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**TAFLEN BENDERFYNIAD CABINET Y CYNGOR/ COUNCIL CABINET DECISION
NOTICE**

Dyddiad/Date 20140701

PWNC / SUBJECT

Eitem 6 Cynllun Iawndal Diswyddo

Item 6 Redundancy Compensation Scheme

PENDERFYNIAD / DECISION

Diwygio Cynllun Iawndal Diswyddo'r Cyngor i uchafswm o 45 wythnos a 30 wythnos i'r rhai sy'n 55 oed a throsodd ac sy'n cael rhyddhau eu pensiwn. Yn weithredol o'r 1^{af} o Dachwedd 2014.

Datganodd y Cynghorydd Gareth Roberts fuddiant personol yn yr eitem hwn oherwydd bod ei ferch wedi dechrau gweithio gyda'r Cyngor yn ddiweddar. Roedd yr Aelod o'r farn nad oedd yn fuddiant oedd yn rhagfarnu ac ni adawodd y Siambr yn ystod y drafodaeth ar yr Eitem.

Datganodd y Cynghorydd Gareth Thomas fuddiant personol yn yr eitem hwn oherwydd bod ei fab yng nghyfraith yn gweithio i'r Cyngor. Roedd yr Aelod o'r farn nad oedd yn fuddiant oedd yn rhagfarnu ac ni adawodd y Siambr yn ystod y drafodaeth ar yr Eitem.

Datganodd y swyddogion Alwyn Evans Jones, Rhun ap Gareth, Dafydd Edwards a Rhian Tomos fuddiant personol yn yr eitem hwn oherwydd eu bod yn gyflogedig gan y Cyngor ond oherwydd bod eu presenoldeb yn hanfodol yng nghyfarfod y Cabinet, ni adawsant y Siambr yn ystod y drafodaeth ar yr Eitem. Datganodd Morwena Edwards fuddiant yn yr eitem yn ogystal ac fe adawodd y Siambr yn ystod y drafodaeth.

To revise the Council's Redundancy Compensation Scheme to a maximum of 45 weeks and 30 weeks for those who are 55 years old and over and who will have their pension released. Effective from 1 November 2014.

Councillor Gareth Roberts declared a personal interest in this item because his daughter had started work with the Council recently. The Member was of the opinion that it was not a prejudicial interest, and he did not withdraw from the meeting during the discussion on the Item.

Councillor Gareth Thomas declared a personal interest in this item because his son-in-law worked for the Council. The Member was of the opinion that it was not a prejudicial interest, and he did not withdraw from the meeting during the discussion on the Item.

The officers, Alwyn Evans Jones, Rhun ap Gareth, Dafydd Edwards and Rhian Tomos declared a person interest in this item because they were employed by the

Council but as their presence at the Cabinet meeting was essential, they did not withdraw from the Chamber during the discussion on the Item. Morwena Edwards also declared an interest in the item and withdrew from the Chamber during the discussion.

Rhesymau dros y penderfyniad / Reason for the decision:-

Mae Cynllun lawndal diswyddo'r Cyngor erbyn hyn yn anghymesur â chynlluniau mwyafrif cyngorau Cymru. Gan fod y Cyngor yn edrych ar ei holl opsiynau i wneud arbedion mae cyfle yma wrth ddiwygio'r cynllun, ei resymoli a'i wneud yn debycach i gynlluniau cyngorau eraill.

Modelwyd hefyd beth fyddai'r arbedion o symud i'r cynllun arfaethedig, yn seiliedig ar ddiswyddiadau yn 2012/13 (oedd yn cynnwys 41 o amrywiol ddiswyddiadau). Roedd yr arbediad yn £162K.

Gan fod mwyafrif cyngorau Cymru wedi symud i gynllun 45 wythnos ers peth amser bellach a nifer yn gwneud cynlluniau i gwtogi ymhellach i gynllun 30 wythnos, argymhellir opsiwn 2, sydd yn ffafrio unigolion nad ydynt yn cael rhyddhau eu pensiwn mewn sefyllfa o ddiswyddo.

