Facilitator notes

<u>Welsh</u>

Cyn mynychu, mae'n ofynnol i ddysgwyr gael mynediad at gopi digidol neu gopi caled o'u Cod Ymarfer/Ymddygiad perthnasol gan gynnwys fersiwn 'i Gyflogwyr', rheoliadau RISCA a swydd ddisgrifiad, ac unrhyw ganllawiau ymarfer perthnasol eraill.

<u>English</u>

Prior to attending, learners are required to have access to a digital or hard copy of their relevant Code of Practice/Conduct including ‘for Employers’ version, RISCA regulations and job description, and any other relevant practice guidance.

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 ddielw 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

- Cyfeirnodi / Referencing
- Darllen / Reading
- Ysgrifenu / Writing
- Myfyrdod Beirniadol / Critical Reflection
- Cyfathrebiad / Communication
- Gwaith Grŵp / Group Work
- Cyflwyniad / Presentation
- Ymchwil / Research
- Sgiliau rhyngbersonol / Interpersonal Skills

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

Gwrandawiad

Datrys problemau

Penderfyniadau

Cwestiynu

Siarad yn effeithiol

Cyfathrebu llafar

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

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

Organisation

Time keeping

Planning

Note taking

Essay planning

Listening

Problem solving

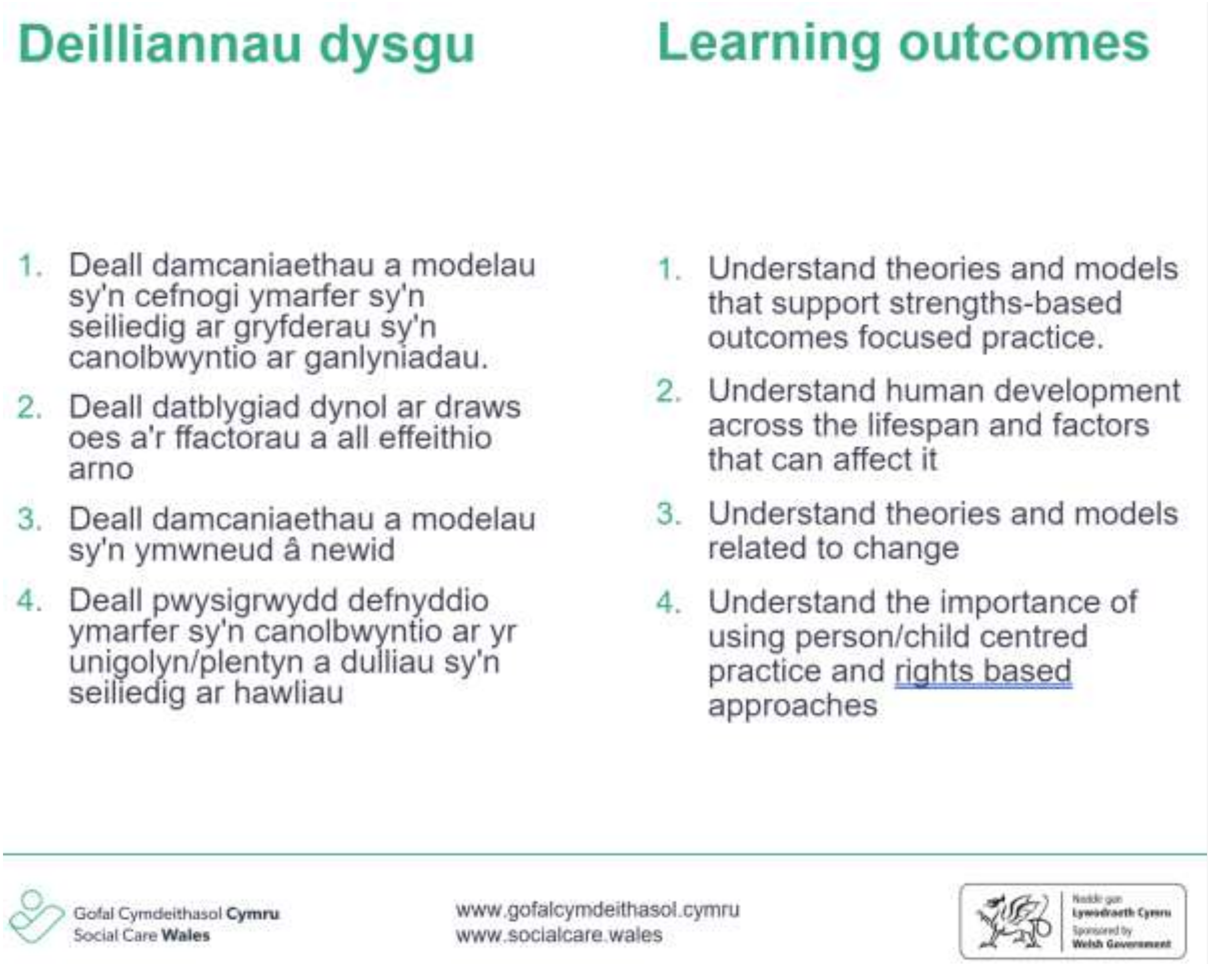
Decision making

Questioning

Effective speaking

Verbal communication

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



Facilitator notes

Welsh
Yn hollbwysig i unrhyw sesiynau a addysgir, mae disgwyliad y bydd unigolion yn rhannu profiadau o ymarfer sy'n ymwneud â phynciau a drafodir.
Rhaid cadw at gyfrinachedd, yn gyntaf trwy i'r siaradwr beidio â datgelu manylion personol yr unigolion/eraill dan sylw, ac yn ail gan gyfranogwyr eraill. Rhaid i brofiadau a rennir o fewn y grŵp aros o fewn y sesiwn a pheidio â chael eu datgelu gyda phartïon allanol, ac eithrio lle mae pryder diogelu.

English
Paramount to any taught sessions, there is an expectation that individuals will share experiences of practice that relate to discussed topics.
Confidentiality must be adhered to, firstly from the speaker not disclosing personal details of individuals/others involved, and secondly form other participants. Experiences shared within the group must remain within the session and not disclosed with outside parties, with the exception of where there is a safeguarding concern.

Deddfwriaeth, Confensiynau a Fframweithiau Cenedlaethol

- Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a chanllawiau statudol a Chodau Ymarfer cysylltiedig.
- Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 a rheoliadau a chanllawiau statudol cysylltiedig.
- Y Ffordd Gywir: Dull Gweithredu seiliedig ar Hawliau Plant (Comisiynydd Plant Cymru 2017).
- Deddf Hawliau Dynol (1998) Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn 1989.
- Egwyddorion y Cenhedloedd Unedig ar gyfer Pobl Hŷn 1991.
- Confensiwn y Cenhedloedd Unedig ar Hawliau Pobl ag Anableddau 2006.

Legislation, Conventions and National Frameworks

- Social Services and Well-Being (Wales) Act 2014 and associated statutory guidance and Codes of Practice.
- Regulation and Inspection of Social Care (Wales) Act 2016 and associated regulations and statutory guidance.
- The Right Way: A children's Rights Approach (Children's Commissioner for Wales 2017).
- Human Rights Act (1998) United Nations Convention on the Rights of the Child 1989.
- United Nations Principles for Older Persons 1991.
- United Nations Convention on the Rights of Persons with Disabilities 2006.

Gofal Cymdeithasol Cymru Social Care Wales
www.gofalcymdeithasol.cymru
www.socialcare.wales

Facilitator notes

<u>Welsh</u>

Yng Nghymru, gallai fframweithiau deddfwriaethol, safonau a Chodau Ymddygiad ac Ymarfer perthnasol eraill gynnwys:
'Gweithdrefnau Diogelu Cymru'.
Fframwaith Safonau Iechyd a Gofal (2015).
Cod Ymarfer Proffesiynol Gofal Cymdeithasol.
Cod Ymarfer i Gyflogwyr.
Cod Ymddygiad ar gyfer Gweithwyr Cynnal Gofal Iechyd yng Nghymru .
Canllawiau Ymarfer (cyhoeddwyd gan Gofal Cymdeithasol Cymru).

<u>English</u>

In Wales, other relevant legislative frameworks, standards and Codes of Conduct and Practice could include:
The 'Wales Safeguarding Procedures'.
Health and Care Standards Framework (2015).
Code of Professional Practice for Social Care.
Code of Practice for Employers.
Code of Conduct for Healthcare Support Workers in Wales.
Practice Guidance (published by Social Care Wales)

Meddyliwch yn gyflym! Beth yw ymarfer sy'n canolbwyntio ar yr unigolyn?

- Parchu gwerthoedd, anghenion, nodau a chanlyniadau dymunol pobl, a thrwy roi pobl wrth wraidd eu gofal a'u profiad.
- Cyflawnir trwy sicrhau bod pobl sy'n defnyddio gwasanaethau yn cael dweud eu dweud ar faterion sy'n effeithio arnynt.
- Wedi'i gefnogi gan wybodaeth a mynediad at y gwasanaethau sy'n iawn iddyn nhw.
- Wedi'i wreiddio gan ddewis, ffafriaeth, hawliau a rhyddid.
- Yn cael ei gynnal gydag uniondeb, ymddiriedaeth a hyder y cyhoedd.

Quick think! What is Person-centred practice?

- Respecting people's values, needs, goals and desired outcomes, and by putting people at the centre of their care and experience.
- Achieved by ensuring that people using services have a say on matters that affect them.
- Supported by information and access to the services that are right for them.
- Embedded by choice, preference, rights and liberty.
- Maintained with integrity, trust and public confidence.

