngwladol Safonau Cyfrifyddu (IASB), ond sydd heb ei fabwysiadu eto gan yr Undeb Ewropeaidd, a bydd yn berthnasol o 2019-20.

Disgrifir y polisiau cyfrifyddu penodol a fabwysiadwyd gan Gomisiynydd Plant Cymru isod.

#### 1.1 Confensiwn Cyfrifyddu

Paratowyd y cyfrifon hyn o dan y confensiwn cost hanesyddol gan fod Comisiynydd Plant Cymru yn barnu nad oes pwys i effaith ailbriso asedau sefydlog yn ôl eu gwerth i'r sefydliad trwy gyfeirio at eu cost gyfredol.

#### 1.2 Ariannu

Yr unig ffynhonnell o gyllid ar gyfer Comisiynydd Plant Cymru yw Llywodraeth Cymru trwy grant blyneddol, sy'n cael ei gredydu i'r gronfa gyffredinol pan dderbynnir y grant. Cydnabyddir y grant yn y cyfnod pryd y darperir y gwasanaethau.

## Notes to the Accounts

### 1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which has been judged to be most appropriate to the particular circumstances of the Commissioner for the purpose of giving a true and fair view has been selected. They have been applied consistently in dealing with items considered material in relation to the accounts.

We have considered the impact of standards and interpretations which have been issued but are not yet effective and which have not been adopted early by the Commissioner. With the exception of International Financial Reporting Standards (IFRS) IFRS16 Leases, the Commissioner anticipates that the adoption of these Standards and interpretations in future periods will have no material impact on the financial statements. The impact of IFRS16, which has been issued by the International Accounting Standards Board (IASB) but not yet adopted by the European Union and will apply from 2019-20, is not reasonably estimable at this stage.

The particular accounting policies adopted by the Children's Commissioner for Wales are described below.

#### 1.1 Accounting Convention

These accounts have been prepared under the historical cost convention as in the opinion of the Children's Commissioner for Wales the effect of the revaluation of fixed assets at their value to the organisation by reference to their current cost is considered to be immaterial.

#### 1.2 Funding

The only source of funding for the Children's Commissioner for Wales is from the Welsh Government via an annual grant, which is credited to the general fund when the grant is received. The grant is recognised in the period in which services are provided.

### 1.3 Eiddo, Peiriannau a Chyfarpar

Mae'r Comisiynydd wedi priso'r holl asedau anghyfredol yn ôl eu cost hanesyddol, gan nad yw unrhyw addasiadau ailbriso, ym marn y Comisiynydd, yn bwysig. Y lefel isaf ar gyfer cyfalafiad asedau unigol yw £1,000. Grwpwyd niferoedd mawr o'r un math o asedau gyda'i gilydd wrth bennu a ydynt uwchben neu o dan y trothwy.

### 1.4 Dibrisiad

Darperir dibrisiad ar gyfraddau y cyfrifir y byddant yn diddymu gwerth asedau nad ydynt yn gyfredol mewn rhandaliadau cyfartal dros y cyfnod a amcangyfrifir ar gyfer eu hoes ddefnyddiol, fel a ganlyn:

— Offer TGCh	3 blynedd
— Celfi	5 mlynedd
— Cyfarpar Swyddfa	5 mlynedd
— Gosodiadau a Ffitiadau	5 mlynedd
— Cerbydau	5 mlynedd

Codir am ddibrisiad blwyddyn lawn yn y flwyddyn gaffael.

### 1.5 Datganiad o'r Gwariant Net Cynhwysfawr

Incwm a gwariant gweithredu yw'r hyn sy'n uniongyrchol gysylltiedig â gweithgareddau gweithredu y Comisiynydd. Mae'n cynnwys taliadau am nwyddau a gwasanaethau a ddarparwyd ar sail cost lawn. Dosbarthir yr holl wariant fel gwariant gweinyddu.

### 1.6 Treth ar Werth

Nid yw'r Comisiynydd wedi'i chofrestru ar gyfer TAW. Cyfrifir gwariant a phwrcasau asedau sefydlog gyda TAW wedi'i gynnwys, gan na ellir adennill TAW.