Erbyn hyn mae gan y Cyngor 'Femorandwm o Ddealltwriaeth' gydag undebau cydnabyddedig gweithlu'r GPT&CH i ymgynghori gyda hwy ar y newid hwn yn ystod y flwyddyn ariannol hon. Mae'r ymgynghoriad hwn wedi'i gynnal. Prif sylwadau'r undebau yw:

- < sicrhau bod y newid arfaethedig yn gyfreithiol gywir o safbwynt gwahaniaethu ar sail oedran
- < gohirio'r newid cyn hired â phosibl

Cafwyd barn gyfreithiol eisoes yn datgan nad yw'r argymhelliad yn gwahaniaethu ar sail oedran. Dylai'r cynllun gael ei fonitro yn gyson dros y blynyddoedd nesaf er mwyn sicrhau na fydd staff Cyngor Gwynedd yn cael eu trin yn llai ffafriol yn ystod unrhyw ad drefnu llywodraeth leol yn y dyfodol.

The Council's Redundancy Compensation Scheme is incommensurate with the schemes of most of Wales' Councils. As the Council is looking at all its options to make savings, there is an opportunity here by revising the scheme and streamlining it in accordance with other councils' schemes.

A modelled was also created of what the savings would be of moving to the proposed scheme, based on redundancies in 2012/13 (which included 41 various redundancies). The saving was £162K.

As most of Wales's councils have moved to a 45 week scheme some time ago and many are making plans to reduce further to a 30 week scheme, Option 2 is recommended, which favours the individual who will not have their pension released in a redundancy situation.

The Council now has a Memorandum of Understanding with the recognised unions of the APT&C workforce, to consult with them on this change in the current financial year. This consultation has been conducted. The unions' main observations are:

- < to ensure that the proposed change is legally correct from an age discrimination standpoint*
- < to defer the change for as long as possible*

A legal opinion has already been sought which states that the recommendation does not discriminate on the basis of age. The scheme should be reviewed regularly over the next few years to ensure that the staff of Gwynedd Council are not treated less favourably during any future local government reorganisation.

Sylwadau neu bwyntiau croes / Observations or opposing views:-

Yn dilyn cyflwyno'r eitem gan yr Aelod Cabinet Adnoddau, eglurwyd mai'r hyn sydd yma yw tâl i unigolyn pan fydd swydd yn dod i ben. Nodwyd yn ogystal mai'r nod ydy sicrhau amodau ffafriol i'r sawl a ddiswyddir gael canfod swydd arall.

Following the presentation of the item by the Cabinet Member for Resources, it was explained that this was in relation to a payment to an individual when a job came to an end. It was also noted that the aim was to ensure favourable conditions for the person who was made redundant to find other work.

Barn y swyddogion statudol / The views of the Statutory Officers:-

1. Y Prif Weithredwr / Chief Executive:-

Yn amlwg, yng ngoleuni'r her ariannol enfawr y mae'n ei wynebu, mae'n rhaid i'r Cyngor edrych ar bob elfen o'i wariant. Wrth wneud hyn, mae edrych ar wariant cymharol cynghorau cyfagos neu debyg yn bwysig ac mae'r adroddiad hwn yn nodi'r taliadau y mae cynghorau cyfagos yn eu gwneud mewn achosion fel hyn. Rwy'n cymeradwyo'r argymhelliad sydd, fel mae'r adroddiad yn nodi, yn debyg o arbed symiau arwyddocaol i'r Cyngor.

Obviously, in light of the huge financial challenges it faces, the Council must look at all elements of its expenditure. In doing this, looking at the relative expenditure of neighbouring or similar councils is important and this report sets out the payments that are made by neighbouring councils in such cases. I approve the recommendation, which, as the report notes, is likely to save the Council significant sums.

2. Swyddog Monitro / Monitoring Officer:-

Mae'r adroddiad wedi bod yn destun arweiniad cyfreithiol ac adroddir ar ganlyniad proses ymgynghori. Dim sylwadau pellach i'w hychwanegu o safbwynt priodoldeb.

The report has been the subject of legal guidance and includes the results of a consultative process. No further comments to be added from a propriety

perspective.

