



Adroddiad Blynyddol a Chyfrifon

Annual Report & Accounts

14/15



Mae'r adroddiad hwn ar gael mewn gwahanol fformatau drwy ffonio ni ar 01792 765600 neu e-bostiwrch post@complantcymru.org.uk

This report is available in alternative formats by phoning us on 01792 765600 or emailing us at post@childcomwales.org.uk

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Sally Holland **Comisiynydd Plant Cymru**

Mae ein 15fed adroddiad blynyddol a chyfrifon yn darparu trosolwg o'r gwaith arwyddocaol a wnaed gan y swyddfa hon yn ystod y cyfnod 1 Ebrill 2014 tan 31 Mawrth 2015. Mae ysgrifennu'r cyflwyniad hwn fel comisiynydd plant newydd yn anrhydedd wirioneddol, ac rwy'n ymfalchio hyd yn oed yn fwy fy mod mewn sefyllfa i fedru sefyll i fyny a chodi llais dros blant a phobl ifanc Cymru a bod yn bencampwr iddyn nhw, yn ystod y saith mlynedd nesaf.

Sally Holland

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

Our 15th annual report and accounts provides an overview of the significant work undertaken by this office during the period 1 April 2014 to 31 March 2015. Penning this introduction as the new children's commissioner is an absolute honour. What makes me prouder is being in a position to stand up and speak out for Wales' children and young people as their champion, for the next seven years.



Cychwynnais i yn y swydd ar 20 Ebrill 2015, felly alla i ddim derbyn clod o gwbl am y gwaith sy'n cael ei adlewyrchu yma. Yn hytrach, bydda i'n manteisio ar y cyfle i dalu teyrnged i'm rhagflaenydd, Keith Towler, am y gwaith a gyflawnodd ef a'r tîm dros blant a phobl ifanc yn ystod y saith mlynedd diwethaf. Pan gychwynnais i, yr hyn y ces i o hyd iddo yma oedd tîm o staff dawnus, ymroddedig, sy'n credu'n angerddol mewn cyflawni newid dros blant a phobl ifanc yng Nghymru. Rwy'n gobeithio y bydd yr adroddiad hwn yn gwneud rhywfaint i ganiatáu i chi weld beth yw eu gwaith a'r amrywiaeth eang o faterion rydyn ni'n delio â nhw yn feunyddiol.

Yn ogystal ag amlinellu rhai o gyflawniadau allweddol y sefydliad, mae'r ddogfen hon yn cyflawni diben pwysig arall – mae'n offeryn i ni ac i eraill alw Llywodraeth Cymru a chyrrff cyhoeddus eraill i gyfrif o ran eu hanes ym maes hawliau plant. Yma rydyn ni'n amlygu rhai o'r materion pwysicaf mae plant a phobl ifanc yng Nghymru yn eu hwynebu eleni, ac rydyn ni'n galw'n benodol ar y Llywodraeth ynghylch rhai pethau bydden ni'n hoffi eu gweld yn cael eu newid.

Dde uchaf:
Daeth cyfnod 7 mlynedd
Keith Towler i ben eleni

I mi, diben eleni yw myfyrio ar sut rydyn ni'n cyflawni newid i blant a phobl ifanc, gan ystyried yr argymhellion gawson ni wedi adolygiad Dr Shooter o'r sefydliad, a gyhoeddwyd ym mis Rhagfyr 2014, ond hefyd gwranddo ar blant, pobl ifanc a'r bobl broffesiynol sy'n gweithio drostyn nhw er mwyn cael eu syniadau ynghylch sut dylai'r sefydliad hawliau dynol annibynnol hwn weithredu mewn tirlun gwleidyddol sy'n newid yn barhaus.

Dylai Cymru ymfalchïo yn ei hanes ym maes hawliau plant, ond allwn ni ddim llaesu dwylo. Mae'r anghydraddoldeb o ran cyfleoedd a chanlyniadau rhwng y bumed ran o'r boblogaeth blant sydd dlotaf a'r bumed ran fwyaf cyfoethog yn llawer rhy fawr. Mae plant yn dal wedi'u cuddio o'n golwg, a'm blaenoriaeth absoliwt yn ystod y saith mlynedd nesaf fydd bod yn bencampwr iddyn nhw, fel bod pob plentyn a pherson ifanc yng Nghymru yn teimlo eu bod yn gallu cyfranogi fel dinasyddion gweithredol yn eu gwlad eu hun.

