

Uned 443:

Deall Ffactorau sy'n Cyfrannu at Angen
am Ofal a Chymorth ar Unigolion
a/neu Ofalwyr

Unit 443:

Understanding Factors that Contribute
to Individuals and/ or Carers Needing
Care and Support

Mae'r adnodd hwn wedi'i ddatblygu mewn partneriaeth â'r Consortiwm Ymarferwyr Gwasanaethau Cymdeithasol (SSP) ar ran Gofal Cymdeithasol Cymru. Mae'r consortiwm yn cynnwys y partneriaid canlynol:

This resource has been developed in partnership by the Social Services Practitioner (SSP) Consortium on behalf of Social Care Wales. The consortium is made up of the following partners:



Gofal Cymdeithasol Cymru a'i gynghorwyr penodedig sy'n berchen ar hawlfraint y deunyddiau hyn. Gall darparwyr dysgu, awdurdodau lleol a darparwyr gwasanaethau gofal yng Nghymru gopïo, atgynhyrchu, dosbarthu neu drefnu bod y Rhaglen Ddysgu Ymarferwyr Gwasanaethau Cymdeithasol (SSP) ar gael fel arall i unrhyw drydydd parti arall ar sail ddrielw yn unig. Rhaid i unrhyw bartïon eraill sy'n dymuno copïo, atgynhyrchu, dosbarthu neu fel arall wneud y Rhaglen Ymarferwyr Gwasanaethau Cymdeithasol (SSP) ar gael i unrhyw drydydd parti arall geisio caniatâd ysgrifenedig Gofal Cymdeithasol Cymru ymlaen llaw.

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Sgiliau Astudio / Study Skills



Cyfeirnod / Referencing



Darllen / Reading



Ysgrifenu / Writing



Myfyrdod Beirniadol /
Critical Reflection



Cyfathrebiad /
Communication



Gwaith Grŵp / Group Work



Cyflwyniad / Presentation



Ymchwil / Research



Sgiliau rhyngpersonol /
Interpersonal Skills



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Sgiliau Astudio Cudd / Hidden Study Skills

Peidiwch ag anghofio bod amrywiaeth o sgiliau wedi'u gwreiddio, gan gynnwys...

Trefniadaeth

Cadw amser

Cynllunio

Cymryd nodyn

Cynllunio Traethawd

Gwrandawriad

Datrys problemau

Penderfyniadau

Cwestiynu

Siarad yn effeithiol

Cyfathrebu llafar

Efallai y bydd rhai o'r rhain yn rhan o'ch sgiliau rhyngpersonol hefyd.

Don't forget there are a range of skills embedded including...

Organisation

Time keeping

Planning

Note taking

Essay planning

Listening

Problem solving

Decision making

Questioning

Effective speaking

Verbal communication

Some of these may form part of your Interpersonal Skills too.



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Deilliant Dysgu:

- 4. Deall y Cysyniad o 'Anabledd', 'Anabl' a 'Nam Corfforol'.

Learning Outcome:

- 4. Understand the Concept of 'Disability', 'Disabled' and 'Physical Impairment'.



Meini prawf asesu i'w cwmpasu:

Rydych yn deall:

- 4.1 Beth a olygir gan y termau 'anabledd', 'anabl' a 'nam corfforol'
- 4.2 Pwysigrwydd sefydlu gydag unigolion eu hoff ddefnydd o derminoleg a chydabod y gall hyn newid dros amser
- 4.3 Beth a olygir gan y termau 'cynhenid', 'caffaeledig', 'niwrolegol' a 'blaengar' pan gânt eu defnyddio mewn perthynas â nam corfforol
- 4.4 Pwysigrwydd cydnabod canologrwydd yr unigolyn yn hytrach na'r nam
- 4.5 Effeithiau (cadarnhaol a negyddol) cael eich labelu fel rhywun sydd â nam corfforol
- 4.6 Effeithiau posibl rhwystrau cymdeithasol ac amgylcheddol ar unigolyn ag anabledd corfforol

Assessment criteria to be covered:

You understand:

- 4.1 What is meant by the terms 'disability', 'disabled' and 'physical impairment'
- 4.2 The importance establishing with individuals their preferred use of terminology and recognising that this may change over time
- 4.3 What is meant by the terms 'congenital', 'acquired', 'neurological' and 'progressive' when used in relation to physical impairment
- 4.4 The importance of recognising the centrality of the individual rather than the impairment
- 4.5 The impacts (positive and negative) of being labelled as having a physical impairment
- 4.6 Potential impacts of social and environmental barriers on an individual with a physical disability



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Mae'r rhain yn adlewyrchu'r meini prawf asesu ar gyfer deilliant dysgu 7.

These reflect the assessment criteria for learning outcome 7.

Blwch sylwadau

4.1 Beth yw ystyr y term 'anabledd'?



Comments box



4.1 What is meant by the term 'disability'?



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Sleid yn ymwneud ag AC 4.1: (5 munud)

Slide relates to AC 4.1: (5 mins)

Diffiniad o anabledd o dan Ddeddf Cydraddoldeb 2010:

'Rydych yn anabl o dan Ddeddf Cydraddoldeb 2010 os oes gennych nam corfforol neu feddyliol sy'n cael effaith negyddol 'sylweddol' a 'hirdymor' ar eich gallu i wneud gweithgareddau dyddiol arferol'.

Mae 'sylweddol' yn fwy na mân neu ddibwys, ee mae'n cymryd llawer mwy o amser nag y byddai fel arfer i gyflawni tasg ddyddiol fel gwisgo.