### 1.7 Pensiynau

Mae staff y Comisiynydd wedi'u cynnwys o dan ddarpariaethau Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS). Mae'r PCSPS yn gynllun buddion diffiniedig. Cydnabyddir cost elfen buddion diffiniedig y cynllun yn systematig a rhesymegol dros y cyfnod pryd y bydd yn cael mantais o wasanaethau cyflogaion trwy dalu symiau a gyfrifir ar sail gronol i'r PCSPS. Mae'r atebolrwydd am dalu buddion yn y dyfodol yn gyfrifoldeb ar y PCSPS. Yng nghyswllt elfennau cyfraniad diffiniedig y cynllun, mae'r Comisiynydd Plant yn cydnabod y cyfraniadau sy'n daladwy am y flwyddyn; codir y symiau hyn ar y Datganiad o Wariant Net Cynhwysfawr ym mlwyddyn eu talu.

### 1.8 Prydlesi

Dosbarthir prydlesi asedau lle mae holl risgiau a manteision perchnogaeth ar ased wedi'i phrydlesi i bob pwrpas yn nwylo'r Comisiynydd fel prydlesi cyllidol. Cofnodir yr ased fel ased sefydlog diriaethol a chofnodir dyled i'r prydleswr o isafswm y taliadau prydles. Codir y taliadau ar y Datganiad o Wariant Net Cynhwysfawr, a chodir tâl cyllid ar sail y gyfradd llog sy'n ddealliedig yn y brydles.

Codir taliadau rhentu prydlesi gweithredol ar y Datganiad o Wariant Net Cynhwysfawr fesul symiau cyfartal ar hyd cyfnod y brydles.

### 1.9 Adroddiadau Segmentol

Mae Swyddfa'r Comisiynydd yn gweithredu yng Nghymru ac yn delio â materion sy'n effeithio ar blant a phobl ifanc yng Nghymru. Mae'r Datganiad o Wariant Net Cynhwysfawr a'r nodiadau cysylltiedig yn adlewyrchu'r segmentau lle'r adroddir am y canlyniadau gweithredu.

### 1.10 Treuliau Staff

Mae'r Comisiynydd yn darparu ar gyfer absenoldebau tymor byr adferedig sydd heb eu defnyddio ar ddiwedd y flwyddyn.

### 1.11 Darpariaethau

Mae'r Comisiynydd yn darparu ar gyfer rhwymedigaethau cyfreithiol neu contractiol y mae eu hamseru neu eu symiau'n ansicr ar ddyddiad y fantolen, ar sail yr amcangyfrif gorau o'r gwariant y bydd ei angen ar gyfer y rhwymedigaeth.

### 1.12 Arian Parod a'r hyn sy'n cyfateb iddo

Mae'r Comisiynydd yn cadw arian parod, sy'n cael ei adneuo mewn cyfrif banc masnachol wrth ei dderbyn. Hefyd cedwir arian mân ym mhob un o swyddfeydd y Comisiynydd.

### 1.3 Property, Plant and Equipment

The Commissioner has valued all non-current assets at historic cost as any revaluation adjustments are, in the Commissioner's opinion, not material. The minimum level for capitalisation of individual assets is £1,000. Large numbers of the same type of asset have been grouped together in determining if they fell above or below the threshold.

### 1.4 Depreciation

Depreciation is provided at rates calculated to write off the value of non-current assets by equal instalments over their estimated useful lives, as follows:

— ICT Equipment	3 years
— Furniture	5 years
— Office Equipment	5 years
— Fixtures & Fittings	5 years
— Vehicles	5 years

A full year's depreciation is charged in the year of acquisition.

### 1.5 Statement of Comprehensive Net Expenditure

Operating income and expenditure is that which relates directly to the operating activities of the Commissioner. It comprises charges for goods and services provided on a full cost basis. All expenditure is classed as administration expenditure.

### 1.6 Value Added Tax

The Commissioner is not registered for VAT. Expenditure and fixed asset purchases are accounted for VAT inclusive, as VAT is irrecoverable.

### 1.7 Pensions

The Commissioner's staff are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). The PCSPS is a defined benefit scheme. The cost of the defined benefit element of the scheme is recognised on a systematic and rational basis over the period during which it derives benefit from employees' services by payment to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS. In respect of the defined contribution elements of the scheme, the Children's Commissioner recognises the contributions payable for the year; these amounts are charged to the Statement of Comprehensive Net Expenditure in the year of payment.