I became the new post-holder on 20 April 2015 therefore cannot take any credit for the work that's reflected upon here. Instead, I will use the opportunity to pay tribute to my predecessor, Keith Towler, for the work he and the team have delivered for children and young people over the last seven years. What I found here when I started was a team of talented and dedicated staff, who are passionate about delivering change for children and young people in Wales. I hope this report goes some way in giving you a real insight into their work and the breadth of issues we handle on a daily basis.

As well as outlining some of the organisation's key achievements, this document serves another important purpose – as a tool for us and others to hold the Welsh Government and other public bodies to account on its record on children's rights. Highlighted here are some of the most pressing issues facing children and young people in Wales this year and some specific calls on the Government around what we'd like to see changed.

Top right:
Keith Towler finished his
7 year term this year



For me, this year is about reflecting on how we deliver change for children and young people, considering the recommendations given to us following Dr Shooter's review of the organisation published in December 2014, but also listening to children, young people and professionals who work for them for their thoughts on how this independent human rights institution should function in an ever-changing political landscape.

Wales should be proud of its history on children's rights but we cannot be complacent. The inequities in opportunities and outcomes between the poorest fifth of the child population and richest fifth are far too wide. There are still children hidden from view and I'll make it my absolute priority over the next seven years to be their champion, so that every child and young person in Wales feel they are able to participate as active citizens within their own country.

Datganiad gan Wyn Mears,
Cadeirydd ein Pwyllgor
Archwilio a Sicrhau Risg

Mae'r swyddfa hon bellach wedi hen wreiddio yng nghymdeithas sifil Cymru. Yn aml ni roddir llawer o sylw i'w chyflawniadau, yn rhannol oherwydd y modd y mae'r Comisiynwyr hyd yma wedi dymuno gweithio mewn partneriaeth i roi newid ar waith i blant a phobl ifanc, ac wedi osgoi derbyn clod am y newid a welsom ym maes hawliau plant. Yn ddiamau mae gan ddeilydd newydd y swydd yr un nod, sef gweithio gyda phartneriaid i wneud gwahaniaeth gweladwy i fywydau pob plentyn a pherson ifanc yng Nghymru.



Wyn Mears

Statement from Wyn Mears,
Chair of our Audit and Risk
Assurance Committee

This office is now firmly entrenched in the fabric of civil society in Wales. Its achievements are often underplayed, partly due to the way the Commissioners to date have wanted to work in partnership to effect change for children and young people, and have shied away from taking the praise for the change we've seen around children's rights. There is no doubt that our new post-holder has the same aim, of working with partners to make tangible differences to the lives of all children and young people in Wales.

O'i roi'n syml, ein rôl ni fel Pwyllgor Archwilio a Sicrhau Risg yw bod yn ffrind beirniadol i'r Comisiynydd, galw deilydd y swydd i gyfri, a darparu her gadarn, yn ogystal â rhoi cyngor adeiladol. Ym mis Ebrill 2014, penderfynodd fy nghyd-aelodau pwyllgor a minnau ailenwi'r gr p yn Bwyllgor Archwilio a Sicrhau Risg, gan adlewyrchu'r agenda ehangach sydd wedi esblygu yn ystod y tair blynedd diwethaf, a chan adlewyrchu briff pwyllgorau tebyg sy'n bodoli mewn sefydliadau eraill yng Nghymru. Mae'r Pwyllgor wedi parhau i gwmpasu agenda eang sy'n cynnwys archwilio a risg, ond mae hefyd yn ymdrin â materion polisi, ac yn gwneud sylwadau ar ddatblygiadau strategol a chynllun gwaith blynyddol y Comisiynydd

Yn ogystal â mi fy hun, mae pedwar aelod anweithredol o'r Pwyllgor, ac mae gan bob un ohonynt bersbectif perthnasol ar ystod cyfrifoldebau'r Comisiynydd. Rydym hefyd yn parhau i archwilio cyfleoedd i blant a phobl ifanc ymwneud â'r broses o atebolrwydd, ac rydym ni'n edrych ymlaen yn fawr at barhau'r sgysiau hynny a chreu fersiynau terfynol o gynlluniau gyda'r Comisiynydd newydd.