Gofal Cymdeithasol Cymru Social Care Wales

www.gofalcymdeithasol.cymru
www.socialcare.wales

Noddir gan Lywodraeth Cymru / Sponsored by Welsh Government

Facilitator notes

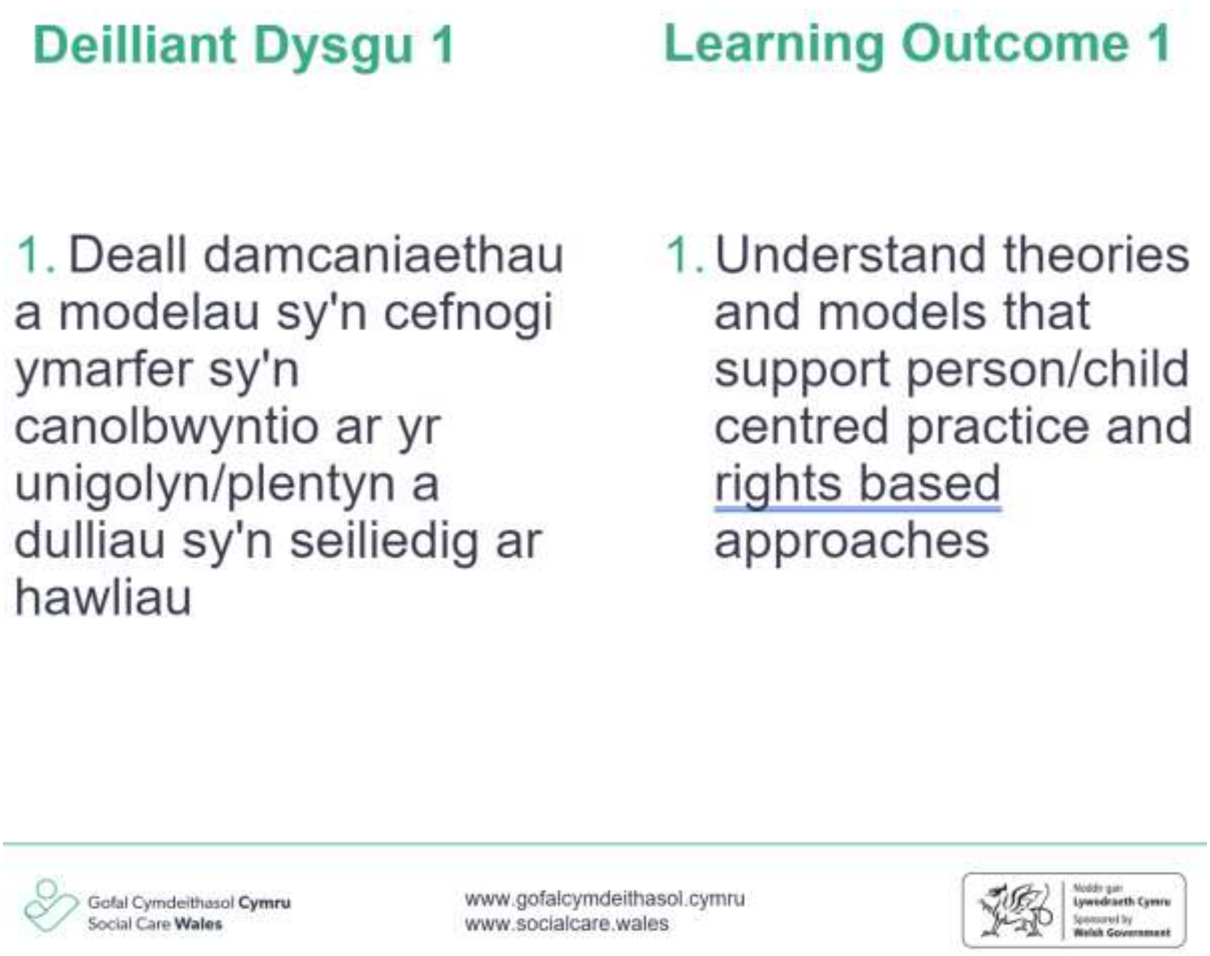
Welsh

Nid yw hon, wrth gwrs, yn rhestr hollgynhwysfawr o'r hyn sy'n gyfystyr ag 'ymarfer sy'n canolbwyntio ar yr unigolyn'. Fodd bynnag, mae'r enghreifftiau hyn wedi'u cynnwys mewn canllawiau a ddarparwyd gan y Sefydliad er Rhagoriaeth mewn Gofal Cymdeithasol a Gofal Cymdeithasol Cymru hefyd.
Mae dulliau ymarfer sy'n canolbwyntio ar ganlyniadau yn helpu i flaenoriaethu sgyrsiau da gyda phobl am yr hyn sy'n bwysig iddynt. Mae'n helpu sut rydym yn casglu data at ddefnydd sefydliadol. Mae'r ffocws ar ganlyniadau yn rhoi cyfleoedd i'r person fyfyrio ar ei fywyd, lleihau rhagdybiaethau a wneir gan eraill a gwella dealltwriaeth rhwng pawb sy'n gysylltiedig. Gweler hefyd

English

This is, of course, not an exhaustive list of what constitutes 'person-centered practice'. However, these examples are included in guidance provided by the Social Care Institute for Excellence and also Social Care Wales.
Outcome focused approaches to practice helps prioritise good conversations with people about what matters to them. It helps how we gather data for organizational use. The focus on outcomes provides opportunities for the person to reflect on their life,

reduce assumptions made by others and improve understanding between everyone involved. See also



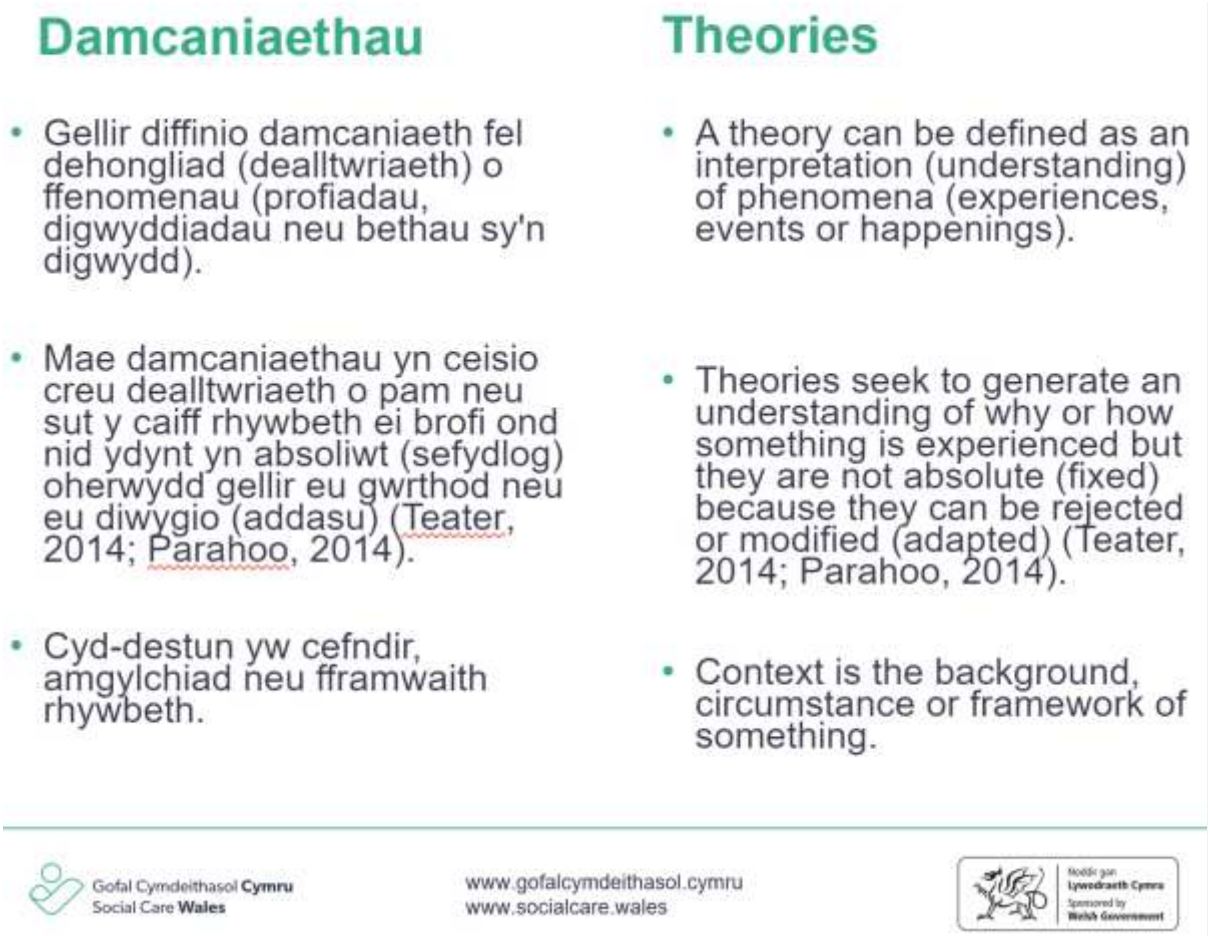
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.1: Y cysyniad o ddamcaniaethau a modelau a'r gwahaniaethau rhyngddynt

English

Slide relating to AC 1.1: The concept of theories and models and the differences between these



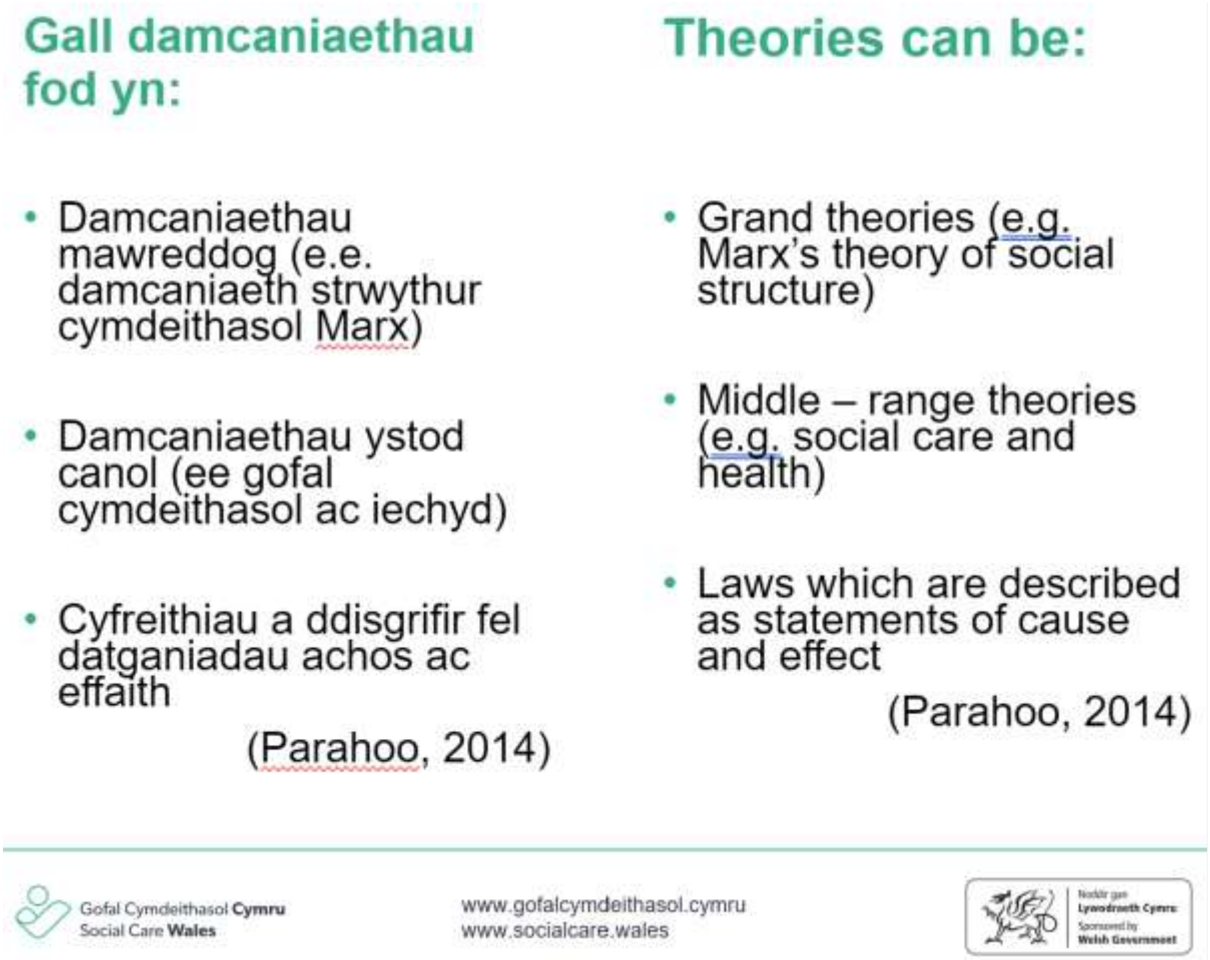
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.1: Y cysyniad o ddamcaniaethau a modelau a'r gwahaniaethau rhyngddynt