### 1.8 Leases

Leases of assets where substantially all risks and rewards of ownership of a leased asset are borne by the Commissioner are classified as finance leases. The asset is recorded as a tangible fixed asset and a debt is recorded to the lessor of the minimum lease payments. Payments are charged to the Statement of Comprehensive Net Expenditure and a finance charge is made based upon the interest rate implicit in the lease.

Operating lease rentals are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the lease term.

### 1.9 Segmental Reporting

The Commissioner's Office operates in Wales and deals with issues that impact upon children and young people in Wales. The Statement of Comprehensive Net Expenditure and associated notes reflects the segments that the operating results are reported.

### 1.10 Staff Expenses

The Commissioner provides for short term compensated absences unused at the year-end.

### 1.11 Provisions

The Commissioner provides for legal or contractual obligations which are of uncertain timing or amounts at the balance sheet date, on the basis of best estimate of the expenditure required to settle the obligation.

### 1.12 Cash and Cash Equivalent

The Commissioner holds cash which is deposited in a commercial bank account upon receipt. Petty cash is also held at each of the Commissioner's offices.

## 2. Niferoedd Staff a Chostau Cysylltiedig / Staff Numbers and Related Costs

a) Ar gyfer y flwyddyn, roedd y costau staff yn cynnwys y canlynol / For the year staff costs consist of:

	Staff a Gyflogir yn Barhaol / Permanently Employed Staff	Arall / Other	2015-2016 £000 Cyfanswm / Total	2014-2015 £000 Cyfanswm / Total
Tâl a Chyflogau / Wages and Salaries	949	48	997	948
Costau Nawdd Cymdeithasol / Social Security Costs	79	-	79	78
Costau Pensiwn / Pension Costs	302	-	302	167
<b>Is-gyfanswm / Sub Total</b>	<b>1,330</b>	<b>48</b>	<b>1,378</b>	<b>1,193</b>
Llai adenillion ar gyfer secondiadau allan / Less recoveries in respect of outward secondments	(13)	-	(13)	(44)
<b>Cyfanswm Costau Net / Total Net Costs</b>	<b>1,317</b>	<b>48</b>	<b>1,365</b>	<b>1,149</b>

Mae Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS) yn gynllun buddion diffiniedig heb ei ariannu i lawer o gyflogwyr, ond ni all y sefydliadau cyfranogol nodi eu cyfran o'r asedau a'r rhwymedigaethau gwaelodol. Cafodd y cynllun ei brisio ddiwethaf gan actiwari ar 31 Mawrth 2007, ond ers y dyddiad hwn, ataliwyd prisiadau actiwaraidd o'r Cynllun gan ddisgwyl gweithrediad argymhellion Adolygiad Hutton. Ceir manylion yng Nghyfrifon Adnoddau Swyddfa'r Cabinet: Budd-dal Ymdeol Sifil - [www.civilservice-pensions.gov.uk](http://www.civilservice-pensions.gov.uk)

Ar gyfer 2015-16, roedd cyfraniadau cyflogwr o £168,808 yn daladwy i PCSPS (2014-15: £153,777) ar un o bedair cyfradd yn yr ystod o 16.7 y cant i 24.3 y cant o'r tâl pensiynadwy, ar sail bandiau cyflog. Mae Actiwari'r Cynllun yn adolygu cyfraniadau'r cyflogwr, fel arfer bob pedair blynedd, yn dilyn prisiad llawn o'r cynllun. Pennir cyfraddau'r cyfraniadau i dalu am gost y buddion a dalwyd i bensiynwyr cyfredol yn ystod y cyfnod hwn.

Gall gweithwyr ddewis agor cyfrif pensiwn partneriaeth, neu bensiwn rhanddeiliad gyda chyfraniad cyflogwr. Talwyd cyfraniadau cyflogwr o £17,040 i un neu fwy o banel o ddarparwyr pensiwn rhanddeiliad penodedig (2014-15: £10,866). Mae cyfraniadau cyflogwr yn gysylltiedig ag oed, ac yn amrywio o 3 i 12.5 y cant o'r cyflog pensiynadwy (2014-15: 3 i 12.5 y cant). Mae cyflogwyr hefyd yn gwneud tâl sy'n cyfateb i gyfraniadau'r gweithwyr, hyd at 3 y cant o'r cyflog pensiynadwy. Ar ben hynny, roedd cyfraniadau cyflogwr o £750 neu 0.8 y cant o'r cyflog pensiynadwy yn daladwy i PCSPS i dalu am gost darparu buddion cyfandaliad yn y dyfodol yn sgîl marwolaeth yn ystod gwasanaeth ac ymddeoliad gweithwyr oherwydd afiechyd (2014-15: £772 neu 0.8 y cant). Roedd cyfraniadau o £0 yn ddyledus i ddarparwyr pensiwn y bartneriaeth ar 31 Mawrth 2016, (2014-15: £1,851). Cynhwysir yr holl gyfraniadau hyn yn y costau Pensiwn yn Nodyn 2a uchod.