Bu'n rhaid i dîm y Comisiynydd ymdrin â digwyddiadau pwysig yn ystod y 12 mis diwethaf, gan gynnwys adolygiad annibynnol o'r swyddfa gan Dr Mike Shooter a dechrau cyfnod pontio a arweiniodd at benodi Comisiynydd newydd gan Lywodraeth Cymru. A hynny ochr yn ochr â gweithredu cynllun gwaith uchelgeisiol. Yn ystod y cyfnod hwn, mae'r tîm wedi sicrhau bod y rhaglen fusnes gytunedig wedi parhau i gael ei chyflawni er lles pennaf plant ledled Cymru.

Ar ran y Pwyllgor, mae'n bleser gen i adrodd ein bod unwaith eto yn fodlon ar lefel ac ansawdd cyffredinol yr archwilio mewnol ac allanol yn y cyfnod hwn (01 Ebrill 2014 – 31 Mawrth 2015), o ran eu cysylltiad â threfniadau rheolaeth ariannol y Comisiynydd, llywodraethu corfforaethol ehangach, a phrosesau canfod risg a rheoli.

Rydym yn edrych ymlaen yn fawr iawn at barhau i gynnig cefnogaeth a her i'r Comisiynydd newydd wrth iddi gychwyn yn ei swydd ar 20 Ebrill 2015.

Put simply, our role as the Audit and Risk Assurance Committee is to be the Commissioner's critical friend, holding the post-holder to account, providing robust challenge as well as providing constructive advice. In April 2014, my fellow committee members and I decided to re-name the group as an Audit and Risk Assurance Committee, reflecting the broader agenda that has evolved over the last three years, and mirroring the briefs of similar committees which exist within other organisations in Wales. The Committee has continued to encompass a broad agenda that includes audit and risk, but it also addresses policy issues, and comments on strategic developments and the Commissioner's annual work plan.

Along with myself, there are four non-executive members on the Committee, each bringing relevant perspective on the Commissioner's breadth of responsibilities. We also continue to explore opportunities for children and young people to be involved in the process of accountability and very much look forward to continuing those conversations and finalising plans with the new Commissioner.

There have been significant events for the Commissioner's team to handle over the last twelve months, including an independent review of the office conducted by Dr Mike Shooter and the beginning of a period of transition which led to the appointment of a new Commissioner by the Welsh Government. This along with implementing an ambitious work plan. During this period, the team has ensured that the agreed programme of business has continued to be fulfilled in the best possible interests of children across Wales.

On behalf of the Committee, I am pleased to report that we are again satisfied with the overall level and quality of internal and external audit for this period (01 April 2014 – 31 March 2015) as they relate to the Commissioner's arrangements for financial management, the wider corporate governance and identification of risk and management processes.

We very much look forward to continuing offering ongoing support and challenge to the new Commissioner as she starts in post on 20 April 2015.

Pwy ydym ni a beth rydym ni'n ei wneud

Tîm o 26 o swyddogion ydyn ni, yn gweithio o swyddfeydd yn Abertawe a Bae Colwyn. Mae gwranddo ar farn a phrofiadau plant a phobl ifanc yn rhan hanfodol o swydd pob un ohonom, er mwyn i ni fedru eu cynrychioli, sefyll i fyny ar eu rhan, a gwneud yn siŵr bod lleisiau plant a phobl ifanc yn cael eu clywed yn glir ac yn uchel. Rydyn ni'n gweithio i sicrhau bod plant a phobl ifanc yn cael eu hamddiffyn, yn gallu cymryd rhan mewn penderfyniadau am eu bywydau, a bod gwasanaethau'n cael eu darparu ar eu cyfer i'w helpu i gyflawni hyd eithaf eu potensial. Efen arall hollbwysig o'n gwaith yw sicrhau bod Cymru'n hybu hawliau dynol plant a phobl ifanc, er enghraifft yr hawl i gael addysg, yr hawl i gael eu hamddiffyn, a'r hawl i oroesi a datblygu'n iach. Ein rôl yw sicrhau bod pobl yn meddwl am hawliau plant a phobl ifanc ac yn eu hamddiffyn.