English

Slide relating to AC 1.1: The concept of theories and models and the differences between these



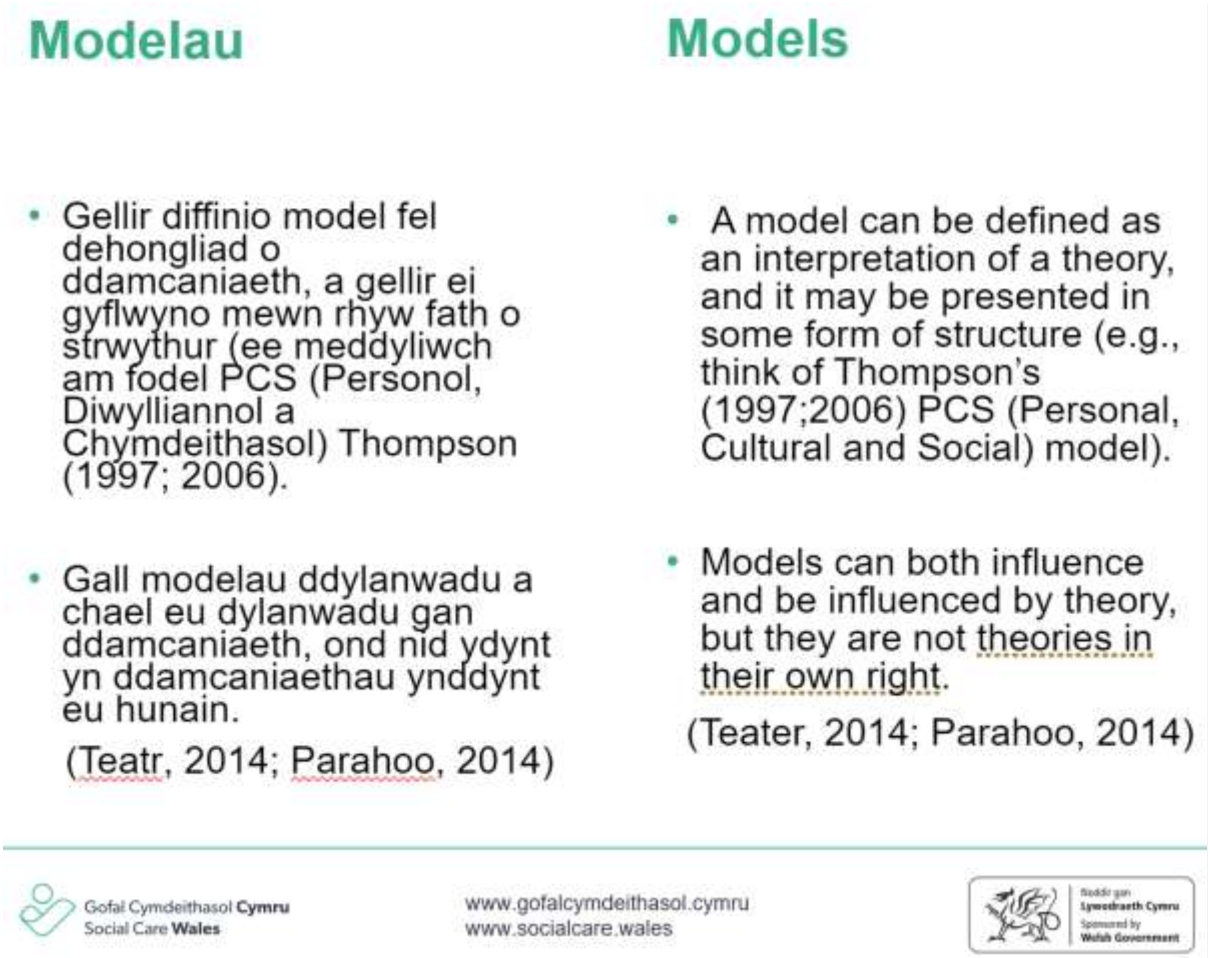
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.1: Y cysyniad o ddamcaniaethau a modelau a'r gwahaniaethau rhyngddynt

English

Slide relating to AC 1.1: The concept of theories and models and the differences between these



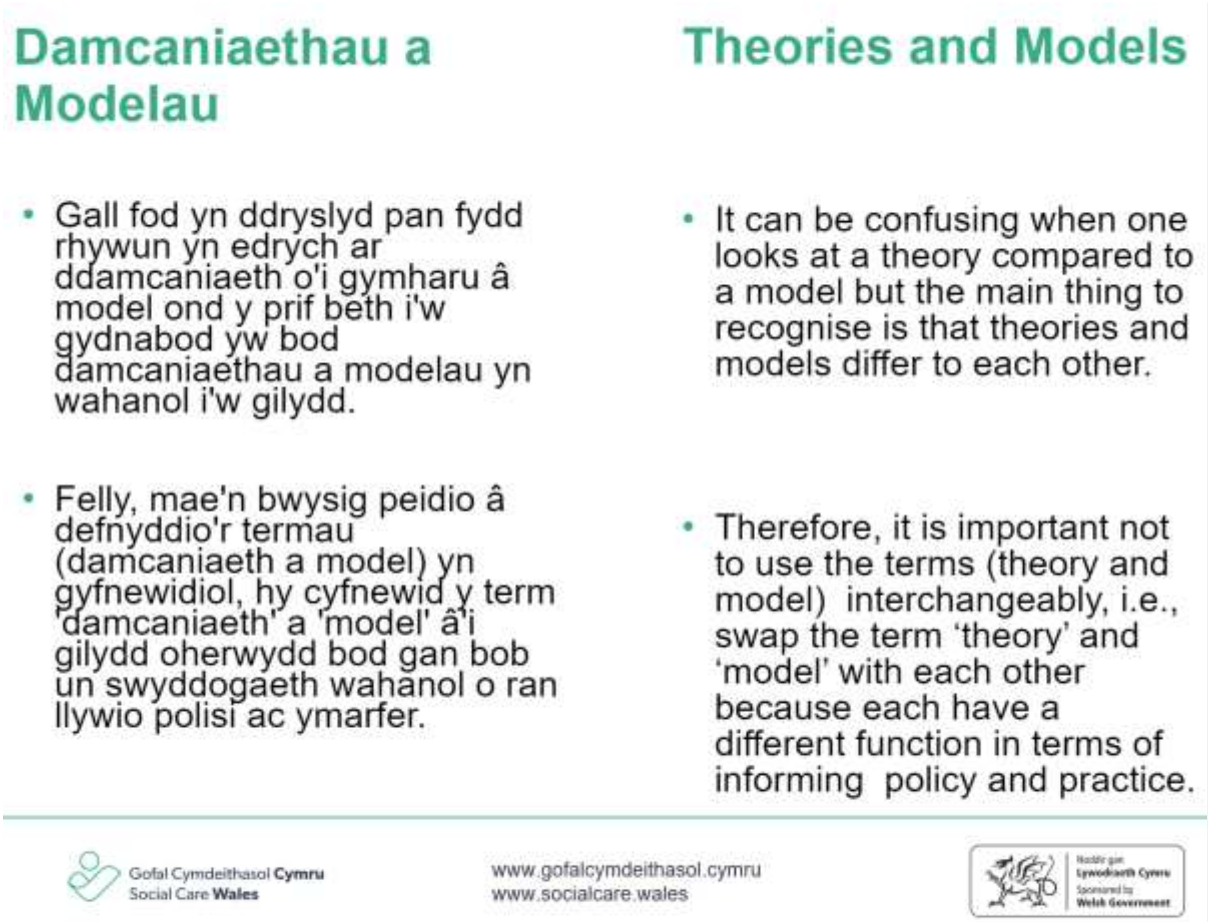
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.1: Y cysyniad o ddamcaniaethau a modelau a'r gwahaniaethau rhyngddynt

English

Slide relating to AC 1.1: The concept of theories and models and the differences between these



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.1: Y cysyniad o ddamcaniaethau a modelau a'r gwahaniaethau rhyngddynt

English

Slide relating to AC 1.1: The concept of theories and models and the differences between these

Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.2: Y cysyniad o ddinasyddiaeth a sut mae hyn yn hybu cyfranogiad a chynhwysiant pob aelod o gymdeithas

Gwybodaeth a gymerwyd gan HCLW – Paratoi ar gyfer Cymhwyster Arwain a Rheoli uned 410 t2

Dinesydd: Preswylydd neu drigolyn

- Cyd-destun penodol, e.e. canllawiau'r Swyddfa Gartref "Mae dinasyddiaeth Brydeinig yn rhoi'r cyfle i chi gyfranogi'n llawnach ym mywyd eich cymuned leol"
(Swyddfa Gartref, 2018, t. 3)
- Mae bod yn ddinesydd y DU yn rhoi'r gallu i chi bleidleisio, ymdeimlad o hunaniaeth, y gallu i weithio a darparu gwasanaethau – a chael mynediad at wasanaethau
-
- **Dinasyddiaeth:** Mae yna ofynion preswylio.
- Disgwylir i chi fod â chymeriad da (hy dim euogfarnau troseddol, achosion sifil, rhybuddiadau, rhybuddion neu geryddon).

- Dyma'r sail i chi gael byw yn y DU.

English

Slide relating to AC 1.2: The concept of citizenship and how this promotes participation and inclusion of all members of society

Information taken from HCLW – Preparing for Leadership and Management Qualification unit 410 pp2

Citizen: Inhabitant or resident

- Context specific, e.g. Home Office guidance “British citizenship gives you the opportunity to participate more fully in the life of your local community” (Home Office, 2018, p. 3)
- Being a citizen of the UK gives you an ability to vote, a sense of identity, an ability to work and deliver services – and to access services
-

Citizenship: There are residence requirements.