Mae 'hirdymor' yn golygu 12 mis neu fwy, ee cyflwr anadlu sy'n datblygu o ganlyniad i haint ar yr ysgyfaint.

Definition of disability under the Equality Act 2010:

'You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities'.

'Substantial' is more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task-like getting dressed.

'Long-term' means 12 months or more, e.g. a breathing condition that develops as a result of a lung infection.



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Sleid yn ymwneud ag AC 4.1 Felly, mae'r Ddeddf Cydraddoldeb yn gwbl glir. Rhaid profi bod diagnosis i ystyried rhywun yn 'anabl' fod yn sylweddol ac yn hirdymor.

Slide relates to AC 4.1. So, the Equality Act is quite clear. A diagnosis to be considered 'disabled' must be proven to be substantial and long-term.

Beth yw darpariaethau pennu anabledd?

1. Mae effaith nam yn un hirdymor os—
 - (a) mae wedi para am o leiaf 12 mis,
 - (b) mae'n debygol o bara am o leiaf 12 mis, neu
 - (c) mae'n debygol o bara am weddill oes y person dan sylw.
2. Os bydd nam yn peidio â chael effaith andwyol sylweddol ar allu person i gyflawni gweithgareddau arferol o ddydd i ddydd, mae i'w drin fel pe bai'n parhau i gael yr effaith honno os yw'r effaith honno'n debygol o ddigwydd eto.
3. Mae nam sy'n cynnwys anffurfiad difrifol i'w drin fel pe bai'n cael effaith andwyol sylweddol ar allu'r person dan sylw i gyflawni gweithgareddau arferol o ddydd i ddydd.
4. Gall y rheoliadau, yn benodol, wneud darpariaeth mewn perthynas ag anffurfiad a gafwyd yn fwriadol.

What are the provisions of determining disability?



1. The effect of an impairment is long-term if—
 - (a) it has lasted for at least 12 months,
 - (b) it is likely to last for at least 12 months, or
 - (c) it is likely to last for the rest of the life of the person affected.
2. If an impairment ceases to have a substantial adverse effect on a person's ability to carry out normal day-to-day activities, it is to be treated as continuing to have that effect if that effect is likely to recur.
3. An impairment which consists of a severe disfigurement is to be treated as having a substantial adverse effect on the ability of the person concerned to carry out normal day-to-day activities.
4. The regulations may, in particular, make provision in relation to deliberately acquired disfigurement.



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Sleid yn ymwneud ag AC 4.1 Atodlen 1 - Mae gan Ran 1 o'r Ddeddf Cydraddoldeb Reoliadau a all wneud darpariaeth i gyflwr o ddisgrifiad rhagnodedig fod yn nam, neu beidio.

Slide relates to AC 4.1. Schedule 1- Part 1 of the Equality Act has Regulations that may make provision for a condition of a prescribed description to be, or not to be, an impairment.

Beth yw darpariaethau pennu anabledd?

5. Effaith triniaeth feddygol:

Mae nam i'w drin fel un sydd ag **effaith andwyol sylweddol** os:

- (a) mae mesurau yn cael eu cymryd i'w drin neu i'w gywiro, ac
- (b) oni bai am hynny, y byddai'n debygol o gael yr effaith honno

6. Cyflyrau meddygol penodol

Mae cancer, haint HIV a sglerosis ymledol i gyd yn anableddau.

Haint HIV yw haint gan firws sy'n gallu achosi Syndrom Diffyg Imiwnedd Caffaeledig

7. Gall y rheoliadau ragnodi amgylchiadau pan fo person sydd ag anabledd i'w drin fel pe na bai ganddo'r anabledd mwyach.

<https://www.legislation.gov.uk/ukpga/2010/15/schedule/1>

What are the provisions of determining disability?



5. Effect of medical treatment:

An impairment is to be treated as having a **substantial adverse effect**:

- (a) measures are being taken to treat or correct it, and
- (b) but for that, it would be likely to have that effect

6. Certain medical conditions

Cancer, HIV infection and multiple sclerosis are each a disability.

HIV infection is infection by a virus capable of causing the Acquired Immune Deficiency Syndrome

7. The regulations may prescribe circumstances in which a person who has a disability is to be treated as no longer having the disability.



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Sleid yn ymwneud ag AC 4.1 Atodlen 1 - Mae gan Ran 1 o'r Ddeddf Cydraddoldeb Reoliadau a all wneud darpariaeth i gyflwr o ddisgrifiad rhagnodedig fod yn nam, neu beidio.

Mae **Darpariaeth 5** yn cydnabod, hyd yn oed os nad yw rhywun yn profi poen neu effeithiau sylweddol y nam oherwydd 'mesurau' - trwy hyn gallwn gynnwys triniaeth feddygol, efallai y byddant yn dal i gael eu hystyried yn anabl oherwydd pe bai'r mesurau (triniaeth) yn cael eu dileu, yna mae'n debygol byddent yn profi effeithiau andwyol sylweddol.

Slide relates to AC 4.1. Schedule 1- Part 1 of the Equality Act has Regulations that may make provision for a condition of a prescribed description to be, or not to be, an impairment.

Provision 5 is recognising that even if someone is not experiencing pain or substantial effects of the impairment because of 'measures'- by this we can include medical treatment, they may still be considered disabled because if the measures (treatment) were removed, then it is likely they would experience substantial adverse effects.