Who we are and what we do

We are a team of 26 officers working from offices in Swansea and Colwyn Bay. Listening to children and young people about their views and experiences is an essential part of all our jobs, so that we can represent and stand up on their behalf and make sure children and young people's voices are heard loud and clear. We work to make sure children and young people are protected, are able to take part in decisions about their lives and have services provided for them to help them to reach their full potential. Another fundamental element of our job is to make sure Wales promotes the human rights of children and young people, for example the right to have an education, the right to be protected, and the right to survive and develop healthily. Our role is to make sure people think about and protect children and young people's rights.



Gallwch ddarllen mwy am ein cylch gwaith statudol a'n pwerau yma www.legislation.gov.uk/cy/ukpga/2000/14/contents a www.legislation.gov.uk/wsi/2001/2787/contents/made/welsh. Isod rydyn ni'n esbonio sut mae ein swyddfa'n gweithredu:

Prif Swyddog Gweithredol / Dirprwy Gomisiynydd Plant Cymru

Deilydd y swydd:
Eleri Thomas

Prif ddyletswydd:

Sicrhau bod swyddfa'r Comisiynydd yn effeithiol, gan ddarparu arweiniad a rheolaeth er mwyn i ni fedru cyflawni'r nodau rydyn ni'n eu pennu ar ein cyfer ein hunain. Mae'r Prif Swyddog Gweithredol hefyd yn sicrhau bod y nodau'n cael eu cyflawni mewn modd y byddai pobl yn ei ddisgwyl gan sefydliad uchel ei barch sy'n ceisio cyflawni a gwreiddu hawliau plant ledled Cymru.

Mae Eleri hefyd yn rheoli:

- Cyfranogaeth
- Monica Roberts, cynorthwy-ydd Gweithredol i'r Comisiynydd a'r Prif Swyddog Gweithredol
- Hywel Dafydd, Swyddog Materion Cyhoeddus
- Amanda Evans, Swyddog Adnoddau Dynol

Cyngor a Chymorth

Rheolir gan:
Andy Wallsgrove, Pennaeth Gweithrediadau

Swyddogion:
**Tracey Rogers, Kay Williams, Liz Bevan
a Helen Ellis-Morgan**

Mae'r prif ddyletswyddau'n cynnwys:

- rheoli gwasanaeth cyngor a chymorth di-dâl, annibynnol y Comisiynydd, sy'n ffynhonnell help a chefnogaeth os bydd plant a phobl ifanc neu'r rhai sy'n gofalu amdanynt yn teimlo bod plentyn wedi cael ei drin yn annheg; a
- gweithio gyda swyddogion polisi i ganfod materion ehangach a chyfleoedd dysgu ar gyfer gweithwyr proffesiynol yn ogystal â llywodraeth leol a chanolog.

You can read more about our statutory remit and powers here www.legislation.gov.uk/ukpga/2000/14/contents and www.legislation.gov.uk/wsi/2001/2787/contents/made. Below we explain about how our office operates:

Chief Executive Officer / Deputy Children's Commissioner for Wales

Post holder:
Eleri Thomas

Main duty:

Ensuring the Commissioner's office is effective, providing leadership and management so that we can achieve the goals we set ourselves. The Chief Executive also ensures that the goals are achieved in a way that people would expect from a respected organisation that aims to deliver and realise children's rights across Wales.

Eleri also manages:

- Participation
- Monica Roberts, Executive Assistant to the Commissioner and the Chief Executive Officer
- Hywel Dafydd, Public Affairs Officer
- Amanda Evans, Human Resources Officer

Advice and Support

Managed by:
Andy Wallsgrove, Head of Operations

Officers:
**Tracey Rogers, Kay Williams,
Liz Bevan and Helen Ellis-Morgan**

Main duties include:

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



Os hoffech chi gysylltu gydag unrhyw aelod o'r tîm, ebstoiwch enwcyntaf.cyfenw@complantcymru.org.uk neu defnyddiwch ein cyfeiriad cyffredinol, sef post@complantcymru.org.uk



If you'd like to contact any member of the team, you can email by firstname.surname@childcomwales.org.uk or use our general email post@complantcymru.org.uk

Cyfranogiad

Rheolir gan:
Eleri Thomas, Prif Swyddog Gweithredol

Mae'r holl staff sy'n gweithio i'r Comisiynydd yn gweithio gyda phlant a phobl ifanc, gan sicrhau bod plant a phobl ifanc o bob rhan o Gymru yn cael gwybod am y Comisiynydd ac yn cael cyfle i gael gwrandawriad a dylanwadu ar waith y swyddfa.