- You are expected to have good character (i.e. no criminal convictions, civil proceedings, cautions, warnings or reprimands).
- This is the basis of you living in the UK.

Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.2: Y cysyniad o ddinasyddiaeth a sut mae hyn yn hybu cyfranogiad a chynhwysiant pob aelod o gymdeithas

Gellir gweld dinasyddiaeth yn esblygu o hanes o ideolegau gwleidyddol gwahanol (meddyliau a chredoau) a dadleuon am y rôl y dylai'r llywodraeth ei chwarae ym mywydau pobl - mae hyn yn parhau.

Dilynwch y fideo gyda thrafodaeth ar ideolegau gwleidyddol:
Unigoliaeth:

- Dylem ei gadael i unigolion wneud y gorau o'r system gyfalafol - mae'r rhai sy'n llwyddo yn talu treth gorfforaeth a phersonol sydd o fudd i'r gymdeithas gyfan a felly beth yw'r broblem?
- Mae rheoleiddio cyflogau a darpariaeth les yn arwain at orddibyniaeth ar y Wladwriaeth (llywodraeth).
- Enghraifft o'r ideoleg wleidyddol hon yw llywodraeth Geidwadol y 'Dde Newydd' 1979-1997.

Mae beirniadaethau yn cynnwys:

- Nid yw pawb yn dechrau o sefyllfa gyfartal – meddyliwch am anfantais a gwahaniaethu.
- Nid yw grymoedd y farchnad yn gwarantu canlyniadau cadarnhaol – meddyliwch am argyfwng bancio'r byd yn y gorffennol.
- Gall cyfalafiaeth gefnogi camfanteisio a dyna pam y gall y llywodraeth ymyrryd, e.e. deddfwriaeth ar iechyd a diogelwch yn y gweithle a'r isafswm cyflog i amddiffyn rhag camfanteisio

Cyfunoliaeth:

- Mae hyn yn cefnogi gwerthoedd brawdoliaeth (diben cyffredin), rhyddid a chydraddoldeb y credir eu bod yn cefnogi potensial cynhyrchiol llawn cymdeithas.
- Mae buddion cyffredinol yn un ffordd o fynd i'r afael ag anghydraddoldebau a barheir gan y farchnad (cyfalafiaeth).
- Enghraifft o'r ideoleg wleidyddol hon yw'r blaid Lafur a'r blaid Ryddfrydol.

Mae beirniadaethau yn cynnwys:

- Gall hyn arwain at unigolion yn ecsbloetio darpariaeth y Wladwriaeth – mae'n creu sefyllfa lle gall rhai pobl nad ydynt am weithio (yn hytrach na'r rhai na allant weithio) ymgymryd â'r safbwynt hwn oherwydd cymorth gan y Wladwriaeth (a ariennir gan arian trethdalwyr).
- Nid yw cyfunoliaeth yn parchu nac yn hyrwyddo ymreolaeth (annibyniaeth) unigolion i bennu eu llwybr unigol.

English

Slide relating to AC 1.2: The concept of citizenship and how this promotes participation and inclusion of all members of society

Citizenship can be seen to evolve from a history of different political ideologies (thoughts and beliefs) and debates about the role that the government should play in people's lives – this is ongoing.

Follow the video with discussion of political ideologies:
Individualism:

- We should leave it to individuals to make the most of the capitalist system – those who succeed pay corporation and personal tax benefiting society as a whole and so what's the problem?
- Wage regulation and welfare provision result in an over-reliance on the State (government).
- An example of this political ideology is the 'New Right' Conservative government 1979-1997.

Criticisms include:

- Not everyone starts from an equal position – think of disadvantage and discrimination.
- Market forces do not guarantee positive outcomes – think about the past world banking crisis.

- Capitalism can support exploitation hence government intervention, e.g. legislation on health and safety in the workplace and the minimum wage to protect against exploitation

Collectivism:

- This supports the values of fraternity (common purpose), liberty and equality which are believed to support the full productive potential of society.
- Universal benefits are one means of addressing inequalities perpetuated by the market (capitalism).
- An example of this political ideology is the Labour party and Liberal party.

Criticisms include:

- This can result in individuals exploiting State provision – it creates a situation where some people who do not want to work (as opposed to who cannot work) can occupy this position because of support from the State (funded by tax payers money).
- Collectivism does not respect or promote the autonomy (independence) of individuals to determine their individual pathway.

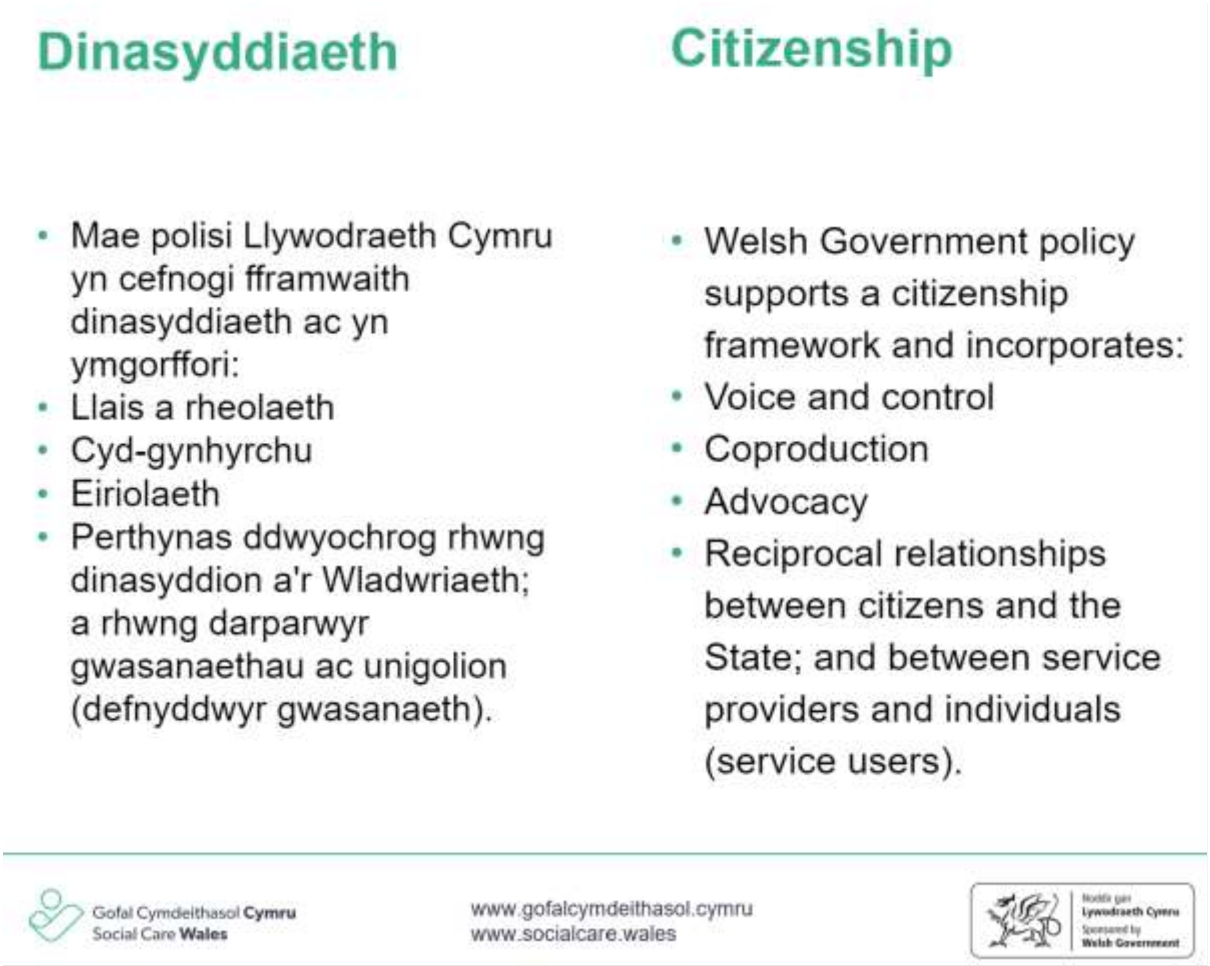
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.2: Y cysyniad o ddinasyddiaeth a sut mae hyn yn hybu cyfranogiad a chynhwysiant pob aelod o gymdeithas

English

Slide relating to AC 1.2: The concept of citizenship and how this promotes participation and inclusion of all members of society