The Principal Civil Service Pension Scheme (PCSPS) is an unfunded multi-employer defined benefit scheme but the participating organisations are not able to identify their share of the underlying assets and liabilities. The scheme was last actuarially valued as at 31 March 2007 but since this date, actuarial valuations of the Scheme were suspended pending the implementation of the Hutton Review recommendations. Details can be found in the Resource Accounts of the Cabinet Office: Civil Superannuation – [www.civilservice-pensions.gov.uk](http://www.civilservice-pensions.gov.uk)

For 2015-16, employer's contributions of £168,808 were payable to the PCSPS (2014-15: £153,777) at one of four rates in the range 16.7 percent to 24.3 percent of pensionable pay, based on salary bands. The Scheme Actuary reviews employer contributions usually every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employer's contributions of £17,040 were paid to one or more of a panel of appointed stakeholder pension providers (2014-15: £10,866). Employer contributions are age-related and range from 3 to 12.5 percent of pensionable pay (2014-15: 3 to 12.5 percent). Employers also match employee contributions up to 3 percent of pensionable pay. In addition, employer contributions of £750 or 0.8 percent of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of employees (2014-15: £1,107 or 0.8 percent). Contributions of £nil were due to the partnership pension providers at 31st March 2016, (2014 15: £1,851). All these contributions are included in Pension costs in Note 2a above.

b) Roedd nifer cyfartalog y personau cyfwerth amser llawn a gyflogwyd (gan gynnwys uwch reolwyr) yn ystod y cyfnod fel a ganlyn / The average number of whole-time equivalent persons employed (including senior management) for the period was as follows:

	Staff a Gyflogir yn Barhaol / Permanently Employed Staff	Arall / Other	2015-2016 £000 Cyfanswm / Total	2014-2015 £000 Cyfanswm / Total
Cyflogeion Uniongyrchol / Directly Employed	23.1	1.3	24.4	25.1
<b>Cyfanswm / Total</b>	<b>23.1</b>	<b>1.3</b>	<b>24.4</b>	<b>25.1</b>

### 3. Paratoi Adroddiadau ar Gynlluniau lawndal y Gwasanaeth Sifil ac Eraill – Pecynnau Ymadael / Reporting of Civil Service and Other Compensation Schemes – Exit Packages

£000	2015-16			2014-15		
	Nifer y diswyddiadau gorfodol / Number of compulsory redundancies	Nifer yr ymadawiadau eraill y cytunwyd arnynt / Number of other departures	Cyfanswm nifer y pecynnau ymadael fesul band cost / Total number of exit packages by cost band	Nifer y diswyddiadau gorfodol / Number of compulsory redundancies	Nifer yr ymadawiadau eraill y cytunwyd arnynt / Number of other departures agreed	Cyfanswm nifer y pecynnau ymadael fesul band cost / Total number of exit packages by cost band
<£10	-	-	-	-	1	1
£10–25	-	3	3	-	-	-
£25–50	-	3	3	-	-	-
£50–100	1	-	1	-	-	-
£100–150	-	-	-	-	-	-
£150–200	-	-	-	-	-	-
<b>Cyfanswm nifer y pecynnau ymadael yn ôl eu math / Total number of exit packages by type</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>-</b>	<b>1</b>	<b>1</b>
<b>Cyfanswm y gost o ran adnoddau / Total resource cost £000</b>	<b>79</b>	<b>179</b>	<b>258</b>	<b>-</b>	<b>1</b>	<b>1</b>

Talwyd costau dileu swyddi a chostau ymadael eraill yn unol â darpariaethau Cynllun lawndal y Gwasanaeth Sifil, cynllun statudol a luniwyd o dan Ddeddf Blwydd-daliadau 1972. Cyfrifir y costau ymadael yn llawn ym mlwyddyn yr ymadawiad. Lle bo'r Comisiynydd wedi cytuno ar ymddeoliadau cynnar, telir am y costau ychwanegol gan y Comisiynydd, ac nid gan gynllun pensiwn y Gwasanaeth Sifil. Telir am gostau ymddeoliad oherwydd afiechyd gan y cynllun pensiwn, ac nid ydynt wedi eu cynnwys yn y tabl.