Hawliau a Ddiogelir o dan Ddeddf Cydraddoldeb 2010

Protected Rights Under the Equality Act 2010



Mae Deddf Cydraddoldeb 2010 yn dweud na ddylid gwahaniaethu yn eich erbyn oherwydd:

- bod gennych anabledd
- mae rhywun yn meddwl bod gennych anabledd (gelwir hyn yn wahaniaethu trwy ganfyddiad)
- rydych yn gysylltiedig â rhywun ag anabledd (gelwir hyn yn wahaniaethu trwy gysylltiad)

The Equality Act 2010 says that you must not be discriminated against because:

- you have a disability
- someone thinks you have a disability (this is known as discrimination by perception)
- you are connected to someone with a disability (this is known as discrimination by association)

Mae'r sleid yn ymwneud â'r holl feini prawf asesu.

Slide relates to all assessment criteria.

Beth yw ystyr 'Nam Corfforol'?



Mae nam corfforol yn cael ei ystyried yn anaf, salwch, neu gyflwr cynhenid (cyflwr y cawsoch eich geni ag ef) sy'n achosi neu'n debygol o achosi effaith hirdymor ar ymddangosiad corfforol a/neu gyfyngu ar weithrediad yr unigolyn sy'n wahanol i'r cyffredin.

What is meant by 'Physical Impairment'?



A physical impairment is viewed as an injury, illness, or congenital (a condition you are born with) that causes or is likely to cause a long term effect on physical appearance and/or limitation of function within the individual that differs from the commonplace.

Sleid yn ymwneud ag AC 4.1 Mae nam corfforol yn effeithio ar y gallu corfforol i symud, cydlynu gweithredoedd, neu berfformio gweithgareddau corfforol, ac mae'n gyfyngedig iawn, yn ddiffygiol neu wedi'i oedi ac mae'n cael ei arddangos gan anawsterau mewn un neu fwy o'r meysydd canlynol: tasgau corfforol ac echddygol; symudiad annibynnol; cyflawni swyddogaethau bywyd sylfaenol. Bydd y term yn cynnwys namau orthopedig difrifol neu namau a achosir gan anomaledd cynhenid, parlys yr ymennydd, trychiadau, a thoriadau os yw nam o'r fath yn effeithio'n andwyol ar berfformiad.

Slide relates to AC 4.1. Physical impairment affects the physical capacity to move, coordinate actions, or perform physical activities, and is significantly limited, impaired, or delayed and is exhibited by difficulties in one or more of the following areas: physical and motor tasks; independent movement; performing basic life functions. The term shall include severe orthopedic impairments or impairments caused by congenital anomaly, cerebral palsy, amputations, and fractures if such impairment adversely affects performance.

At hynny...

Gall namau corfforol fod o ganlyniad i:

- Parlys yr Ymennydd
- Anaf i fadruddyn y cefn
- Nychdod Cyhyrol
- Spina bifida
- Anaf (coes neu fraich wedi torri)
- Anaf i'r pen
- Nam neu golled o ran y synhwyrâu
- Colli aelod/au
- Strôc
- Sglerosis Ymledol
- Clefyd Alzheimer
- Tiwmorau ar yr ymennydd
- Clefyd Parkinson
- Clefyd Rhwystrol Cronig yr Ysgyfaint (COPD).

Additionally...

Physical impairments can be a result of:

- Cerebral Palsy
- Spinal-cord injury
- Muscular Dystrophy
- Spina bifida
- Injury (broken leg or arm)
- Head injury
- Sensory impairment or loss
- Loss of limb/s
- Stroke
- Multiple Sclerosis
- Alzheimer's
- Brain tumours
- Parkinson's
- Chronic Obstructive Pulmonary Disease (COPD).



Sleid yn ymwneud ag AC 4.1

Slide relates to AC 4.1.

Stopiwch a myfyriwch

Stop and reflect



4.1 Beth a olygir gan y termau
'anabledd', 'anabl' a 'nam
corfforol'

4.1 What is meant by the term's
'disability', 'disabled' and 'physical
impairment'

Gwnewch nodiadau gan
ddefnyddio ffynonellau dibynadwy
i gefnogi eich diffiniadau

Make notes using reliable sources
to support your definitions

Cyfeirio

Data ar anabledd

Faint o bobl sy'n anabl
yn y DU?

14.6 miliwn o bobl

Pa ganran o blant
sy'n anabl?

Mae 9% o blant yn anabl

Pa ganran o oedolion o oedran
gweithio sy'n anabl?

Mae 21% o oedolion o
oedran gweithio yn anabl

Pa ganran o bensiynwyr
sy'n anabl?

Mae 42% o oedolion
oedran pensiwn yn anabl

<https://www.scope.org.uk/media/disability-facts-figures/>

Data on disability



How many people are
disabled in the UK?

14.6 million people

What percentage of
children are disabled?

9% of children are
disabled

What percentage of working-
age adults are disabled?

21% of working age adults
are disabled

What percentage of
pensioners are disabled?

42% of pension age adults
are disabled

<https://www.scope.org.uk/media/disability-facts-figures/>

Sleid yn ymwneud ag AC 4.1 Ffigurau gan yr elusen 'Scope' yw'r rhain. Mae data'r llywodraeth yn amrywio ychydig, ond gellir ystyried y ffigurau hyn yn gymharol ddibynadwy.

Slide relates to AC 4.1. These are figures from the charity 'Scope'. Government data varies slightly, but these figures can be considered relatively reliable.