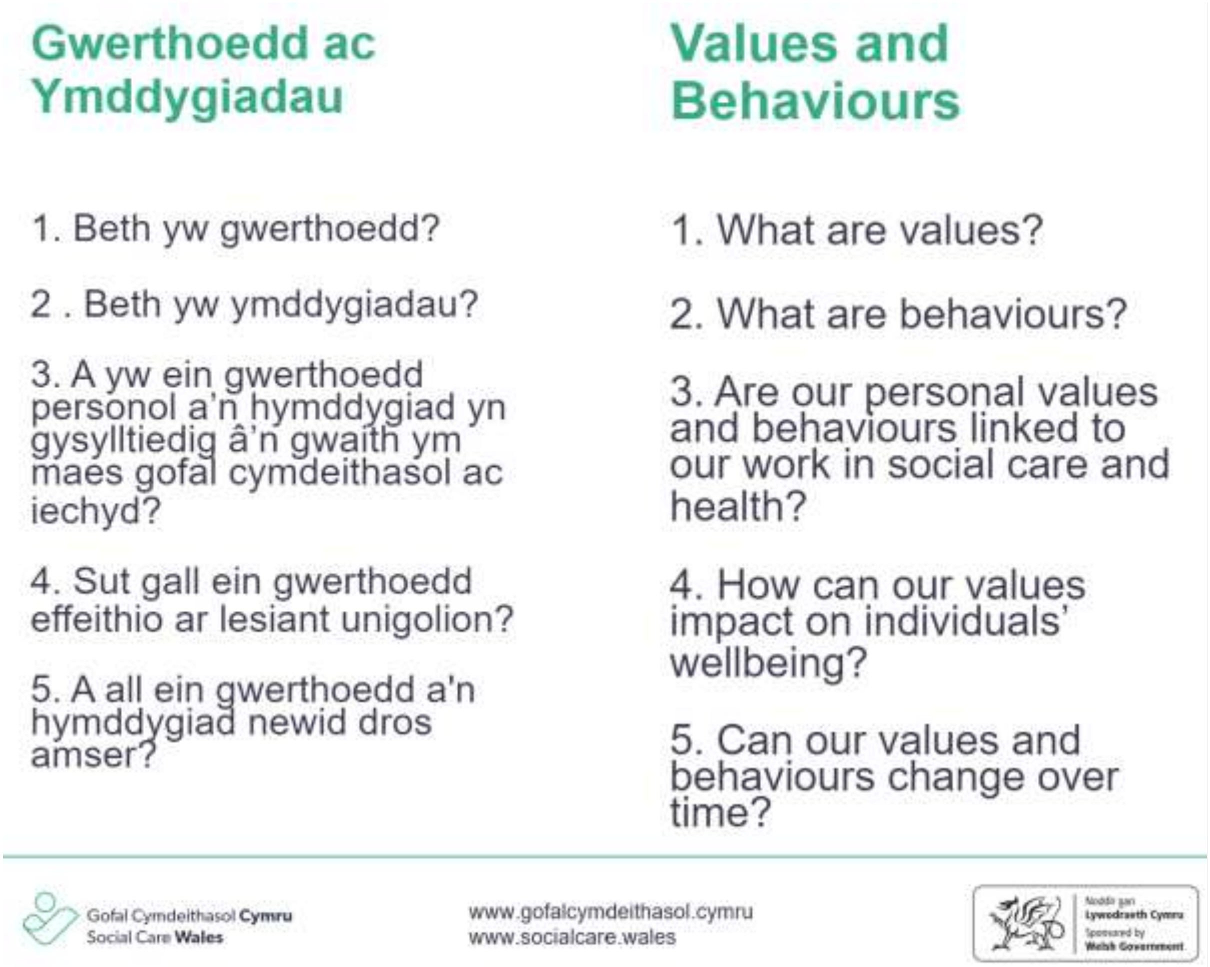
Facilitator notes

<u>Welsh</u>

Sleid yn ymwneud ag AC 1.2: Y cysyniad o ddinasyddiaeth a sut mae hyn yn hybu cyfranogiad a chynhwysiant pob aelod o gymdeithas

<u>English</u>

Slide relating to AC 1.2: The concept of citizenship and how this promotes participation and inclusion of all members of society



Facilitator notes

<u>Welsh</u>

Sleid yn ymwneud ag AC 1.3: Sut mae gwerthoedd ac ymddygiad yn effeithio ar ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn a gwasanaethau sy'n canolbwyntio ar y dinesydd

Gwybodaeth a gymerwyd o HCLW – Lefel 4 Cymhwyster Paratoi ar gyfer Arwain a Rheoli Uned 410 t3
Cyfeiriadau

Callwood, A., Cooke, D. and Allan, H. (2016) 'Value-based recruitment in midwifery: do the values align with what
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Gofal Cymdeithasol Cymru (2019) *Sut rydym yn gweithio.* Ar gael yn: https://socialcare.wales/about/how-we-work?record-language-choice=en-cy (Cyrchwyd: 30 Ionawr 2018).

English

Slide relating to AC 1.3: How values and behaviors impact on person/child centered practice and citizen focused services

Information taken from HCLW – Level 4 Preparing for Leadership and Management Qualification Unit 410 pp3
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Gradinger, F., Britten, N., Katrina Wyatt, K., Froggatt, K., Gibson, A., Jacoby, A., Lobban, F., Mayes, D., Snape, D., Rawcliffe, T., Popay, J. (2013) 'Values associated with public involvement in health and social care research: a narrative review', *Health Expectations,* (18) pp.661–675. *Wiley Online* [Online]. Available at: http://onlinelibrary.wiley.com/ (Accessed: 1 February 2019).

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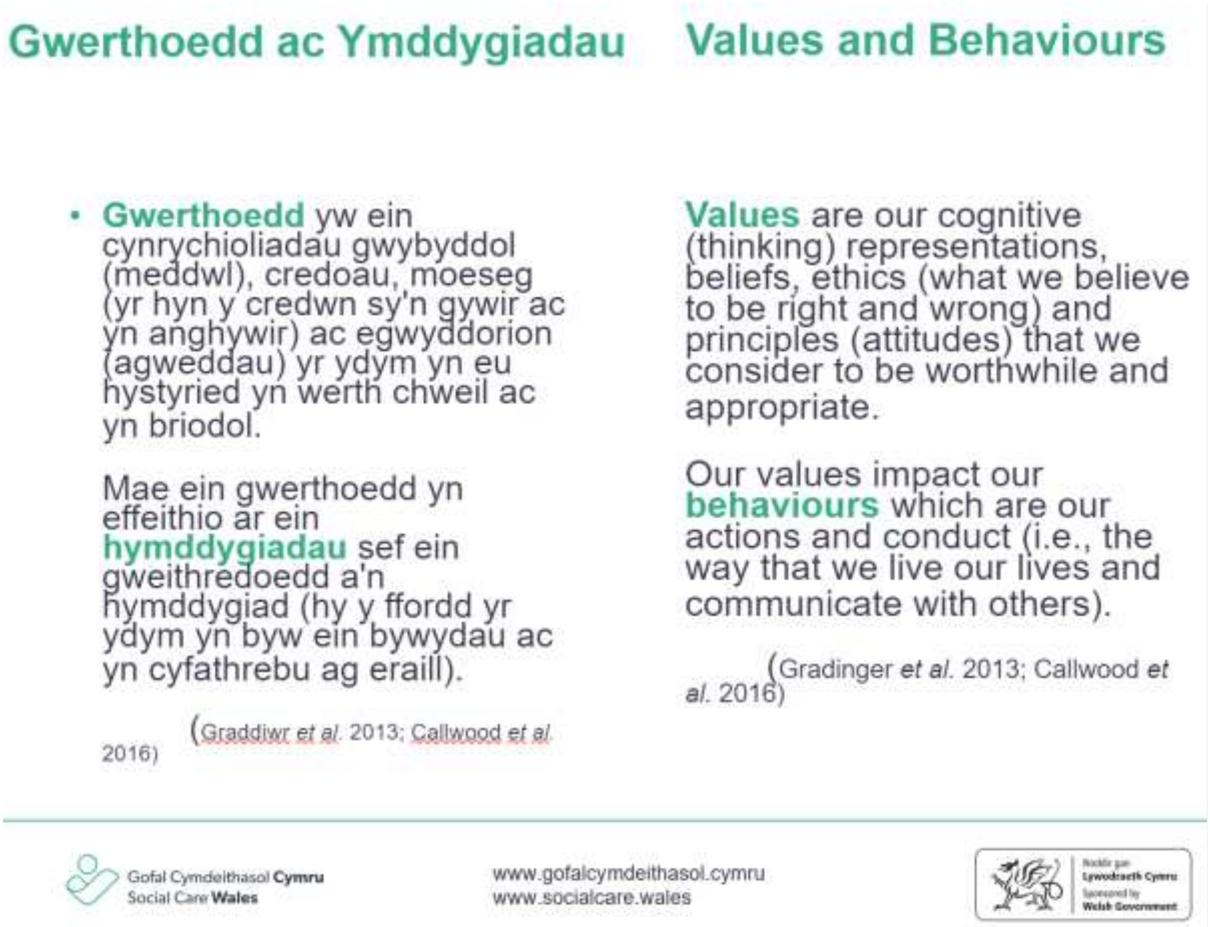


Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.3: Sut mae gwerthoedd ac ymddygiad yn effeithio ar ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn a gwasanaethau sy'n canolbwyntio ar y dinesydd

A yw ein gwerthoedd personol a'n hymddygiad yn gysylltiedig â'n gwaith ym maes gofal cymdeithasol ac iechyd?

Mae yna gred y dylai ein gwerthoedd personol a’n hymddygiad fod yn gysylltiedig â’n gwaith ym maes gofal cymdeithasol ac iechyd.

Dyma pam mae sefydliadau'n cyhoeddi eu gwerthoedd ac yn cymryd rhan mewn arferion fel recriwtio ar sail gwerthoedd (ee cwestiynau cyfweliad sy'n bwriadu nodi gwerthoedd cyfweleion i weld a ydynt yn cyd-fynd yn dda â'r sefydliad).

(Callwood *et al.* 2016*)*

English

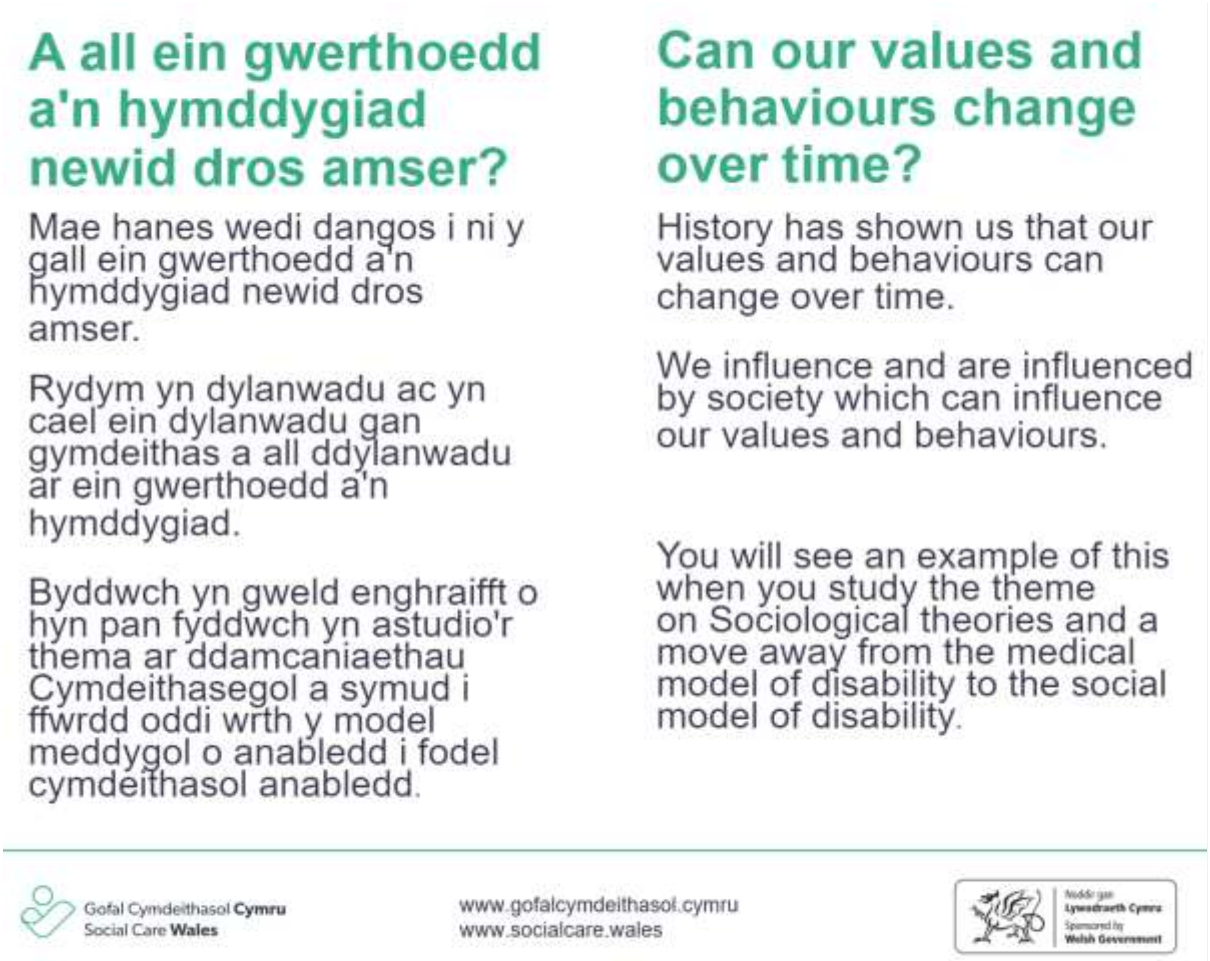
Slide relating to AC 1.3: How values and behaviors impact on person/child centered practice and citizen focused services

Are our personal values and behaviours linked to our work in social care and health?