3. Prif Swyddog Cyllid / Chief Finance Officer:-

Mae'r adroddiad yn adnabod oblygiadau diwygio'r cynllun diswyddo a'i resymoli, ac mae hynny yn anochel yn yr hinsawdd ariannol bresennol. Byddai'r Cyngor yn osgoi costau wrth symud ymlaen gyda'r cynllun a ffafrir, ond bydd maint yr arbedion hynny yn amrywio gyda'r nifer staff fydd raid eu diswyddo, oedran unigolion, ayb.

Mae gan y Cyngor gronfa benodol i gwrdd â chostau diswyddo a bydd yr addasiad yma i delerau'r cynllun diswyddo yn gostwng y pwysau ar y gronfa diswyddo (dyweder 20% - 30%), gan leihau rhywfaint ar arian fydd raid i'r Cyngor ddarganfod i ychwanegu at y gronfa honno dros y 4 blynedd nesaf.

The report identifies the implications of revising and rationalising the redundancy scheme, and this is inevitable in the current financial climate. The Council would avoid costs by adopting the proposed scheme, but the size of those savings will vary with the number of staff that have to be made redundant, individual's age etc.

The Council has a fund specifically to meet redundancy costs and the adjustment to the terms of this redundancy scheme will reduce the pressure on the redundancy fund (say 20%-30%), by reducing some money the Council will have to find to add to that fund over the next 4 years.

Barn yr aelod lleol / Views of the Local Member

Dim yn berthnasol
Not relevant.

**TAFLEN BENDERFYNIAD CABINET Y CYNGOR/ COUNCIL CABINET DECISION
NOTICE**

Dyddiad/Date 20140701

PWNC / SUBJECT

Eitem 7 Cymorth Tuag at Dreth Cyngor i Bensiynwyr 2014/15
Item 7 Assistance towards Pensioners' Council Tax 2014/15

PENDERFYNIAD / DECISION

Dosrannu'r gyllideb £150,000 i gynorthwyo pensiynwyr cymwys i dalu Treth Cyngor yn 2014/15, trwy leihau'r swm o dreth taladwy (cwtogiad hyd at £95) i'r unigolion sydd ar 1 Gorffennaf 2014 –

-
- < yn 60 oed neu fwy ac yn derbyn pensiwn gwladol,
 - < yn gyfrifol am dreth cyngor sydd â wnelo â'u hunig neu brif gartref, ac
 - < yn derbyn gostyngiad rhannol (ar sail incwm) tuag at gyfrifoldeb treth cyngor blynyddol, ond ddim gostyngiad llawn (h.y. yn talu elfen o'r dreth).

Distribute a budget of £150,000 to assist qualifying pensioners to pay Council Tax in 2014/15, by reducing the sum payable (a reduction of up to £95) to individuals that on 1 July 2014 are -

- < *60 years old or over and in receipt of state pension,*
- < *responsible for council tax on his/her sole or main residence, and*
- < *in receipt of partial reduction (income based) towards annual council tax responsibility, but not the full reduction (i.e. paying an element of council tax).*

Rhesymau dros y penderfyniad / Reason for the decision:-

Rhwng 2009/10 a 2013/14, darparwyd grant penodol blynyddol gan Lywodraeth Cymru i ddiben cynorthwyo pensiynwyr i dalu treth cyngor. Tros y cyfnod yma mabwysiadodd Cyngor Gwynedd gynllun oedd yn dosrannu'r grant i bensiynwyr oedd yn gyfrifol am dreth cyngor ac yn derbyn cymorth rhannol tuag at dreth cyngor (Budd-dal Treth Cyngor hyd at 2012/13, wedyn Gostyngiad Treth Cyngor yn 2013/14).

Ar gyfer 2014/15, penderfynodd Llywodraeth Cymru na fuasai grant penodol ar gyfer hyn, ond ychwanegwyd swm yn setliad cyffredinol yr awdurdodau lleol. Ar gyfer 2013/14, roedd y grant penodol gwerth cyfanswm o £150,092 i Cyngor Gwynedd, ac yn ddamcaniaethol £150,000 trosglwyddwyd i setliad Gwynedd.

Neilltuwyd felly cyfanswm o £150,000 o fewn cyllideb corfforaethol y Cyngor er mwyn gweithredu cynllun lleol cymorth i bensiynwyr yn 2014/15.