4.2 Agweddau at Anabledd

- Mae 1 o bob 3 o bobl anabl yn teimlo bod llawer o ragfarn anabledd.
- Mae 1 o bob 3 o bobl yn gweld pobl anabl yn llai cynhyrchiol na phobl nad ydynt yn anabl.
- Erbyn 2017, roedd 32% o bobl anabl a 22% o bobl nad ydynt yn anabl yn teimlo bod llawer o ragfarn yn erbyn pobl anabl.
- Mae 87% o rieni plant anabl hyd at 5 oed wedi teimlo eu bod yn cael eu barnu gan aelodau'r cyhoedd pan fyddant yn mynd allan gyda'u plentyn anabl.



4.2 Attitudes to Disability

- 1 in 3 disabled people feel there's a lot of disability prejudice.
- 1 in 3 people see disabled people as being less productive than non-disabled people.
- By 2017, 32% of disabled people and 22% of non-disabled people felt there was a lot of prejudice against disabled people.
- 87% of parents of disabled children up to the age of 5 have felt judged by members of the public when they go out with their disabled child.



Sleid yn ymwneud ag AC 4.1 **Daw'r ffigurau hyn o'r elusen 'Scope'.**

Slide relates to AC 4.1. **These figures are taken from the charity 'Scope'.**

Rhyngweithio â rhywun sydd ag anabledd

Interacting with someone who has a disability



Sleid yn ymwneud ag AC 4.2 Mae'r fideo hwn yn cefnogi sut mae pobl ag anabledd eisiau cael eu trin, ond lle maen nhw hefyd yn rhannu eu profiadau negyddol o sut mae eu hanabledd wedi cael ei ystyried.

Slide relates to AC 4.2. This video is in support of how people with a disability want to be treated, but where they also share their negative experiences of how their disability has been regarded.

WELSH

Cyswllt Fideo - <https://youtu.be/6WbVV71sF7E?si=qqJQ7XxjLM3zaLUX>

ENGLISH

Video Link - <https://youtu.be/6WbVV71sF7E?si=qqJQ7XxjLM3zaLUX>

Ysgrifennu am anabledd a gwahaniaeth:
geiriau i'w **defnyddio** a'u **hosgoi**:

I'w defnyddio:

- Toiledau hygrych neu barcio hygrych
- Parcio ar gyfer deiliaid bathodyn glas neu oren
- Gweithiwr gofal
- Cynorthwydd Personol
- Galluogwr
- Defnyddiwr gwasanaeth
- Cleient
- Ffrindiau, teulu ac anwyliad
- Galluogi
- Hyrwyddo
- â diagnosis o

Writing about disability and difference:
words to **use** and **avoid**:

To use:

- Accessible toilets or accessible parking
- Parking for blue or orange badge holders
- Care worker
- Personal assistant
- Enabler
- Service user
- Client
- Friends, family and loved ones
- Enabling
- Championing
- has a diagnosis of



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Sleid yn ymwneud ag AC 4.2

Mae'n bwysig bod yn sensitif a defnyddio'r wybodaeth ddiweddaraf am ddefnydd iaith priodol a derbyniol. Mae ystyr geiriau yn newid yn gyson gyda geiriau newydd yn cael eu hychwanegu at ein hiaith bob blwyddyn.

Mae pawb yn wahanol ac efallai na fydd geiriau sy'n arferol i rai yn iawn i eraill.

Os ydych mewn cysylltiad uniongyrchol â rhywun y mae anabledd yn effeithio arno, gofynnwch i'r person ddweud wrthyddych pa eiriau ac ymadroddion y mae'n gyfforddus â nhw. Gall rhai geiriau cyffredin ar gyfer y sector gofal fod yn nawddoglyd, yn rheoli ac yn awgrymu gwendid a goddefedd.

Slide relates to AC 4.2.

It is important to be sensitive and to keep up to date with appropriate and acceptable language use. The meaning of words is constantly changing with new words added to our language every year.

Everyone is different and words that are normal for some may not be okay for others.

If you are in direct contact with someone affected by disability, ask the person to tell you which words and phrases they are comfortable with.

Some common words for the care sector can be patronising, controlling and imply weakness and passivity.



I'w hosgoi:

- 'Cyfeillgar i bobl anabl' neu 'fynediad i'r anabl' (yn amlygu anhawster neu anallu)
- 'Toiledau anabl' neu 'parcio anabl' (nid yw'r toiledau a'r mannau parcio yn anabl - yn llythrennol)
- 'Salwch' - yn awgrymu y gallai'r person wella
- 'Yn dioddef o'
- 'Goroeswr'
- 'Â diagnosis o' - barn gweithiwr meddygol proffesiynol yw hwn
- 'Abl ei gorff' - yn awgrymu nad yw rhai yn abl
- 'Claf' - yn awgrymu nad yw person yn ddilys
- 'Pobl normal' - yn awgrymu bod rhai yn annormal



To avoid:

- 'Disability friendly' or 'disabled access' (highlights difficulty or inability)
- 'Disabled toilets' or 'disabled parking' (the toilets and parking bays are not disabled- literally)
- 'Illness' - suggests the person could get better
- 'Suffers from'
- 'Survivor'
- 'Diagnosed with' - this is a medical professional's opinion
- 'Able bodied' - implies some are not able
- 'Invalid' - implies a person is not valid
- 'Normal people' - implies some are abnormal



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Os ydych mewn cysylltiad uniongyrchol â rhywun y mae anabledd yn effeithio arno, gofynnwch i'r person ddweud wrthyh pa eiriau ac ymadroddion y mae'n gyfforddus â nhw.

Slide relates to AC 4.2.

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Beth mae 'Anabl' yn ei olygu?