There is a belief that our personal values and behaviours should be linked to our work in social care and health.

This is why organisations publish their values and engage in practices such as values based recruitment (e.g. interview questions that intend to identify interviewees' values to see if they are a good fit with the organisation).

(Callwood *et al.* 2016*)*



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.3: Sut mae gwerthoedd ac ymddygiad yn effeithio ar ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn a gwasanaethau sy'n canolbwyntio ar y dinesydd

English

Slide relating to AC 1.3: How values and behaviours impact on person/child centered practice and citizen focused services

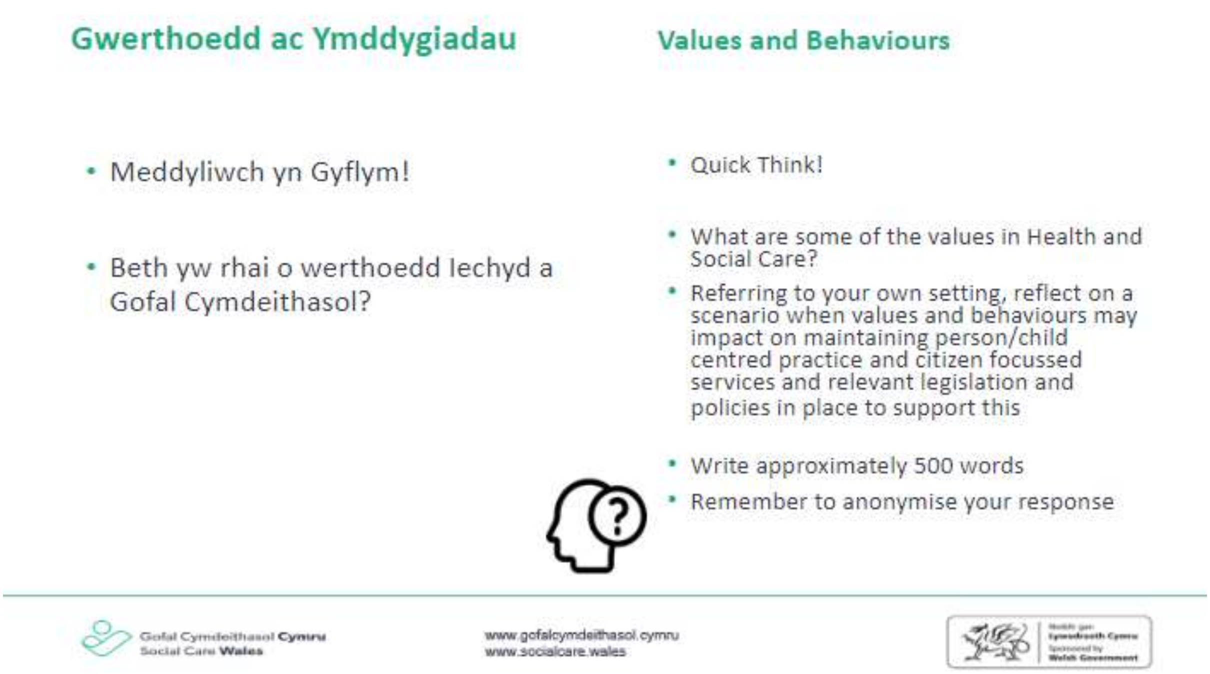
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.3: Sut mae gwerthoedd ac ymddygiad yn effeithio ar ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn a gwasanaethau sy'n canolbwyntio ar y dinesydd

English

Slide relating to AC 1.3: How values and behaviours impact on person/child centred practice and citizen focused services



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.3: Sut mae gwerthoedd ac ymddygiad yn effeithio ar ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn a gwasanaethau sy'n canolbwyntio ar y dinesydd
Parchu a hyrwyddo urddas, preifatrwydd, dewisiadau, diwylliant, iaith, unigrywiaeth ac amrywiaeth

- Mynd i'r afael â gwahaniaethu a throseddau casineb

- Trin unigolion gyda charedigrwydd a thosturi

- Gweithredu gydag uniondeb (gonestrwydd)

- Hyrwyddo ymddiriedaeth

- Gweithredu er lles yr unigolyn gyda chyn lleied o ataliaeth â phosibl

- Hyrwyddo cynhwysiant, llesiant, dewis, rheolaeth a hawliau
Parchu a hyrwyddo urddas, preifatrwydd, dewisiadau, diwylliant, iaith, unigrywiaeth ac amrywiaeth

- Mynd i'r afael â gwahaniaethu a throseddau casineb

- Trin unigolion gyda charedigrwydd a thosturi

- Gweithredu gydag uniondeb (gonestrwydd)

- Hyrwyddo ymddiriedaeth

- Gweithredu er lles yr unigolyn gyda chyn lleied o ataliaeth â phosibl

- Hyrwyddo cynhwysiant, llesiant, dewis, rheolaeth a hawliau

<u>English</u>

Slide relating to AC 1.3: How values and behaviours impact on person/child centred practice and citizen focused services
Respecting and promoting dignity, privacy, preferences, culture, language, uniqueness and diversity

- Tackling discrimination and hate crime

- Treating individuals with kindness and compassion

- Acting with integrity (honesty)

- Promoting trust

- Acting in the best interests of an individual with minimum restraint

- Promoting inclusion, wellbeing, choice, control and rights

Respecting and promoting dignity, privacy, preferences, culture, language, uniqueness and diversity

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- Acting in the best interests of an individual with minimum restraint

- Promoting inclusion, wellbeing, choice, control and rights

Facilitator notes

<u>Welsh</u>

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg

Hawliau a rhyddid: dull hawliau dynol (i hyrwyddo ymarfer sy'n canolbwyntio ar yr unigolyn/plentyn ac asesu angen a risg, gan gynnwys yr hyn sy'n bwysig i unigolion)

<u>English</u>

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk

Rights and liberty: a human rights approach (to promote person/child centred practice and assessment of need and risk, including what matters to individuals)

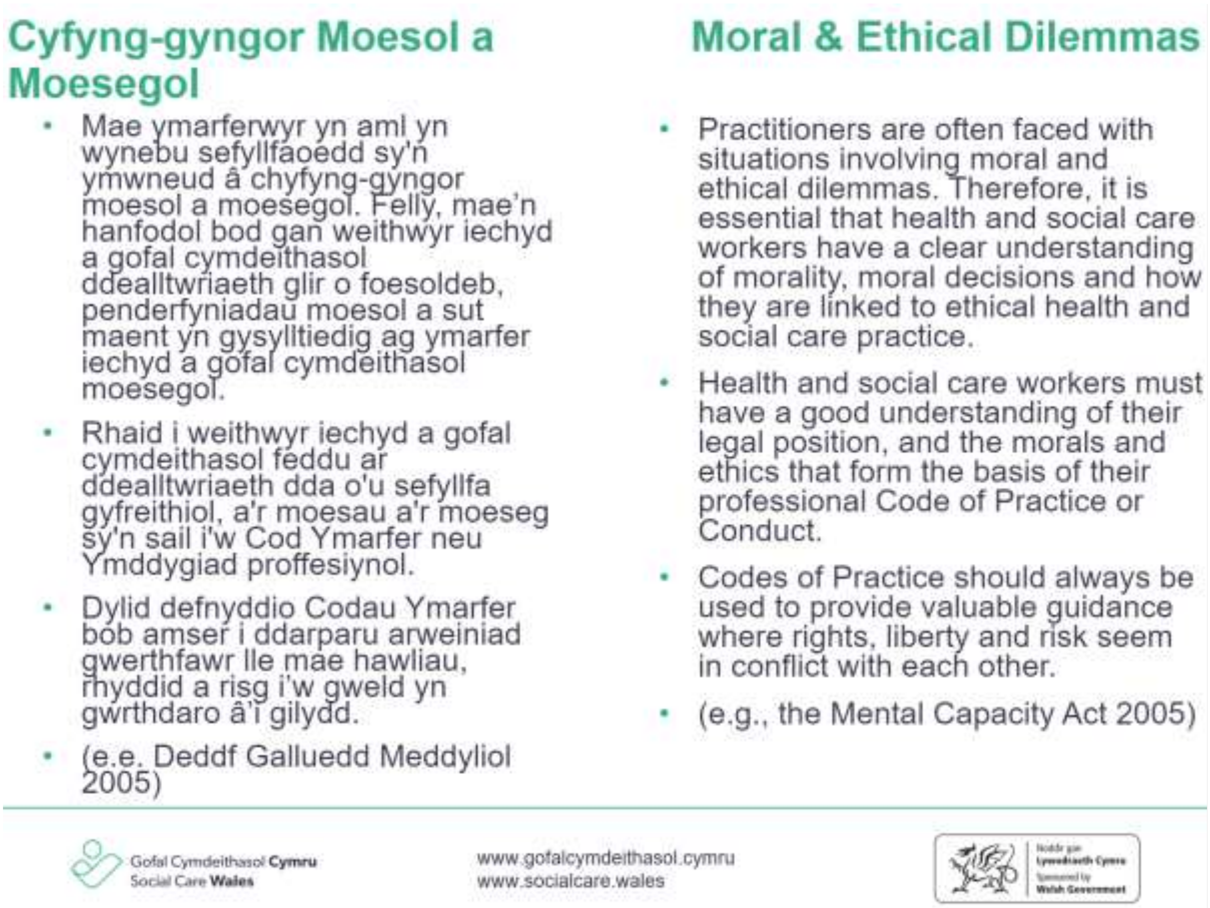
Facilitator notes

<u>Welsh</u>

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg
Yn nes ymlaen yn yr uned, byddwn yn edrych yn agosach ar sut mae cymryd risg yn gysylltiedig â rhwystrau, cydsyniad, y gallu i wneud penderfyniadau, yr egwyddorion sy'n ymwneud â rheoli risgiau, ac, fel y nodir yn Rhan 9 canllawiau statudol y Ddeddf Cymdeithasol a Llesiant (Cymru) 2014, y rôl y mae gweithio mewn partneriaeth yn ei chwarae wrth ymdrin â risgiau a hyrwyddo llesiant.