Cyllideb cymharol fychan sydd dan sylw (o gofio nifer y pensiynwyr yng Ngwynedd), ac nid yw'n ymarferol na chost effeithiol i helpu'r oll o'r pensiynwyr, ar sail mai swm bitw fuasai dan sylw i'r unigolyn.

Pan gyflwynwyd adroddiadau 2009/10, 2010/11 a 2011/12 i'r Bwrdd, ac i'r Cabinet yn 2012/13, rhoddwyd ystyriaeth i opsiynau ar gyfer cyflwyno cyfundrefn sy'n rhoi cymorth i'r rhai sydd fwyaf ei angen.

Roedd y sefyllfa ychydig yn wahanol ar gyfer 2013/14, gan i Lywodraeth Cymru

ragnodi ffurf y gweithredu. Roedd telerau'r grant y llynedd yn gwbl bendant, gan fynnu fod y grant i'w ddosrannu ar sail genedlaethol i bensiynwyr (tros 60 mlwydd oed), oedd yn gyfrifol am dreth cyngor ac yn derbyn cymorth rhannol (ar sail incwm) trwy'r Cynllun Gostyngiad Treth Cyngor. Tra'r oedd hynny yn sicrhau cysondeb traws Cymru, ac yn debyg iawn i'r cynllun a fabwysiadwyd gan Gyngor Gwynedd am flynyddoedd 2009/10 hyd 2012/13, nid oedd math o ddisgresiwn lleol i'w ystyried.

Wrth ystyried darparu cymorth i bensiynwyr yn 2014/15, cyfeirir at ystyriaethau blynyddoedd cynharach. Er gwaethaf ystyriaeth fanwl i'r posibiladau, a thrafodaethau gyda'r Aelod Cabinet a'r Pennaeth Gwasanaethau Cymdeithasol, a swyddogion polisi / ymchwil, casglwyd nad oedd modd targedu'r grant yn gyfiawn tuag at ddefnyddwyr gwasanaethau cymdeithasol, oherwydd data anghyflawn a gwrthdaro gyda pholisi sy'n annog i bensiynwyr fyw yn annibynnol.

Ar gyfer 2009/10 – 2012/13, casglwyd yn lleol mai'r ffordd fwyaf ymarferol o wneud defnydd o'r grant fuasai targedu'r rhai ar incwm isel, a hynny drwy ddefnydd o wybodaeth sydd eisoes yn ein meddiant. Y system fudd-daliadau (a ddefnyddiwyd i weinyddu budd-daliadau) oedd yr unig system allasai ddarparu manylion parod ar oedran ac incwm. Hefyd, trwy wneud defnydd o'r system honno, roedd modd cadw costau gweinyddu'r grant yn rhesymol.

Yn 2013/14, fe wnaeth Llywodraeth Cymru ddosrannu'r cymorth ar lefel cenedlaethol yn yr un modd ag y bu i Gyngor Gwynedd weithredu'r cynlluniau yn 2009/10 hyd 2012/13, sef ar sail y system fudd-daliadau (oedd bellach â'r Cynllun Gostyngiad Treth Cyngor yn rhan ohono). Roedd penderfyniad Llywodraeth Cymru yn cefnogi'r mai'r dull hwnnw yw'r modd mwyaf ymarferol o weithredu.

Felly, gofynnir am gymeradwyaeth i ddosrannu cymorth eto, fel y gwnaeth y Cyngor yn 2009/10 - 2012/13, ac fel y gwnaeth Lywodraeth Cymru yn 2013/14, am flwyddyn arall yn 2014/15.

Er mwyn cymhwyso i dderbyn cymorth, argymhellir byddai raid i unigolyn, ar ddyddiad penodol (dyweder 1 Gorffennaf 2014) fod –

- < yn 60 oed neu fwy ac yn derbyn pensiwn gwladol,
- < yn gyfrifol am dreth cyngor sydd a wnelo â'i unig neu ei brif gartref, ac
- < yn derbyn gostyngiad rhannol (ar sail incwm) tuag at gyfrifoldeb treth cyngor blynyddol, ond ddim gostyngiad llawn (h.y. yn talu elfen o'r dreth).