Y swyddogion sy'n benodol gyfrifol am sicrhau cyfranogiad ystyrion gyda phlant a phobl ifanc yw: Sarah Griffith, John Tudor a Kath Mattingly

Mae'r prif ddyletswyddau'n cynnwys:

- cefnogi swyddogion y Comisiynydd yn eu gwaith i gasglu barn ystod eang o blant a phobl ifanc, gwrandawrio ar yr hyn sydd gan blant a phobl ifanc i'w ddweud, a chynnwys plant a phobl ifanc yn uniongyrchol yng ngwaith y swyddfa;
- rheoli'r cynllun Llysgenhadon Gwych, lle mae disgyblion mewn ysgolion cynradd yn cael eu hethol gan eu cyfoedion i gynyddu ymwybyddiaeth o'r Comisiynydd a hawliau plant yng nghymunedau eu hysgolion; a
- rheoli'r cynllun Llysgenhadon Cymunedol, sydd wedi'i seilio ar gysyniad y Llysgenhadon Gwych, ond sy'n targedu plant a phobl ifanc sy'n byw mewn ardaloedd cymdeithasol ddifreintiedig a/neu sy'n dod o grwpiau o dan anfantais.

Swyddogaeth Polisi

Rheolir gan:
Andy Wallsgrove, Pennaeth Gweithrediadau

Swyddogion:
Elaine Richards, Nia Lloyd, Paul Lewis a Rachel Thomas

Mae'r prif ddyletswyddau'n cynnwys:

- sicrhau bod hawliau plant yn cael eu cyflwyno i holl blant a phobl ifanc Cymru, trwy ymateb i ddeddfwriaeth arfaethedig gan San Steffan a Chynulliad Cenedlaethol Cymru ac ymateb i ymgynghoriadau ar ganllawiau a rheoliadau newydd neu ddiwygiedig sy'n cael eu cynhyrchu gan Lywodraeth Cymru;
- monitro'r argymhellion a wnaed yn flaenorol gan swyddfa'r Comisiynydd, er mwyn sicrhau eu bod yn cael eu gweithredu'n llawn a'u bod yn arwain at newidiadau cadarnhaol i blant a phobl ifanc;
- adolygu cwynion, datgelu camarfer a threfniadau gwasanaethau eiriolaeth oddi mewn i wasanaethau sy'n cael eu rheoleiddio yng Nghymru;
- cynnal gwerthusiadau gwasanaeth, gan edrych ar weithrediad polisi, a sut mae'r cyfryw bolisiau'n effeithio ar fywydau plant a phobl ifanc, e.e. darparu cadeiriau olwyn i blant a phobl ifanc, Gwasanaethau Iechyd Meddwl i Blant a Phobl Ifanc (CAMHS) a chyfleoedd chwarae i blant ag anableddau; a
- monitro gweithrediad Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP) yng Nghymru.

Participation

Managed by:
Eleri Thomas, Chief Executive Officer

All staff who work for the Commissioner work with children and young people, making sure that children and young people from across Wales are informed about the Commissioner and have the opportunity to be listened to and influence the work of the office.

Officers with particular responsibility for ensuring meaningful participation with children and young people are: Sarah Griffith, John Tudor and Kath Mattingly

Main duties include:

- supporting the Commissioner's officers in their work to gather the views of a wide range of children and young people, listen to what children and young people have to say and involve children and young people directly in the work of the office;
- managing the Super Ambassadors scheme, which sees primary school pupils elected by their peers to raise awareness about the Commissioner and children's rights in their school communities; and
- managing the Community Ambassadors scheme, which is based on the Super Ambassadors concept but targeting children and young people living in areas of social deprivation and/or from disadvantaged groups.