<u>English</u>

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk
Later on in the unit, we will take a closer look at how risk-taking is linked to barriers, consent, capacity to making decisions, the principles that are concerned with managing risks, and how, as is detailed in Part 9 of the Social Services and Well-Being (Wales) Act 2014 statutory guidance, the role that partnership working plays in dealing with risks and promoting well-being.



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg
Beth mae'r term 'moesol' yn ei olygu? Dyma yw yr 'egwyddorion a chredoau ynghylch ymddygiad cywir ac anghywir'.
Beth yw 'penderfyniadau moesol'? Penderfyniad moesol yw **dewis a wneir yn seiliedig ar foeseg, moesau, cymeriad person, a'r hyn y mae'n ei gredu yw ymddygiad priodol.** Mae'r penderfyniadau hyn yn tueddu i effeithio nid yn unig ar ein llesiant ein hunain, ond ar lesiant pobl eraill.
Beth yw ystyr 'moeseg'? Yn ei ffurf symlaf, moeseg yw system o egwyddorion moesol. Maent yn effeithio ar sut mae pobl yn gwneud penderfyniadau ac yn byw eu bywydau. Mae moeseg yn ymwneud â'r hyn sy'n dda i unigolion a chymdeithas ac fe'i disgrifir hefyd fel athroniaeth foesol.
Mae'r term yn deillio o'r gair Groegaidd *ethos* a all olygu arfer, arferiad, cymeriad neu anian.
Mae ein cysyniadau o foeseg wedi deillio o grefyddau, athroniaethau a diwylliannau. Maent yn trwytho dadleuon ar bynciau fel erthyliad, hawliau dynol ac ymddygiad proffesiynol.

Mae'n bwysig bod ymarferwyr, yn unol â Rhan 2 6.(2) o Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 yn adnabod:
dylai hawliau'r unigolyn fod yn hollbwysig yn y dull;
dylai eu lles pennaf fod yn hollbwysig bob amser;
cyn belled ag y bo'n rhesymol ymarferol, dylech ganfod ac ystyried barn, dymuniadau a theimladau'r unigolyn;
dylech ystyried pwysigrwydd hybu a pharchu urddas yr unigolyn;
dylech ystyried nodweddion, diwylliant a chredoau'r unigolyn (gan gynnwys, er enghraifft, iaith) tra'n cydnabod pwysigrwydd diogelu'r unigolyn;
dylech ystyried pwysigrwydd darparu cymorth priodol i alluogi'r unigolyn i gymryd rhan mewn penderfyniadau sy'n effeithio arno i'r graddau sy'n briodol o dan yr amgylchiadau, yn enwedig pan fo gallu'r unigolyn i gyfathrebu yn gyfyngedig am unrhyw reswm.

English

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk
What does the term 'moral' mean? It is the 'principles and beliefs concerning right and wrong behaviour'.
What are 'moral decisions'? A moral decision is **a choice made based on a person's ethics, manners, character, and what they believe is proper behavior.** These decisions tend to affect not only our own well-being, but the well-being of others.
What is meant by 'ethics? At its simplest, ethics is a system of moral principles. They affect how people make decisions and lead their lives.
Ethics is concerned with what is good for individuals and society and is also described as moral philosophy.
The term is derived from the Greek word *ethos* which can mean custom, habit, character or disposition.
Our concepts of ethics have been derived from religions, philosophies and cultures. They infuse debates on topics like abortion, human rights and professional conduct.

It is important that practitioners, in line with Part 2 6.(2) Of the Social Services and Well-Being (Wales) Act 2014 recognise:
the rights of the individual should be paramount to the approach;
their best interests should always be paramount;
as far as is reasonably practicable, ascertain and have regard to the individual's views, wishes and feelings;
have regard to the importance of promoting and respecting the dignity of the individual;
have regard to the characteristics, culture and beliefs of the individual (including, for example, language) whilst recognising the paramountcy of safeguarding the individual;
have regard to the importance of providing appropriate support to enable the individual to participate in decisions that affect him or her to the extent that is appropriate in the circumstances, particularly where the individual's ability to communicate is limited for any reason.

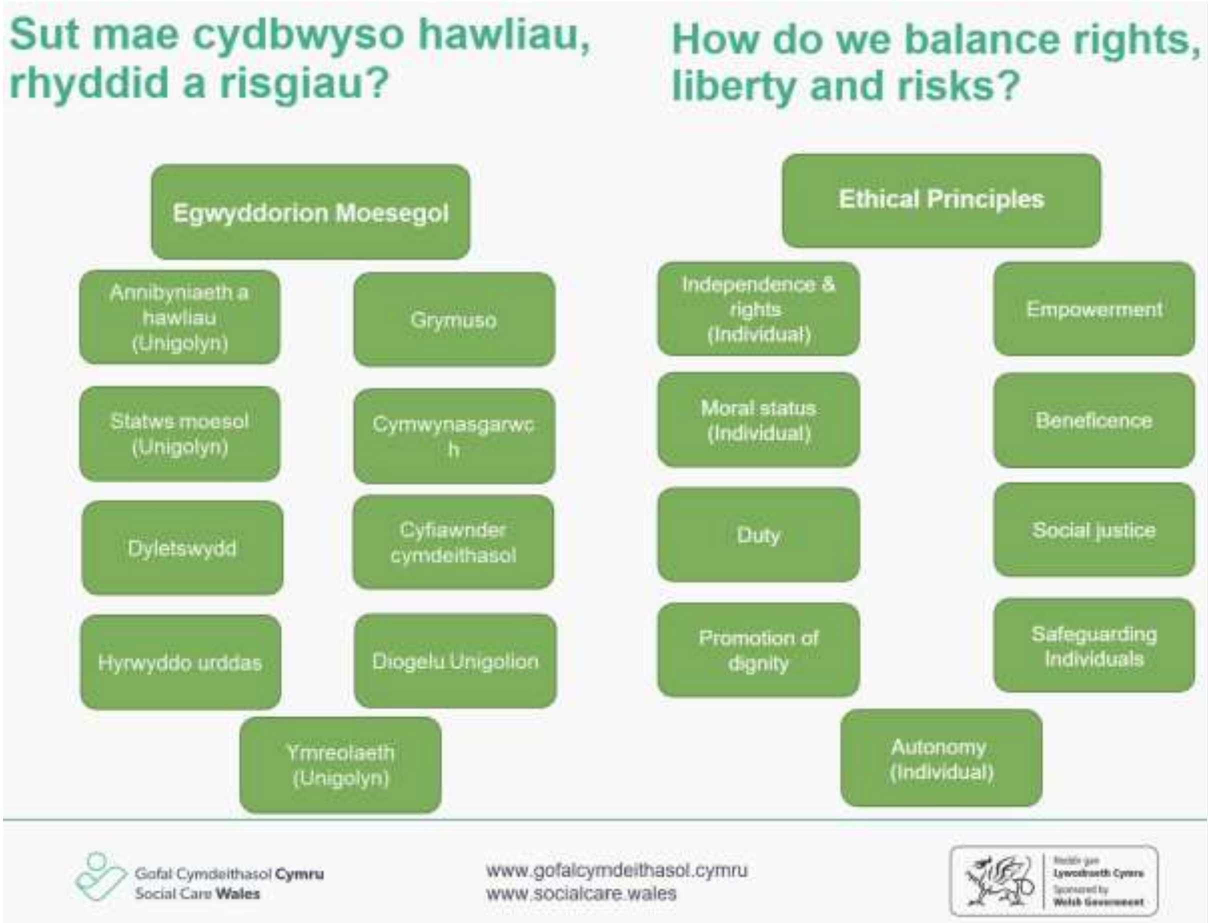
Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg

English

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg. Bydd y sleid hon yn gyfle i ddangos ac amlygu agweddau allweddol o Adnodd Gofal Cymdeithasol Cymru: '***Egwyddorion ymarfer 'Cydbwyso risgiau, hawliau a chyfrifoldebau ar gyfer oedolion: dull cadarnhaol o ymdrin â risgiau'.***

Mae Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 yn amlygu pwysigrwydd asesu a chynllunio gofal. Mae'n amlygu y dylai'r prosesau hyn bob amser sefydlu a hyrwyddo 'yr hyn sy'n bwysig' i unigolion. Mae'r Ddeddf yn datgan:

- Cynhelir asesiadau yn y ffordd orau i ddiwallu anghenion unigolyn.
- Mae'r ffocws ar yr hyn sy'n bwysig i'r person a sut y gall ddefnyddio ei gryfderau a'i adnoddau ei hun i wneud y pethau hynny. Mae asesu yn bartneriaeth rhwng y person a'r gweithiwr proffesiynol.
- Gellir cynnal asesiad o berson gan wahanol bartneriaid ar yr un pryd. Gall un corff gwblhau'r asesiadau hyn ar ran eraill.

Ar gyfer ymarferwyr, sgwrs 'beth sy'n bwysig' yw sgwrs wedi'i thargedu sy'n ymwneud â unrhyw broses asesu. Mae'n cyfeirio at ffordd fedrus o weithio gydag unigolion i sefydlu'r sefyllfa, eu llesiant presennol, yr hyn y gellir ei wneud i'w cefnogi a'r hyn y gellir ei wneud i

hybu eu llesiant a'u gwydnwch er gwell. Nid yw'n asesiad ynddo'i hun: mae'n ffordd o gynnal yr asesiad, gyda'r ymarferydd yn cael y math cywir o sgwrs i nodi gyda'r unigolyn:
- sut maen nhw eisiau byw eu bywyd.
- beth allai fod yn atal hynny.

- pa gymorth y gallai fod ei angen i oresgyn y rhwystrau hynny.

Am arweiniad pellach, gweler adnoddau Gofal Cymdeithasol Cymru: *Sgyrsiau beth sy'n bwysig ac asesu*. **https://gofalcymdeithasol.cymru/gwella-gwasanaethau/sgyrsiau-beth-syn-bwysig-ac-asesu**

Egwyddorion moesegol: canllawiau ar gyfer ymddygiad priodol, sy'n canolbwyntio ar weithredoedd, agweddau a gwerthoedd. Mae'n rhaid i'r gweithiwr iechyd a gofal cymdeithasol ymddwyn mewn ffordd wrth-wahaniaethol a gwrth-ragfarn bob amser.