Codir costau llawn yr ymadawiad ar y Datganiad o Wariant Net Cynhwysfawr ym mlwyddyn gwneud y penderfyniad. Credyd yr symiau sy'n daladwy mewn blynyddoedd i ddod i ddarpariaeth a ddefnyddir pan wneir y taliadau (gweler nodyn 15).

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit costs are accounted for in full in the year of departure. Where the Commissioner has agreed early retirements, the additional costs are met by the Commissioner and not by the Civil Service pension scheme. Ill-health retirement costs are met by the pension scheme and not included in the table.

The full costs of departure are charged to the Statement of Comprehensive Net Expenditure in the year that the decision is made. Amounts payable in future years are credited to a provision which is utilised when the payments are made (see note 15).



#### 4. Costau Gweinyddu Eraill / Other Administration Costs

	2015-2016 £000	2014-2015 £000 Wedi'i ailddatgan / Restated*
<b>4.1 Rhentu o dan brydlesi gweithredol / Rental under operating leases:</b>		
Cerbydau / vehicles	-	5
Llety / accommodation	71	71
Llungopiwr / photocopier	5	4
	<b>76</b>	<b>80</b>
<b>4.2 Costau gweinyddu / Administration costs:</b>		
Safleoedd / Premises	53	53
Swyddfa / Office	70	87
Hyfforddi a recriwtio / Training and recruitment	36	31
Teithio a chynhaliath / Travel and subsistence	26	33
Taliadau i archwilio allanol / External audit's remuneration	19	19
Taliadau i'r Archwilydd Mewnol / Internal auditor's remuneration	10	12
Cyfathrebu / Communication	44	72
Cyfarpar TGCh / ICT equipment	18	57
Arall / Other	166	59
Ffioedd cyfreithiol a phroffesiynol / Legal and professional fees	55	21
	<b>497</b>	<b>444</b>
<b>4.3 Eitemau heblaw arian parod:</b>		
Tâl dibrisiad asedau cyffredin / depreciation charge on ordinary assets	21	22
Colled ar waredu asedau sefydlog / loss on disposal of fixed assets	-	-
Darpariaeth a wnaed o fewn y flwyddyn / in year provision made	89	2
	<b>110</b>	<b>24</b>
	<b>683</b>	<b>548</b>

\* Mae ffigurau'r flwyddyn flaenorol wedi cael eu hailddatgan i adlewyrchu'r addasiad cyfrifyddu

\* The prior year figures have been restated to reflect accounting adjustments

## 5. Gwybodaeth Segmentaidd / Segmental Information

Mae swyddfa'r Comisiynydd yn gweithredu yng Nghymru ac yn delio â materion sy'n effeithio ar blant a phobl ifanc yng Nghymru. Seiliwyd yr wybodaeth fisol a gyflwynir i'r fîm rheoli ar fantolenni'r cyfriflyfr. Cadarnheir yr wybodaeth hwn yn ôl llinellau'r gyllideb ac mae'n cyfateb i linellau'r gyllideb a gyflwynwyd i Lywodraeth Cymru fel rhan o'r broses amcangyfrif. Nid yw'r wybodaeth yn gwahaniaethu rhwng gwahanol weithgareddau yn swyddfa'r Comisiynydd. Nid yw dadansoddiad pellach o'r wybodaeth yn nodi gwahanol weithgareddau neu segmentau. Barn y Comisiynydd, felly, yw mai mewn un segment yn unig y mae ei swyddfa'n gweithredu, fel yr adroddwyd.

The Commissioner's office operates in Wales and deals with issues that impact upon children and young people in Wales. The monthly information presented to the Management Team is based upon the ledger balances. This information is consolidated into the budget lines and matches the budget lines presented to the Welsh Government as part of the estimate process. The information does not differentiate between different activities within the Commissioner's office. Further analysis of the information does not identify different activities or segments. It is therefore the Commissioner's opinion that her office only operates in one segment as reported.