Policy function

Managed by:
Andy Wallsgrove, Head of Operations

Officers:
Elaine Richards, Nia Lloyd, Paul Lewis and Rachel Thomas

Main duties include:

- ensuring that children's rights are delivered to all children and young people in Wales, through responding to proposed legislation by Westminster and the National Assembly for Wales and responding to consultations on new or revised guidance and regulations produced by the Welsh Government;
- monitoring of the recommendations previously made by the Commissioner's office to ensure they are fully implemented and are resulting in positive changes for children and young people;
- reviewing complaints, whistleblowing and arrangements for advocacy services within regulated services in Wales;
- undertaking service evaluations, looking at the implementation of policy and how such policies affect children and young people's lives and rights e.g. provision of wheelchairs to children and young people, Child and Adolescent Mental Health Services and play opportunities for children with disabilities; and
- monitoring the implementation of the United Nations Convention on the Rights of the Child (UNCRC) in Wales.

Cyfathrebu

Rheolir gan:
Sara Jermin, Swyddog Cyfathrebu

Mae'r swyddogion yn cynnwys:
Lewis Lloyd, Swyddog Cyfathrebu Digidol

Mae'r prif ddyletswyddau'n cynnwys:

- sicrhau bod y Comisiynydd yn safle y llais awdurdodol ar faterion plant a phobl ifanc yng Nghymru;
- sicrhau sylw rhagorol i'r sefydliad yn y cyfryngau, ar draws pob agwedd ar waith y Comisiynydd;
- cynhyrchu cyhoeddiadau o ansawdd uchel;
- gweithredu strategaeth cyfathrebu digidol y Comisiynydd, sy'n cynnwys rheoli'r holl lwyfannau cyfathrebu ar-lein.

Gwasanaethau Corfforaethol

Rheolir gan:
Tony Evans, Pennaeth y Gwasanaethau Corfforaethol

Mae'r swyddogion yn cynnwys:
Nicola Macintosh, Jamie Gwilliam, Elizabeth Slack, Eleri Bingham, Ken Hinton, Gail Lau

Mae'r prif ddyletswyddau'n cynnwys:

- darparu arbenigedd o ran systemau llywodraethu, gweinyddiaeth, gwybodeg, cyllid a chyfleusterau effeithiol a chynaliadwy;
- sicrhau ein bod yn cydymffurfio â'r egwyddorion a amlinellwyd yn 'Y Safon Lywodraethu Dda ar gyfer Gwasanaethau Cyhoeddus', fel bod ein swyddogaethau atebolrwydd a gwneud penderfyniadau yn drylwyr ac yn dryloyw;
- darparu'r ystod lawn o weithgareddau cefnogi i swyddogion ar draws safleoedd y ddwy swyddfa;
- sicrhau bod yr holl weithgaredd busnes yn cael ei gynnal gan roi'r sylw manylaf i reoleidd-dra ariannol ac yn cydymffurfio â gofynion cyfrifyddu statudol ac arfer gorau;
- sicrhau bod y ddwy swyddfa'n cael eu galluogi a'u gwella gan adnoddau a systemau technoleg gwybodaeth cadarn; a
- darparu cyfleoedd unigryw i wirfoddolwyr a myfyrwyr helpu'r Comisiynydd i gyflawni ei gweledigaeth.

Communications

Managed by:
Sara Jermin, Communications Officer

Officer:
Lewis Lloyd, Digital Communications Officer

Main duties include:

- positioning the Commissioner as the voice of authority on children and young people's issues in Wales;
- securing excellent media coverage for the organisation across all aspects of the Commissioner's work;
- producing high-quality publications;
- implementing the Commissioner's digital communications strategy, which includes managing all online communications platforms.

Corporate Services

Managed by:
Tony Evans, Head of Corporate Services

Officers:
Nicola Macintosh, Jamie Gwilliam, Elizabeth Slack, Eleri Bingham, Ken Hinton, Gail Lau

Main duties include:

- providing expertise in effective and sustainable governance, administration, informatics, finance and facilities systems;
- ensuring we comply with the principles outlined in 'The Good Governance Standard for Public Services', so that our accountability and decision-making functions are rigorous and transparent;
- providing the full range of support activities to officers across both office sites;
- ensuring all business activity is conducted with the highest regard to financial regularity and complies with statutory and best practice accounting requirements;
- ensuring both offices are enabled and enhanced by robust information technology resources and systems; and
- providing opportunities for volunteers and students with unique opportunities to help the Commissioner fulfil her vision.