Mae mwyafrif awdurdodau lleol Cymru am weithredu cynllun cyfatebol, sy'n isafu'r "biwrocratiaeth" ac yn golygu na fydd angen i bensiynwyr fynd i drafferth er mwyn hawlio'r cymorth.

Ar sail y data mewn llaw (unigolion cymwys ar ein system budd-daliadau ar ddyddiad ysgrifennu'r adroddiad hwn), amcangyfrifir y bydd pensiynwyr cymwys yn derbyn hyd at £95 o gwtogiad yn eu treth taladwy eleni.

Lle bydd balans dyledus ar y cyfrif treth cyngor ("net" o ostyngiad treth cyngor) yn llai na'r uchafswm £95, yna argymhellir byddai'r unigolyn yn derbyn swm cyfwerth â'r balans sy'n ddyledus.

Pe bai'r Cabinet yn cyfarwyddo'r Adran Cyllid i weithredu cynllun dyrannu i bensiynwyr sy'n unol â'r meini prawf amlinellwyd uchod, bydd oddeutu 1,740 o bensiynwyr cymwys yn derbyn bil addasedig yn yr wythnos sy'n dechrau 07/07/14 ynghylch treth 2014/15. Fel gyda phob gwariant dewisol arall y Cyngor, bydd ystyriaeth yn y drefn 'toriadau' cyllideb a ddylid parhau gyda'r cymorth hyn erbyn 2015/16 a thu hwnt, neu a ddylid cyfrannu'r gyllideb berthnasol tuag at y targed £34m o arbedion sydd angen eu darganfod.

Between 2009/10 and 2013/14, a specific annual grant was provided by the Welsh Government for the purpose of assisting pensioners to pay council tax. During these periods Gwynedd Council adopted a scheme that distributed the grant to pensioners liable for council tax and in receipt of partial support towards council tax (Council Tax Benefit up to 2012/13, the Council Tax Reduction in 2013/14).

For 2014/15, the Welsh Government decided that there would be no specific grant for this, but a sum was added to local authorities' general settlement. For 2013/14 the total specific grant for Gwynedd Council was £150,092, and £150,000 was notionally transferred to Gwynedd's settlement.

A total of £150,000 was therefore earmarked within the Council's corporate budget to implement a local support scheme to pensioners in 2014/15.

This budget is relatively small (given the number of pensioners in Gwynedd), and it is neither practical nor cost effective to assist all pensioners, as the sum eligible for each individual would be minimal.

When reports were submitted to the Board in 2009/10, 2010/11 and 2011/12, and to the Cabinet in 2012/13, options were considered in order to present a procedure which assists those that are most in need of the grant.

The situation was different for 2013/14, in that the Welsh Government prescribed the method of implementation. The terms of the grant last year were specific, stipulating that the grant was to be distributed on a national basis to pensioners (over 60 years old), that were liable for council tax and in receipt of partial support (income based) through the Council Tax Reduction Scheme. Whilst this provided consistency throughout Wales, and was very similar to the scheme adopted by Gwynedd Council for the financial years 2009/10 up to 2012/13, there was no local discretion whatsoever to consider.

In considering providing assistance to pensioners in 2014/15, previous years' considerations are referred to. Despite detailed consideration to the possibilities and discussion with the Cabinet Member and Head of Social Services, and policy/research officers, it was concluded that it was not possible to justly target the grant at the users of social services, due to incomplete data and conflict with the policy that encourages pensioners to live independently.

For 2009/10 – 2012/13, it was concluded locally that the most practical way of making use of the grant would be to target those people on low income, by using information already in our possession. The benefit system (used to administer benefits) was the only system that readily provides age and income details. Use of that system would also keep grant administration costs reasonable.

In 2013/14, the Welsh Government distributed the assistance nationally in the same way as Gwynedd Council implemented the scheme in 2009/10 to 2012/13, on the basis of the benefit system (which by then included the Council Tax Reduction Scheme). The Welsh Government's decision supported our view that this method was the most practical means of implementation.

Therefore, approval is sought to distribute the assistance for 2014/15, as the Council did for 2009/10 – 2012/13, and as the Welsh Government did for 2013/14.