## 6. Eiddo, Peiriannau a Chyfarpar / Property, Plant and Equipment

	Offer TG / IT Equipment	Gosodiadau a Ffitiadau / Fixtures & Fittings	Celfi a Chyfarpar Swyddfa / Office Furniture and Equipment	Offer Trafnidiaeth / Transport Equipment	Cyfanswm / Total
	£000	£000	£000	£000	£000
<b>Cost</b>					
Ar 1 Ebrill 2015 / At 1 April 2015	262	211	271	49	793
Ychwanegiadau / Additions	11	-	-	-	11
Gwarediadau / Disposals	-	-	-	-	-
<b>Ar 31 Mawrth 2016 / At 31st March 2016</b>	<b>273</b>	<b>211</b>	<b>271</b>	<b>49</b>	<b>804</b>
<b>Dibrisiad / Depreciation</b>					
Ar 1 Ebrill 2015 / At 1st April 2015	243	207	268	49	767
Tâl a godwyd yn ystod y flwyddyn / Charged in year	19	1	1	-	21
Gwarediadau / Disposals	-	-	-	-	-
<b>Ar 31 Mawrth 2016 / At 31st March 2016</b>	<b>262</b>	<b>208</b>	<b>269</b>	<b>49</b>	<b>788</b>
<b>Llyfrwerth net / Net book value</b>					
Ar 31 Mawrth 2015 / At 31st March 2015	19	4	3	-	26
Llyfrwerth net ar 31 Mawrth 2016 /	11	3	2	-	16
<b>Llyfrwerth net ar 31 Mawrth 2016 / Net book value At 31st March 2016</b>	<b>11</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>16</b>
<b>Cyllido asedau / Asset financing:</b>					
<b>A berchnogir / Owned</b>	11	3	2	-	16
Llyfrwerth net ar 31 Mawrth 2016 / Net book value At 31st March 2016					
<b>A berchnogir / Owned</b>	19	4	3	-	26
Llyfrwerth net ar 31 Mawrth 2015 / Net book value At 31st March 2015					

Mae'r holl asedau yn eiddo i'r Comisiynydd, ni chyllidir dim asedau trwy brydles ariannol.

All assets are owned by the Commissioner, there are no assets financed through a finance lease.

## 7. Elfennau masnachol derbyniadwy ac asedau cyfredol eraill / Trade Receivables and Other Current Assets

	2015-2016 £000	2014-2015 £000
<b>Symiau fydd yn ddyledus o fewn blwyddyn / Amounts falling due within one year:</b>		
Elfennau masnach ac eraill derbyniadwy / Trade and other receivables	89	11
Rhagdaliadau ac incwm cronnol / Prepayments and accrued income	42	40
	<b>131</b>	<b>51</b>

## 8. Arian parod a'r hyn sy'n cyfateb iddo / Cash and Cash Equivalents

	2015-2016 £000	2014-2015 £000
<b>Gweddill ar 1 Ebrill / Balance at 1st April</b>	583	492
Newid net yn y gweddillion arian parod a'r hyn sy'n cyfateb iddo / Net change in cash and cash equivalent balances	379	91
<b>Gweddill ar 31 Mawrth 2016 / Balance at 31st March</b>	<b>204</b>	<b>583</b>

Roedd yr holl weddillion ar 31 Mawrth ar ffurf daliadau gyda  
banc Masnachol ac arian mewn llaw.

All balances as at 31st March 2016 were held with  
a Commercial bank and cash in hand.

## 9. Elfennau masnachol taladwy a rhwymedigaethau cyfredol eraill / Trade Payables and Other Current Liabilities

	2015-2016 £000	2014-2015 £000
<b>Symiau fydd yn ddyledus o fewn blwyddyn / Amounts falling due within one year</b>		
Trethi a Nawdd Cymdeithasol / Taxation and social security	18	55
Elfennau masnachol taladwy / Trade payables	31	11
Croniadau / Accruals	26	54
	<b>75</b>	<b>120</b>

**10. Ymrwymiadau o dan Brydlesi / Commitments under Leases****Prydlesi Gweithredol**

Roedd y Comisiynydd yn ymroddedig i wneud y taliadau canlynol yng nghyswllt prydlesi gweithredol oedd yn dod i ben

**Operating Leases**

The Commissioner was committed to making the following payments in respect of operating leases expiring