Llwyddiannau Allweddol

Cyfranogiad

Cynllun yw'r Llysgenhadon Gwych sydd ar waith mewn ysgolion cynradd ledled Cymru, ac mae dros 200 o ysgolion yn chwarae rhan weithredol yn y cynllun eleni. Mae dau lysgennad yn cael eu hethol gan eu cyfoedion i gynyddu ymwybyddiaeth o rôl y Comisiynydd a hawliau plant ar draws cymuned yr ysgol. Maen nhw hefyd yn cymryd rhan mewn 'tasgau arbennig', sy'n dylanwadu'n uniongyrchol ar ein gwaith polisi. Eleni, bu ein Llysgenhadon yn cymryd rhan yn y tasgau canlynol:

Ym mis Ebrill 2014, ymatebodd 540 o'n Llysgenhadon Gwych i'n tasg ar lwybrau diogel i'r ysgol, a bu canlyniadau'r dasg honno yn bwydo'n uniongyrchol i ganllawiau diwygiedig Llywodraeth Cymru.

Ym mis Mehefin 2014, derbyniwyd 913 o ymatebion i'n tasg ar ginio ysgol (gweler tudalen 26 am fanylion yr hyn wnaethon ni â'r canlyniadau).

Digwyddiadau

Rydyn ni wedi cynnal tri digwyddiad llwyddiannus i ddathlu'r Llysgenhadon Gwych yng Ngogledd Cymru, y Canolbarth (am y tro cyntaf) a De Cymru, ac roedd mwy na 200 o ddisgyblion ac athrawon yn bresennol er mwyn dysgu mwy am rôl y Comisiynydd a bwydo i'r Tasgau Arbennig.

Gwaith Ffilmio

Rydyn ni wedi gweithio gyda disgyblion cynradd ac uwchradd i gynhyrchu deunydd fideo er mwyn hyrwyddo arfer da ym maes cyfranogiad, CCUHP a rôl y Comisiynydd.

Gweminarau

Mae Gweminarau yn cael eu defnyddio'n helaeth i ymgysylltu â'n Llysgenhadon presennol, ac i ddenu ysgolion newydd i'r cynllun. Eleni, fe wnaethon ni gynnal gweminarau gydag ysgolion yng Ngwynedd, bu 100 o ddisgyblion yn cymryd rhan mewn gweminar yn Ysgol Gynradd Casllwchwr yn Abertawe, a chynhaliwyd un arall yn Ysgol Gynradd Rhosymedre yn Wrecsam. Yng ngweminar Rhosymedre, bu 14 o ysgolion yn mewngofnodi, 286 o blant yn cyfranogi, a gofynnwyd dros 81 o gwestiynau'n uniongyrchol i'r Comisiynydd yn ystod gweminar 45 munud o hyd.

Llysgenhadon Cymunedol

Cynllun wedi'i seilio ar gysyniad y llysgenhadon ysgol yw'r Llysgenhadon Cymunedol, ac mae'n cynnwys plant a phobl ifanc o grwpiau sy'n meddu ar arbenigedd neilltuol oherwydd eu hamgylchiadau beunyddiol. Eleni, bu ein llysgenhadon yn darparu tystiolaeth hollbwysig ar gyfer ein Hadroddiad Cynnydd blynyddol ar Dlodi Plant.

Mae hyfforddiant a meithrin capasiti wedi cael ei ddarparu i staff allanol sy'n gweithio ar brosiectau Cymunedau yn Gyntaf, yn ogystal â phobl ifanc, er mwyn datblygu'r cynllun Llysgenhadon Cymunedol. Cynhaliwyd digwyddiadau yng Ngogledd a De Cymru i wrando ar farn pobl ifanc, ac mae'r gwaith fideo wedi cael ei gynhyrchu a'i rannu. Mae'r gwaith hwn yn dal i ddatblygu.

Key Successes

Participation

Super Ambassadors is a scheme which runs in primary schools across Wales, with over 200 schools actively engaged in the scheme this year. Two ambassadors are elected by peers to raise awareness of the Commissioner's role and children's rights across the school community. They also take part in 'special missions' which directly influence our policy work. This year, our Ambassadors took part in the following missions:

In April 2014, 540 of our Super Ambassadors responded to our mission about safe routes to schools, the results of which directly informed the Welsh Government's revised guidance.

In June 2014, 913 responses were received for our mission on school dinners (see page 27 for details of what we did with the results).