Mae egwyddorion moesegol yn dibynnu ar: (gweler isod).

Statws moesol unigolion: Mae pob egwyddor yn gyfartal - nid yw un yn bwysicach na'r llall. Yn ystod y blynyddoedd diwethaf bu ffocws agosach ar ymreolaeth unigol ac mae wedi dod yn hanfodol cynnig dewis a grymuso unigolion.

Cymwynasgarwch: Mae hyn yn cyfeirio at gamau gweithredu sy'n hyrwyddo llesiant pobl eraill. Yn y cyd-destun meddygol, mae hyn yn golygu cymryd camau sydd er lles pennaf cleifion neu ddefnyddwyr gwasanaeth. Mae gan weithwyr gofal cymdeithasol ddyletswydd i weithredu er lles pennaf unigolyn bob amser. Gall hyn olygu cydbwyso manteision triniaeth feddygol yn erbyn y risgiau a'r costau.

Cyfiawnder Cymdeithasol: Dylai pob unigolyn gael mynediad cyfartal i driniaeth feddygol a bod yn gwbl ymwybodol o'u hawliau cyfreithiol. Mae'n rhaid i ymarferwyr sicrhau bod y ddeddfwriaeth berthnasol yn cael ei rhoi ar waith. Mae Deddf Plant 1989, er enghraifft, yn datgan bod yn rhaid i awdurdodau lleol weithredu er 'lles pennaf' pob plentyn, a bod gan bob plentyn hawl sylfaenol i dai, gofal iechyd ac addysg.

Grymuso: hyrwyddo dewis, gwneud penderfyniadau, parchu annibyniaeth.

Dyletswydd: dyletswydd gofal.

Gorthrwm Caredig: Pan fydd gofalwyr cymdeithasol ystyrlon yn gwneud penderfyniadau ar ran yr unigolion yn eu gofal, neu'n eu hatal rhag ymddwyn mewn ffordd briodol llawn risg, er budd eu diogelwch.

English

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk. This slide will be an opportunity to show and highlight the key aspects of the Social Care Wales Resource: '***Practice principles Balancing risks, rights and responsibilities for adults: a positive approach to risk'.***

The Social and Services & Well-Being (Wales) Act 2014 highlights the importance of assessment and care planning. It highlights that these processes should at all times establish and promote ‘what matters’ to individuals. The Act states:

- Assessments are carried out in the best way to meet an individual’s needs.
- The focus is on what matters to the person and how they can use their own strengths and resources to do those things. Assessment is a partnership between the person and the professional.
- Assessment of a person by different partners can be carried out at the same time. These assessments can be completed by one body on behalf of others.

For practitioners, a 'what matters' conversation is a targeted conversation relating to any assessment process. It refers to a skilled way of working with individuals to establish the situation, their current well-being, what can be done to support them and what can be done to promote their well-being and resilience for the better. It's not an assessment in itself: it's a way of carrying out the assessment, with the practitioner having the right type of conversation to identify with the individual:
- how they want to live their life.
- what might be preventing that.

- what support might be required to overcome those barriers.

For further guidance, see Social Care Wales’: *What matters conversations and assessment* resources. **https://socialcare.wales/service-improvement/what-matters-conversations-and-assessment**

Ethical principals: are guidelines for appropriate behaviour, focusing on actions, attitudes and values. The health and social care worker must always behave in an anti-discriminatory and anti-biased way.

Ethical principals depend on: (see below).

Moral Status of individuals: All principles are equal- one is not more important than another. In recent years there has been a closer focus on individual autonomy and it has become essential to offer choice and empower individuals.

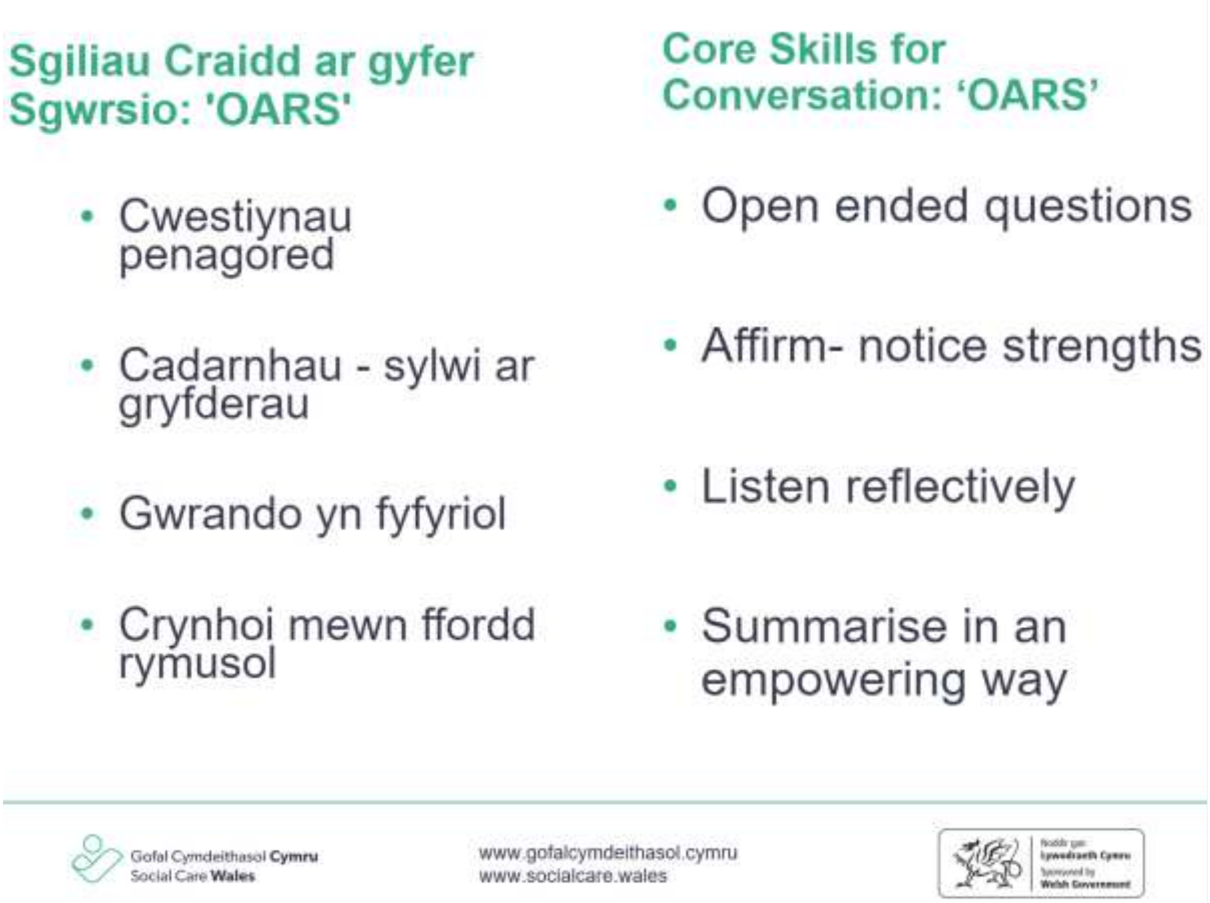
Beneficence: This refers to actions that promote the well-being of others. In the medical context, this means taking actions that serve the best interests of patients or service users. Social care workers have a duty to act in an individual’s best interest at all times. This can involve balancing the benefits of medical treatment against the risks and the costs.

Social Justice: All individuals should have equal access to medical treatment and be fully aware of their legal rights. Practitioners have to make sure that the relevant legislation is put into practice. The Children’s Act 1989, for instance, states that local authorities must act in the ‘best interests’ of all children, and that each child has a fundamental right to housing, health care and education.

Empowerment: promoting choice, decision-making, respecting independence.

Duty: duty of care.

Benevolent Oppression: When well-meaning social carers make decisions on behalf of the individuals in their care, or prevent them from behaving in an appropriate risky way, in the interests of their safety.



Facilitator notes

Welsh

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg
OARS:

English

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk
OARS:

Beth mae'n rhaid i ymarferwyr gwasanaethau cymdeithasol ei gofio?

- Nid oes unrhyw benderfyniad yn rhydd o niwed.
- Gwneir penderfyniadau effeithiol ar sail asesiad a dadansoddiad rhesymegol o'r risg.
- Mae sylfaen dystiolaeth gadarn yn allweddol.
- Dylai ymarferwyr a'r unigolyn sy'n wynebu risg ddod i ddealltwriaeth gyffredin o'r pryderon.
- Mae asesu risg yn broses barhaus.
- Egwyddorion cymryd risgiau cadarnhaol:

https://socialcare.wales/cms_assets/file-uploads/Practice-principles-224-June-20.pdf

What must social services practitioners remember?

- No decision is damage free.
- Effective decisions are made based on a calculated and reasoned assessment and analysis of the risk.
- A sound evidence base is key.
- Practitioners and the individual at risk should reach a shared understanding of the concerns.
- Risk assessment is an ongoing process.
- Principles of positive risk taking:

https://socialcare.wales/cms_assets/file-uploads/Practice-principles-224-June-20.pdf

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Social Care **Wales**

www.gofalcymdeithasol.cymru
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Welsh

Sleid yn ymwneud ag AC 1.4: Sut y gellir cydbwyso parch at hawliau a rhyddid gyda risg

(I'w ddarllen gyntaf): Gellir cynnal dull sy’n canolbwyntio ar yr unigolyn o asesu risg os yw ymarferwyr yn cydnabod:

Mae’r wybodaeth hon wedi’i chymryd o Weithdrefnau Diogelu Cymru (*Awgrymiadau ar gyfer Ymarfer: Asesiad risg a dull sy'n canolbwyntio ar yr unigolyn).*

English

Slide relating to AC 1.4: How regard for rights and liberty can be balanced with risk

(To be read first): Maintaining a person-centred approach to risk assessment can be achieved if practitioners recognise:

This information has been taken from the Wales Safeguarding Procedures (*Pointers for Practice: Risk assessment and a person-centred approach).*

Myfyrio

Adroddiad myfyriol o'r ymarfer

Dros yr ychydig wythnosau nesaf, nodwch unrhyw sefyllfa lle rydych wedi cymryd rhan mewn proses asesu i gydbwyso hawliau â risg

Gallai hyn fod er enghraifft:

- llenwi asesiad risg
- Cofnodi nodiadau o drafodaeth gyda defnyddiwr gwasanaeth a'i deulu/gofalwyr
- Trafodaethau gyda'ch rheolwr llinell

Reflection

Reflective account of practice

Over the next few weeks, capture any situation where you have engaged in an assessment process to balance rights with risk

This could be for example:

- filling in a risk assessment
- Recording notes of a discussion with a service user and their family/carers
- Discussions with your line manager