In order to qualify for assistance, it is recommended that an individual must on a specified day (say 1 July 2014) be -

- < 60 years old or over and in receipt of state pension,*
- < responsible for council tax on his/her sole or main residence, and*
- < in receipt of partial reduction (income based) towards annual council tax responsibility, but not the full reduction (i.e. paying an element of council tax).*

The majority of local authorities in Wales will operate a similar scheme, which will reduce "bureaucracy" and save pensioners the bother of claiming assistance.

On the basis of the data to hand (eligible individuals on our benefit system at the date of writing this report), it is estimated that each eligible pensioner will receive up to £95 reduction in this year's council tax payable.

If the net balance due on the council tax account (net of council tax reduction) is less than the maximum of £95, it is recommended that the individual receives an amount equal to the balance due.

Should the Cabinet direct the Finance Department to implement a scheme to allocate assistance to pensioners in accordance with the criteria outlined above, approximately 1,740 qualifying pensioners will receive adjusted bills for 2014/15 during the week beginning 07/07/14. As with all of the Council's other discretionary expenditure, there will be consideration in relation to budgetary cuts as to whether this assistance continues towards the savings target of £34m which needs to be found.

Sylwadau neu bwyntiau croes / Observations or opposing views:-

Yn dilyn cyflwyno'r adroddiad gan yr Aelod Cabinet Adnoddau, cafwyd canmoliaeth

i'r cynllun gan sawl aelod o'r Cabinet am ei fod o ran egwyddor yn golygu estyn cymorth i rai o aelodau mwyaf bregus ein cymdeithas.

Following the submission of the report by the Cabinet Member for Resources, several members of the Cabinet praised the scheme as, in principle, it meant providing assistance to some of the most vulnerable members of our society.

Barn y swyddogion statudol / The views of the Statutory Officers:-

1. Y Prif Weithredwr / Chief Executive:-
Dim i'w ychwanegu i'r adroddiad.

Nothing to add to the report.

2. Swyddog Monitro / Monitoring Officer:-
Dim sylwadau i'w hychwanegu o safbwynt priodoldeb.

No comments to add regarding propriety.

3. Prif Swyddog Cyllid / Chief Finance Officer:-
Rwyf wedi cydweithio gyda'r Aelod Cabinet i baratoi'r adroddiad yma ac rwy'n cadarnhau cywirdeb y cynnwys.

I have collaborated with the Cabinet Member in the preparation of this report and I confirm the content.

Barn yr aelod lleol / Views of the Local Member

Dim yn berthnasol
Not relevant.

TAFLEN BENDERFYNIAD CABINET Y CYNGOR/ COUNCIL CABINET DECISION NOTICE

Dyddiad/Date 20140701

PWNC / SUBJECT
Eitem 8 Adroddiad Panel Rhiant Corfforaethol
Item 8 Report of the Corporate Parenting Panel

PENDERFYNIAD / DECISION

- < Derbyn adroddiad yn amlinellu gwaith y Panel Rhiant Corfforaethol yn ystod y flwyddyn ddiwethaf.
-

-
- < Cymeradwyo'r rhaglen waith ar gyfer datblygu rhaglen waith a strategaeth tair blynedd.
-
- < *Accept the report outlining the work of the Corporate Parent Panel during the last year.*
 - < *Approve the work programme for developing a three-year strategy and work programme.*
-

Rhesymau dros y penderfyniad / Reason for the decision:-

Mae'n ddisgwyliedig fod y Panel Rhiant Corfforaethol yn cadw trosolwg o ansawdd y gwasanaethau cefnogol mae'r plant mewn gofal yn ei dderbyn gan adrannau'r Cyngor a phartneriaid y Cyngor. Mae'r Panel yn cynrychioli'r holl aelodau a staff y Cyngor yn y gwaith o sicrhau'r canlyniadau gorau ar gyfer plant mewn gofal.

Mae angen datblygu ymhellach gwaith y Panel er mwyn sicrhau ei fod yn ymgynghraedd â'r ymarfer gorau. Mae tystiolaeth ar gael o feysydd lle mae Cyngorau eraill yng Nghymru, Lloegr a'r Alban yn darparu gwell gwasanaethau i blant mewn gofal. Rhaid symud i gael strwythur cadarn yn ei le i sicrhau gwasanaethau o'r ansawdd gorau.