*Mae pobl yn "anabl" oherwydd diffyg **mynediad** at adeiladau, gwybodaeth, cyfathrebu neu gefnogaeth bersonol neu gan agweddau pobl eraill.*

Dysgu Iechyd a Gofal Cymru

What is Meant by 'Disabled'?



*People are "disabled" through lack of **access** to buildings, information, communication or personal support or by the attitudes of others.*

Health & Care Learning Wales

Sleid yn ymwneud ag AC 4.1 Daw'r diffiniad hwn o uned 341 Dysgu Iechyd a Gofal Cymru.

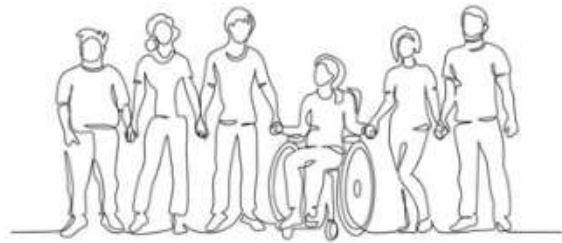
Slide relates to AC 4.1. This definition is taken from Health & Care Learning Wales unit 341.

Gall 'anabledd' hefyd gael
ei ddeall fel...



*'...colli neu gyfyngu ar **gyfleoedd** i gymryd rhan mewn cymdeithas ar lefel gyfartal ag eraill, oherwydd rhwystrau sefydliadol, amgylcheddol ac agweddol'.*

'Disability' can also be
understood as ...



*'...the loss or limitation of **opportunities** to take part in society on an equal level with others, due to institutional, environmental and attitudinal barriers'.*

Sleid yn ymwneud ag AC 4.1: Daw'r diffiniad o wefan Dysgu Iechyd a Gofal Cymru (uned 341). Byddwn yn archwilio 'anabledd' ymhellach yn y sesiwn heddiw drwy edrych ar y modelau Cymdeithasol a Meddygol o anabledd a'r effeithiau y mae'r ddau yn eu cael ar unigolion. Byddwn yn talu sylw arbennig i pam fod unigolion eisiau i'r Model Cymdeithasol gael ei dderbyn yn fwy mewn cymdeithas.

Slide relates to AC 4.1: The definition is taken from Health and Care Learning Wales website (unit 341). We will explore 'disability' further into today's session by looking at the Social and Medical models of disability and the impacts both have on individuals. We will be particularly concerned with why individuals want the Social Model more greatly accepted into society.



Confensiwn y Cenhedloedd Unedig ar Hawliau Pobl ag Anableddau

The UN Convention of Rights of Persons with Disabilities



- **Cytundeb rhyngwladol** yw hwn sy'n diogelu a hyrwyddo hawliau dynol pobl anabl ledled y byd.
- Mae'n **gosod safonau newydd** am sut y dylai llywodraethau a chyrff cyhoeddus sicrhau bod **hawliau dynol pobl anabl** yn cael eu hamddiffyn a'u hyrwyddo.
- Mae'r Confensiwn yn seiliedig ar y **model cymdeithasol o anabledd** (caiff pobl eu cau allan gan rwystrau a greir gan gymdeithas).
- Mae'r Confensiwn yn cynnwys **Erthyglau** sy'n arwain partneriaeth ryngwladol: (ymwybyddiaeth, hygyrchedd, hawliau, rhyddid, gwaith ac addysg).
- Mae stigma, rhagfarn a gwahaniaethu yn cael eu targedu gan y Confensiwn.

- Is an **international agreement** about protecting and promoting the human rights of disabled people around the world.
- It **set new standards** for how governments and public bodies should ensure that **disabled people's human rights** are protected and promoted.
- The Convention is based on the **social model of disability** (people are excluded by obstacles created by society).
- The Convention is made up of **Articles** that guide international partnership: (awareness, accessibility, rights, freedoms, work and education).
- Stigma, prejudice, and discrimination are targeted by the Convention.

Rhagor o wybodaeth:

www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention

Further information:

www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention

Sleid yn ymwneud ag AC 4.1 Mae cyfanswm o 50 Erthygl.

Slide relevant to AC 4.1. There are 50 Articles in total.

Link –

www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention

Cyswllt -

www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention

4.3 Achosion Nam Corfforol

4.3 Causes of Physical Impairment



- '**Cynhenid**', sy'n golygu bod y salwch neu'r cyflwr meddygol yn un y mae unigolyn wedi'i gael ers ei eni ac nad yw wedi'i etifeddu. Mae enghreifftiau'n cynnwys parlys yr ymennydd a spina bifida.
- '**Caffaeledig**' - anableddau sy'n digwydd ar ôl genedigaeth. Gallant gael eu hachosi gan ddamwain neu ddigwyddiad sy'n achosi anaf, neu salwch, yn hytrach nag anabledd y ganwyd unigolyn ag ef. Mae enghreifftiau'n cynnwys anaf i'r pen, nam neu golled o ran y synhwyrau neu golli aelod/au.
- '**Congenital**', which means the illness or medical condition is one that individual has had from birth and is not inherited. Examples include cerebral palsy and spina bifida.
- '**Acquired**' disabilities occur after birth. They can be caused by an accident or incident causing injury, or illness, rather than a disability an individual was born with. Examples include head injury, sensory impairment or loss and loss of limb/s.

Sleid yn ymwneud ag AC 4.3

Slide relates to AC 4.3.