	Tir ac Adeiladau / Land & Buildings	2015-2016 £000 Arall / Other	Tir ac Adeiladau / Land & Buildings	2014-2015 £000 Arall / Other
<b>Rhwymedigaethau o dan brydlesi gweithredol / Obligations under operating leases:</b>				
Heb fod yn hwyrach nag un flwyddyn / Not later than one year	59	-	59	4
Ar ôl un flwyddyn a chyn pen pum mlynedd / Later than one year and not later than five years	199	-	199	-
Ar ôl pum mlynedd / Later than five years	17	-	66	-
	<b>275</b>	<b>-</b>	<b>324</b>	<b>4</b>

## 11. Offerynnau ariannol

Mae IFRS7, Offerynnau Ariannol, yn gofyn bod rôl offerynnau ariannol yn ystod y cyfnod yn cael ei datgelu o ran creu neu newid y risgiau mae endid yn eu hwynebu wrth ymgymryd â'i weithgareddau. Oherwydd natur anfasnachol gweithgareddau'r Comisiynydd, a'r dull o gyllido'i gweithrediadau, nid yw ei swyddfa'n cael ei gadael yn agored i'r lefel o risg ariannol mae endidau busnes yn ei hwynebu. Ymhellach, mae offerynnau ariannol yn chwarae rôl sy'n llawer mwy cyfyngedig o ran creu neu newid risg nag a fyddai'n nodweddu'r cwmnïau rhestredig y mae IFRS7 yn bennaf berthnasol iddynt. Mae gan y Comisiynydd bwerau cyfyngedig iawn i fenthyl neu fuddsoddi cronfeydd sy'n weddill a chynhyrchir asedau ariannol a rhwymedigaethau gan ei gweithgareddau gweithredu o ddydd i ddydd, yn hytrach na'u dal i newid y risgiau y mae'n eu hwynebu wrth ymgymryd â'i weithgareddau.

### Risg Hylifedd

Ariannir gofynion y Comisiynydd o ran refeniw net ac adnoddau cyfalaf gan Lywodraeth Cymru. Nid yw ei swyddfa felly yn cael ei gadael yn agored i risgiau hylifedd sylweddol.

### Risg cyfradd llog

Nid yw asedau ariannol a rhwymedigaethau'r Comisiynydd yn cael eu gadael yn agored i risgiau cyfradd llog.

### Risg Arian Tramor

Nid yw asedau ariannol a rhwymedigaethau'r Comisiynydd yn cael eu gadael yn agored i risgiau arian tramor.

### Gwerthoedd Teg

Nid oes gwahaniaeth rhwng llyfrwerthoedd a gwerthoedd teg asedau ariannol a rhwymedigaethau'r Comisiynydd ar 31 Mawrth 2016.

## 11. Financial Instruments

IFRS7, Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities. Because of the non-trading nature of the Commissioner's activities and the way in which her operations are financed, her office is not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a much more limited role in creating or changing risk than would be typical of the listed companies to which IFRS7 mainly applies. The Commissioner has very limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks she faces in undertaking her activities.

### Liquidity Risk

The Commissioner's net revenue and capital resource requirements are financed by the Welsh Government. Her office is not therefore exposed to significant liquidity risks.

### Interest-rate Risk

The Commissioner's financial assets and liabilities are not exposed to interest-rate risks.

### Foreign Currency Risk

The Commissioner's financial assets and liabilities are not exposed to foreign currency risks.

### Fair Values

There is no difference between the book values and fair values of the Commissioner's financial assets and liabilities as at 31st March 2016

## 12. Ymrwymïadau cyfalaf

Nid oedd dim ymrwymïadau cyfalaf ar 31 Mawrth 2016.

## 12. Capital Commitments

There were no capital commitments as at 31st March 2016.

## 13. Rhwymedigaethau Amodol

Nid oedd dim rhwymedigaethau amodol ar 31 Mawrth 2016.

## 13. Contingent Liabilities

There were no contingent liabilities as at 31st March 2016.

## 14. Trafodion Parthion Cysylltiedig

Mae Llywodraeth Cymru yn barti cysylltiedig, a derbyniodd y Comisiynydd ei hunig ffynhonnell gyllido oddi wrth Lywodraeth Cymru; derbyniodd £1.718 miliwn yn ystod y cyfnod. Cafodd y Comisiynydd nifer bach o drafodion pwysig yn ystod y cyfnod gyda Chyllid y Wlad (taliadau Treth ac Yswiriant Gwladol); a Swyddfa'r Cabinet (taliadau yng nghyswllt Prif Gynllun Pensiwn y Gwasanaeth Sifil).