Mae angen datblygu ymwybyddiaeth uwch ymhlith aelodau a staff o anghenion plant mewn gofal a'r hyn fedr y Cyngor a'i bartneriaid ei wneud i'w cefnogi. Mae gan y Panel y cyfle i hyrwyddo gwaith yr adrannau a'r partneriaid i gynorthwyo plant mewn gofal i gychwyn bywydau llwyddiannus a chyfoethog.

Wrth bwysu a mesur yr hyn sydd yn y rhaglen waith, mae'n briodol ystyried y materion capasiti sydd yn codi ohonynt. Mae'r rhaglen waith wedi ei thrafod a'i chytuno yn fewnol cyn ei chyflwyno i'r Cabinet ac mae'r adnoddau angenrheidiol i wireddu'r rhaglen waith yn eu lle.

Mae'r angen i ddatblygu strategaeth ar gyfer gwaith y Panel eisoes wedi ei adnabod. Mae peth gwaith wedi ei gyflawni ar hyn ond bydd angen gwneud gwaith pellach ar waith cefndirol ymarfer da ar draws gwledydd Prydain, a gwaith gyda phlant mewn gofal. Pwrpas y gwaith gyda phlant a phobl ifanc mewn gofal fydd casglu eu barn ar yr hyn y gall y Cyngor ei wneud i'w cynorthwyo'n fwy effeithiol ac i edrych ar ffyrdd o gynnal y ddeialog rhyngddynt â'r Panel. Bydd y Panel yn ystyried cryfder a gwendid y sefyllfa bresennol ac yn llunio rhaglen weithredu i'w chynnwys o fewn strategaeth newydd. Mae'n fwriad cwblhau'r gwaith erbyn diwedd Hydref 2014.

It is expected that the Corporate Parenting Panel maintains an overview of

the quality of the support services looked-after children receive from council departments and its partners. The Panel represents all members and staff of the Council on securing the best outcomes for looked-after children.

There is a need to further develop the work of the Panel to ensure that it is achieving best practice. Evidence exists from areas where other councils in England, Scotland and Wales provide better services for looked-after children. There is a need to put a sound structure in place to ensure the best quality services.

There is a need to develop greater awareness among members and staff of the needs of looked-after children and what the Council and its partners can do to support them. The Panel has the opportunity to promote the work of the departments and partners to support looked-after children to start rich and successful lives.

In weighing up the contents of the work programme, it was appropriate to consider the capacity issues arising from them. The work programme is negotiated internally prior to submission to Cabinet and the resources necessary to implement the programmes of work are in place.

The need to develop a strategy for the Panel's work has already been identified. Some work has been carried out but this will require further work on the background information of good practice across the country and work with looked-after children. The purpose of the work with looked-after children and young people will be to gather their views on what the Council can do to assist more effectively and to look at ways of maintaining the dialogue between them and the Panel. The Panel will consider the strength and weakness of the current situation and formulate a work programme to be included with the new strategy. It is planned for completion by the end of October 2014.

Sylwadau neu bwyntiau croes / Observations or opposing views:-

Yn dilyn cyflwyno'r adroddiad gan yr Aelod Cabinet Plant a Phobl Ifanc, mynegwyd diolch i'r adran Addysg am yr holl waith yn y maes anodd a dyrys hwn. Diolchwyd yn ogystal i Rhoslyn Prys fel swyddog am ei waith gyda'r Panel. Trafodwyd yr angen i sicrhau eglurder yng ngeiriad rhan 1.3 y Rhaglen Waith a gyflwynwyd. Yn ogystal trafodwyd yr angen i ailedrych ar y modd y mae sesiynau hyfforddi aelodau etholedig yn y maes yn cael eu hyrwyddo a'u trefnu er mwyn sicrhau bod yr holl aelodau etholedig yn dod i ddeall mwy am oblygiadau rhiant corfforaethol. Cadarnhawyd hefyd bod sicrhau perchnogaeth Rhiantu Corfforaethol ledled y Cyngor yn broses sy'n mynd i gymryd amser ac nad yw ffrwyth llafur wedi'i weld hyd yn hyn.