Achosion Nam Corfforol

- Mae anableddau '**niwrolegol**' yn effeithio ar allu'r ymennydd i brosesu gwybodaeth, cyfathrebu â gweddill y corff a chychwyn symud. Gall cyflyrau niwrolegol fod yn enetig neu wedi'u caffael, efallai oherwydd anaf i'r ymennydd neu fadruddyn y cefn. Mae enghreifftiau'n cynnwys strôc, sglerosis ymledol, Alzheimer's a thiwmorau ar yr ymennydd.
- Mae namau '**Cynyddol**' yn afiechydon neu gyflyrau iechyd sy'n gwaethygu dros amser, gan arwain at ddirywiad cyffredinol mewn iechyd a lles. Mae enghreifftiau'n cynnwys Clefyd Parkinson a Chlefyd Rhwystrol Cronig yr Ysgyfaint (COPD).

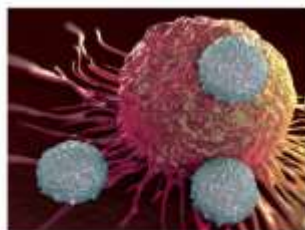
Causes of Physical Impairment



- '**Neurological**' disabilities affect the brain's ability to process information, communicate with the rest of the body and initiate movement. Neurological conditions can be genetic or acquired, perhaps by a brain or spinal cord injury. Examples include a stroke, multiple sclerosis, Alzheimer's and brain tumours.
- '**Progressive**' impairments are diseases or health conditions that get worse over time, resulting in a general decline in health and well-being. Examples include Parkinson's and Chronic Obstructive Pulmonary Disease (COPD).

Sleid yn ymwneud ag AC 4.3

Slide relates to AC 4.3.



Cyflyrau cynyddol:

Mae cyflwr cynyddol yn un sy'n gwaethgu dros amser. Gellir dosbarthu pobl â chyflyrau cynyddol yn anabl.

Fodd bynnag, rydych yn bodloni'r diffiniad anabledd yn awtomatig o dan Ddeddf Cydraddoldeb 2010 o'r diwrnod y cewch ddiagnosis o haint HIV, canser neu sglerosis ymledol.

Progressive conditions:

A progressive condition is one that gets worse over time. People with progressive conditions can be classed as disabled.

However, you automatically meet the disability definition under the Equality Act 2010 from the day you're diagnosed with HIV infection, cancer or multiple sclerosis.



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Sleid yn ymwneud ag AC 4.1 Yn dibynnu ar y diagnosis, gall anhwylder cynyddol symud yn gyflym neu'n araf. Mae enghreifftiau yn cynnwys **Clefyd Alzheimer, clefyd Parkinson, Sglerosis Ymledol ac Arthritis Gwynegol a chyflyrau iechyd fel clefyd deubegynol neu iselder**. Mae cyflyrau cynyddol yn ddarostyngedig i ddarpariaethau arbennig Deddf Cydraddoldeb 2010

Slide relates to AC 4.1. Depending on the diagnosis, a progressive disorder may move quickly or slowly. Examples include **Alzheimer's disease, Parkinson's disease, Multiple Sclerosis and Rheumatoid Arthritis. health conditions such as bipolar or depression**. Progressive conditions are subject to the special provisions of the Equality Act 2010

Adnabod y person...nid y nam

Recognising the person...not the impairment



Sleid yn ymwneud ag AC 4.4 Mae hwn yn fideo doniol.

Slide relates to AC 4.4. This is a funny video.

Cyswllt Fideo – Top 5 - Mistakes dealing with disabled people

Video Link - Top 5 - Mistakes dealing with disabled people

Trafodaeth grŵp:



4.4 Beth ellir ei wneud i adnabod canologrwydd yr unigolyn yn hytrach na'r nam?

Mae rhagor o wybodaeth ar gael yma:

- *Dysgu Iechyd a Gofal Cymru (uned 341).*
- *llyw.cymru/ anabledau*
- *Scope.co.uk*
- *Anabled. Cymru*

Group discussion:



4.4 What can be done to recognise the centrality of the individual rather than the impairment?

Further information can be found:

- *Health & Care Learning Wales (unit 341).*
- *gov.wales/ disabilities*
- *Scope.co.uk*
- *Disability. Wales*

Sleid yn ymwneud ag AC 4.4 10 munud

Dylai dysgwyr fod yn nodi:

- Dull cyfannol at gymorth, darparu triniaeth i'r unigolyn yn ei gyfanrwydd ac ystyried ffactorau meddyliol a chymdeithasol.
- Ffocws ar gryfderau unigolyn.
- Cydnabod bod stigma, ofn a gwahaniaethu tuag at bobl â namau corfforol yn dal yn broblem gymdeithasol.
- Bod eiriolwr yn gallu helpu. Byddant yn rhoi cymorth priodol ac yn sicrhau bod safbwyntiau a dewisiadau'r unigolyn a'u teuluoedd a'u gofalwyr yn cael eu bodloni.
- Hyrwyddo Eiriolaeth ar y Cyd: mae hyn yn cynnwys grŵp o bobl sydd i gyd yn wynebu problem gyffredin ac sydd wedi cael profiadau tebyg yn dod at ei gilydd i weithio ar faterion penodol a sicrhau bod eu lleisiau'n cael eu clywed. Gall y grŵp cyfan ymgychu ar fater sy'n effeithio arnynt
- Cydnabod gwerth Cydgynhyrchu/Llais a Rheolaeth/ Gweithio Aml-Asiantaeth.
- Gwybod, cynghori a chynnal hawliau cyfreithiol.

Slide relates to AC 4.4. 10 mins.