Ni chafwyd trafodion o bwys gyda sefydliadau lle roedd gan staff uwch, nac unrhyw aelodau o'u teuluoedd, swyddi dylanwadol.

## 14. Related Party Transactions

The Welsh Government is a related party, the Commissioner received her sole source of funding from the Welsh Government; she received £1.718 million during the period. The Commissioner has had a small number of material transactions during the period with HM Revenue and Customs (Tax and National Insurance payments); and the Cabinet Office (payments in respect of the Principle Civil Service Pension Scheme).

There were no material transactions with organisations in which senior staff, or any of their family, held positions of influence.

## 15. Darpariaethau ar gyfer Rhwymedigaethau a Thaliadau / Provisions for Liabilities and Charges

	Ymadael yn Gyfnar / Early Departure	£000 Arall / Other	£000 Cyfanswm / Total
<b>Gweddill ar 1 Ebrill 2015 / Balance as at 1 April 2015</b>	<b>132</b>	<b>-</b>	<b>132</b>
Defnydd o'r ddarpariaeth / Use of provision	(23)	-	(23)
Darpariaeth o fewn y flwyddyn / In year provision	83	6	89
<b>Gweddill ar 31 Mawrth 2016 / Balance as at 31st March 2016</b>	<b>192</b>	<b>6</b>	<b>198</b>

**Dadansoddiad o Amseriadau Disgwyliedig Darpariaethau /  
Analysis of Expected Timings of Provisions**

		£000	£000
	Ymadael yn Gynnar / Early Departure	Arall / Other	Cyfanswm / Total
Heb fod yn hwyrach nag un flwyddyn / Not later than one year	102	6	108
Ar ôl un flwyddyn a chyn pen pum mlynedd / Later than one year and not later than five years	90	-	90
Ar ôl pum mlynedd / Later than five years	-	-	-
<b>Gweddill ar 31 Mawrth 2016 / Balance as at 31st March 2016</b>	<b>192</b>	<b>6</b>	<b>198</b>

**Costau Ymadael yn Gynnar**

Mae'r Comisiynydd yn talu am gost ychwanegol buddion y tu hwnt i fuddion arferol Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS) yng nghyswllt gweithwyr sy'n ymddeol yn gynnar trwy dalu'r symiau angenrheidiol yn flynyddol i'r PCSPS dros y cyfnod rhwng ymadael yn gynnar ac oedran arferol ymddeol. Mae'r Comisiynydd yn darparu ar gyfer hyn yn llawn pan fydd yr ymadawiad cynnar yn dod yn rhwymol trwy sefydlu darpariaeth ar gyfer y taliadau a amcangyfrifir.

**Arall**

Mae'r Comisiynydd wedi sefydlu darpariaeth i dalu am y costau cysylltiedig â chydymffurfiaeth y Comisiynydd â phrydesi swyddfeydd Abertawe a Bae Colwyn.

**Early Departure Costs**

The Commissioner meets the additional cost of benefits beyond the normal Principal Civil Service Pension Scheme (PCSPS) benefits in respect of employees who retire early by paying the required amounts annually to the PCSPS over the period between early departure and normal retirement age. The Commissioner provides for this in full when the early departure becomes binding by establishing a provision for the estimated payments.

**Other**

The Commissioner has established a provision to meet the costs linked to the Commissioner compliance with the leases of the Swansea and Colwyn Bay offices.

**16. Digwyddiadau wedi'r cyfnod adrodd**

Nid oedd unrhyw ddigwyddiadau rhwng dyddiad datganiad y sefyllfa ariannol a dyddiad llofnodi'r cyfrifon sy'n effeithio ar y datganiadau hyn. Awdurdododd y Swyddog Cyfrifyddu y datganiadau ariannol hyn i'w rhyddhau ar 21 Gorffennaf 2016.

**16. Events after the Reporting Period**

There were no events between the statement of financial position date and the date the accounts were signed that impact upon these statements. The Accounting Officer authorised these financial statements for issue on 21st July 2016.

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## Dyma sut i gysylltu gyda ni:

Ysgrifennwch:

**Comisiynydd Plant Cymru**  
Rhadbost RRGL XLYC BHGC  
Abertawe SA7 9FS

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## Here's how you can get in touch with us:

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\* Tecstiwch ni am ddim (gan ddechrau eich neges â COM)

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