Following the submission of the report by the Cabinet Member for Children and Young People, the Education Department was thanked for all its work in this difficult and complex field. Rhoslyn Prys, the officer, was also thanked for his work with the Panel. There was a discussion regarding the need to ensure clarity in the wording of section 1.3 of the Work Programme submitted. Also, there was a discussion around the need to review the way that training sessions for elected members in this field were promoted and organised in order to ensure that all elected members come to understand more about the implications of being corporate parents. It was also confirmed that ensuring the ownership of Corporate Parenting throughout the Council was a process that was going to take time and the fruits of the labour had not yet been seen.

Barn y swyddogion statudol / The views of the Statutory Officers:-

1. Y Prif Weithredwr / Chief Executive:-

Mae'r cyfrifoldeb o weithredu fel rhiant corfforaethol yn un pwysig y mae'r Cyngor yn ei ysgwyddo. Mae'n bwysig felly bod y Cyngor, fel unrhyw riant, yn asesu effeithlonrwydd ei drefniadau ar gyfer ysgwyddo'r cyfrifoldeb hynny ac yn chwilio yn gyson am ffyrdd i ddysgu o ymarfer da ac ymgysylltu gyda'r plant a'r bobl ifainc eu hunain er mwyn gwella ar y modd y mae'n gwneud hynny. Rwy'n cymeradwyo'r adroddiad a'r rhaglen waith sydd ynghlwm.

The responsibility of acting as a corporate parent is an important one for the Council to bear. It is therefore important that the Council, like any parent, to assess the effectiveness of its arrangements, take responsibility for it and to constantly seek ways to learn from good practice and engagement with children and young people themselves to improve the way it so I commend the report and the work programme attached to it.

2. Swyddog Monitro / Monitoring Officer:-

Dim sylwadau i'w hychwanegu o safbwynt priodoldeb.

No comments to add regarding propriety.

3. Prif Swyddog Cyllid / Chief Finance Officer:-

Nodaf fod yr ail baragraff ar ail dudalen yr adroddiad hwn, o dan "ystyriaethau perthnasol", yn nodi bod adnoddau angenrheidiol yn eu lle i wireddu'r rhaglen waith. Felly, does gen i ddim i'w ychwanegu o safbwynt priodoldeb ariannol.

I would draw your attention to the second paragraph on the second page of this report, under "relevant consideration", noting that the necessary resources are in place to deliver the work programme. As a result, I do not

have anything further to add in terms of financial propriety.

Barn yr aelod lleol / Views of the Local Member

Dim yn berthnasol
Not relevant.

**TAFLEN BENDERFYNIAD CABINET Y CYNGOR/ COUNCIL CABINET DECISION
NOTICE**

Dyddiad/Date 20140701

PWNC / SUBJECT

Eitem 9 Blaenraglen Cabinet Cyngor Gwynedd
Item 9 Gwynedd Council Cabinet's Forward Work Programme

PENDERFYNIAD / DECISION

Cymeradwyo blaenraglen Cabinet Cyngor Gwynedd.
To approve the forward work programme of Gwynedd Council Cabinet.

Rhesymau dros y penderfyniad / Reason for the decision:-

Yn unol â'r drefn y cytunwyd arni, cyflwynwyd y blaenraglen i'w chymeradwyo gan y Cabinet.

In accordance with the procedure that was agreed upon, the forward work programme was submitted to be approved by the Cabinet.

Sylwadau neu bwyntiau croes / Observations or opposing views:-

Yn dilyn cyflwyno'r blaenraglen gan yr Arweinydd, pwysleisiwyd y ffaith fod angen i Aelodau Cabinet drafod blaenraglenni gyda'u gwasanaethau.

Following the submission of the forward work programme by the Leader, the fact that Cabinet Members needed to discuss forward work programmes with their services was emphasised.

Barn y swyddogion statudol / The views of the Statutory Officers:-

1. Y Prif Weithredwr / Chief Executive:-
2. Swyddog Monitro / Monitoring Officer:-
3. Prif Swyddog Cyllid / Chief Finance Officer:-

Barn yr aelod lleol / Views of the Local Member

Dim yn berthnasol
Not relevant.