Learners should be identifying:

- A holistic approach to support, providing treatment to the individual as a whole and taking into account mental and social factors.
- A focus on an individual's strengths.
- Acknowledging that stigma, fear and discrimination towards people with physical impairments is still a social problem.
- That an advocate can help. They will give appropriate support and ensure that the individual and their families and carers views and preferences are being met.

- Promoting Collective advocacy: involves a group of people who are all facing a common problem and have had similar experiences getting together to work on specific issues and have their voices heard. The group as a whole may campaign on an issue that affects them
- Recognising the value of Co-Production/ Voice and Control/ Multi-Agency working.
- Knowing, advising and upholding legal rights.

4.5 Effeithiau Cadarnhaol a Negyddol Label o Nam Corfforol



- Gall derbyn diagnosis fod yn aml yn **ganlyniad cadarnhaol** gan y gallai'r unigolyn deimlo rhyddhad y gall ddeall o'r diwedd beth yw'r broblem. Yna gall drafod gyda'i feddyg pa lwybr triniaeth a allai weithio orau iddo.
- Gall fod eiriolaeth gyfunol yn ddefnyddiol i unigolion er mwyn helpu i ddatblygu llais a rheolaeth, ymyriadau cadarnhaol, cydgynhyrchu a rhwydweithiau cymdeithasol pwysig.

4.5 Positive & Negative Impacts of a Label of Physical Impairment



- Receiving a diagnosis can often be a **positive outcome** as the individual might feel relieved that they can finally understand what the issue is. They can then discuss with their doctor what course of treatment might work best for them.
- Individuals may find collective advocacy useful to help develop voice and control, positive interventions, co-production and important social networks.



Sleid yn ymwneud ag AC 4.5

Slide relates to AC 4.5.

Effeithiau Cadarnhaol a Negyddol Label Nam Corfforol



- Mae stigma, ofn a gwahaniaethu tuag at bobl â namau corfforol yn dal i fodoli.
- Gall wneud i bobl deimlo eu bod wedi'u 'labelu'.
- Gall wneud y salwch yn waeth, er enghraifft trwy gynyddu gorbryder.
- Gall arwain at yr unigolyn yn ynysu ei hun
- Gallai unigolyn golli incwm, ei swydd, ei gartref a chymorth gan y teulu oherwydd diffyg dealltwriaeth, ofn a stigma salwch meddwl.
- Gall arwain at amrywiaeth o broblemau iechyd meddwl.

Positive & Negative Impacts of a Label of Physical Impairment



- There is still widespread stigma, fear and discrimination towards people with physical impairments.
- It can make people feel 'labelled'.
- It may make the illness worse, for example by heightening anxiety.
- It may lead to the individual isolating themselves
- An individual might lose income, their job, their home and support from family due to lack of understanding, fear and stigma of mental illness.
- It may instigate onset of various mental health problems.

Sleid yn ymwneud ag AC 4.5 Dylid ystyried y sleid hon ochr yn ochr â gwybodaeth a drafodwyd eisoes yn y sesiwn hon mewn perthynas â'r ddeddfwriaeth a'r hawliau nad yw pobl efallai'n gwybod bod ganddynt hawl i'w harfer. Hefyd, meddyliwch am y farn a fynegwyd gan unigolion yn rhai o'r fideos a welwyd heddiw.

Slide relates to AC 4.5. This slide should be considered alongside information already covered in this session in relation to the legislation and rights that people may not know they are then entitled to exercise. Also, think about the views expressed by individuals in some of the videos viewed today.

4.6 Effeithiau Posibl: **Rhwystrau Cymdeithasol** ac **Amgylcheddol** ar Rywun ag Anabledd Corfforol



4.6 Potential Impacts: **Social & Environmental** Barriers on Someone with a Physical Disability



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Effeithiau Posibl

Triniaeth, Iaith, Terminoleg a Rhyngweithio

Effeithio ar Symudedd Cymdeithasol	Iechyd Corfforol Gwael	Pwysau Ariannol	Dibyniaeth ar Gymdeithas
Llunio Rhwydweithiau Cymdeithasol	Angen am Ffioleth	Straen Emosiynol ar Eraill	Teimlo fel Baich
Unigedd	Parch Sefydliadol/Rhwystroau Sefydliadol	Poen Corfforol/Mate rion Symudedd	Datblygu Patrymau Cymdeithasol
Eithrio/Ddim yn Cymryd Rhan	Iechyd Meddwl Gwael	Heriau Addysgol	Cyflogaeth Heriau

Potential Impacts

Treatment, Language, Terminology & Interaction

Impacted Social Mobility	Poor Physical Health	Financial Pressures	Reliance on Society
Shaping Social Networks	A Need for Advocacy	Emotional Strain on Others	Feeling like a Burden
Isolation	Institutional Regard/Organisational Barriers	Physical Pain/Mobility Issues	Developing Social Patterns
Exclusion/ Not Participating	Poor Mental Health	Educational Challenges	Employment Challenges

Sleid yn ymwneud ag AC 4.6 Parch Sefydliadol: sut mae sefydliad yn gweld, trin, addasu (neu beidio), derbyn/peidio â derbyn yr anabledd - gan gynnwys cyfleoedd.

Slide relevant to AC 4.6. Institutional Regard: how an organisation views, treats, adjusts (or not), accepts/ does not accept the disability- including opportunities.

Ymarfer (10 munud):

Grŵp 1: Pa rwystrau **Cymdeithasol** a allwch chi feddwl amdanynt y gallai pobl ag anabledd corfforol ddod ar eu traws, a pha effeithiau y gallai ei gael arnynt?

Grŵp 2 : Pa rwystrau **Amgylcheddol** a allwch chi feddwl amdanynt y gallai pobl ag anabledd corfforol ddod ar eu traws, a pha effeithiau y gallai ei gael arnynt?

Exercise (10 mins):



Group 1: What **Social** barriers can you think of that people with a physical disability might encounter, and what impacts might it have on them?

Group 2: What **Environmental** barriers can you think of that people with a physical disability might encounter, and what impacts might it have on them?

Sleid yn ymwneud ag AC 4.6:

Slide relates to AC 4.6:

Model Meddygol o Anabledd a'r Model Cymdeithasol o Anabledd

Model Meddygol: yn awgrymu bod methiant neu gyfyngiad corff person yn ei roi ef neu hi dan anfantais. Mae'n edrych ar nam fel rhywbeth y mae angen ei wella a gwneud y person anabl yn iach ac yn 'normal'.

Model Cymdeithasol: yn awgrymu mai rhwystrau sefydliadol, amgylcheddol ac agwedd a godir ac a orfodir gan gymdeithas sy'n achosi anabledd. Mae cyflwr meddygol person yn amherthnasol.

Medical Model of Disability & the Social Model of Disability



Medical Model: suggests the failure or limitation of a person's body disadvantages him or her. It looks at impairment as something that needs to be cured and the disabled person made well and 'normal'.

Social Model: suggests institutional, environmental and attitudinal barriers erected and enforced by society cause disablement. A person's medical condition is irrelevant.



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Sleid yn ymwneud ag AC 4.6.

Bathwyd y term 'Model Cymdeithasol o Anabledd' am y tro cyntaf gan Mike Oliver ym 1981 ond datblygwyd y model gan bobl anabl o'u profiadau eu hunain, sef bod y rhan fwyaf o'r problemau yr oeddent yn eu hwynebu wedi'u hachosi gan y ffordd yr oedd cymdeithas yn cael ei threfnu. Yn raddol, mae cymdeithas ehangach y tu hwnt i sefydliadau pobl anabl yn cydnabod ac yn mabwysiadu'r model. Mabwysiadodd Llywodraeth Cymru, er enghraifft, y model yn 2002. Yn 2011 ymatebodd Llywodraeth Cymru i ymgyrch Anabledd Cymru ar gyfer '**Byw'n annibynnol NAWR!**' Arweiniodd hyn at Fframwaith Gweithredu ar gyfer Byw'n Annibynnol Llywodraeth Cymru.

Slide relates to AC 4.6.

The term 'Social Model of Disability' was first coined by Mike Oliver in 1981 but the model was developed by disabled people from their own experiences, that most of the problems they were facing were caused by the way society was organised. Gradually, wider society beyond disabled people's organisations is recognising and adopting the model. Welsh Government, for example, adopted the model in 2002. In 2011 Welsh Government responded to the Disability Wales campaign for '**Independent living NOW!**' This led to Welsh Government's Framework for Action on Independent Living.

Gallai Rhwystrau Cymdeithasol Gynnwys:

Agweddau a Stigma



Dibyniaeth ar y model Meddygol



Diffyg addysg



Cyfreithiau



Social Barriers Could Include:



Attitudes & Stigma



Reliance on the medical Model



Lack of education



Laws



Sleid yn ymwneud ag AC 4.6. Mewn perthynas â rhwystrau sy'n berthnasol i'r gyfraith, yr hyn a olygir yw nad yw pawb sy'n ystyried bod ganddynt anabledd neu nam, yn cael eu hamddiffyn o dan y Ddeddf Cydraddoldeb o ran yr hyn a ddiffinnir fel anabledd.

Slide relates to AC 4.6. In relation to barriers being relevant to law, what is meant is that not all people who consider themselves to have a disability or an impairment, find themselves protected under the Equality Act in regard to what is defined as a disability.

Pam fod y Model Cymdeithasol o
Anabledd Mor Bwysig?

Why is the Social Model of
Disability So Important?



WELSH

Cyswllt Fideo - https://youtu.be/OgQQ-1TmCaQ?si=IOy_PLu9nSWGmpTm

ENGLISH

VIDEO LINK - https://youtu.be/OgQQ-1TmCaQ?si=IOy_PLu9nSWGmpTm

Gallai Rhwystrau Amgylcheddol Gynnwys:

- Diffyg dylunio a rhagfeddwl pensaernïol (rampiau, lifftiau, graddiannau, lle ar gyfer symudedd).
- Dyluniad a chyfleusterau cyffyrddol neu acwstig gwael (ee diffyg technoleg sain).
- Isadeiledd trafnidiaeth leol a dulliau trafnidiaeth gwael.
- Cysyniad gweledol gwael (goleuadau, agwedd a hygrychedd).
- Diffyg technolegau cynorthwyl.
- Diffyg ymgynghori ag eraill.
- Orlau agor a chau.
- Mynediad at wybodaeth a chymorth posibl.
- Rhagdybiaethau ynghylch anghenion cyfathrebu.

Environmental Barriers Could Include:



- Lack of architectural design and forethought (ramps, lifts, gradients, space for maneuverability).
- Poor tactile or acoustic design and facilities (e.g. omission of audio technology).
- Poor local transport infrastructure & modes of transportation.
- Poor visual concept (lighting, aspect & accessibility).
- Lack of assistive technologies.
- Lack of consultation with others.
- Opening & closing times.
- Access to information and possible assistance.
- Assumptions about communication needs.

Diolch
Thank you



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