Events

We have run three successful Super Ambassadors celebration events in North, Mid (for the first time) and South Wales with over 200 pupils and teachers attending to learn more about the role of the Commissioner and feed into Special Missions.

Film Work

We have worked with both primary and secondary school pupils to produce video footage to promote good practice in participation, the UNCRC and the role of the Commissioner.

Webinars

Webinars are used extensively to engage with our existing Ambassadors and to attract new schools to the scheme. This year, we held webinars with schools in Gwynedd, 100 pupils took part in a webinar hosted by Casllwchwr Primary School in Swansea, and another was hosted by Rhosymedre Primary School in Wrexham. In the Rhosymedre webinar, 14 schools logged on, 286 children participated and asked over 81 questions directly to the Commissioner during a 45 minute webinar.

Community Ambassadors

Community Ambassadors is a scheme based on our school ambassadors concept, involving children and young people from groups possessing special expertise due to their everyday circumstances. This year, our ambassadors provided vital evidence for our annual Child Poverty Progress Report.

Training and capacity building has been delivered for external staff working on Communities First projects, a well as young people to develop the Community Ambassador scheme. Events have been held in North and South Wales to listen to looked after young people's views and video work has been produced and shared, this work continues to develop.

Cyfathrebu

Adroddiadau a gyhoeddwyd

Fe wnaethon ni gyhoeddi naw adroddiad thematig arwyddocaol eleni ar amrywiaeth o feysydd polisi. Maen nhw'n cynnwys: 'Bywydau Llawn: Mynediad Cyfartal?': adroddiad sbotolau ar hygyrchedd cadeiriau olwyn mewn ysgolion uwchradd, a ddatgelodd elfennau annigonol o ran mynediad disgyblion anabl i ysgolion.

'Rydw i eisiau eistedd ar bwys y brechdanau': adroddiad a amlinellodd ganfyddiadau Tasg Arbennig ar brofiadau o ran cinio ysgol. Datgelodd fod bron traean o blant 5-8 oed yn cael eu gadael yn teimlo'n llwglyd ar ôl cinio ysgol. Cafodd 'Bwydlen ar gyfer Newid', yn amlinellu rhai awgrymiadau cost-effeithiol gan ddisgyblion ynghylch sut mae gwella'r profiad cinio ysgol, ei phostio i bob ysgol a phob Corff Llywodraethu yng Nghymru.

'Dysgu'r Gwersi: Ymgyrch Pallial': gofynnodd Cyfarwyddwr Cyffredinol yr Asiantaeth Droseddau Genedlaethol i'r Comisiynydd nodi gwersi oedd yn dod i'r amlwg yn sgîl Ymgyrch Pallial. Mae'r adroddiad etifeddiaeth yn archwilio goblygiadau Ymgyrch Pallial ar gyfer plant a phobl ifanc mewn lleoliadau gofal, ac mae'n cynnwys pwyntiau dysgu ar gyfer sefydliadau sy'n cynnwys Gwasanaethau Erllyn y Goron, sydd eisoes yn adrodd am roi newidiadau ar waith.

'Ein Cynnydd: 2008-2015': adroddiad yn amlygu'r prif gerrig milltir a chyflawniadau yn ystod y saith mlynedd diwethaf, wrth i Keith Towler adael swydd y Comisiynydd Plant. Mae'n cynnwys adrannau ar ein fîm, ein strwythur, ein gweledigaeth, ein nodau, ein gwaith a'r dyfodol.

'Canllaw i herio adroddiadau negyddol am Sipsiwn a Theithwyr yn y cyfryngau': a gafodd ei gyhoeddi a'i ddatblygu fel rhan o'n hymrwymiad i wrando ar bobl ifanc o gymunedau Sipsiwn a Theithwyr ledled Cymru. Lanswyd y canllaw yn y fforwm genedlaethol i Sipsiwn a Theithwyr yng Nghymru, ac ynghyd â'r casgliad o ganllawiau gweledol, mae eisoes wedi sicrhau adborth cadarnhaol gan bobl ifanc a gweithwyr proffesiynol.

'Yr Hawl i Ddysgu: cefnogi plant a phobl ifanc mewn unedau cyfeirio disgyblion': adroddiad yw hwn sy'n edrych ar y ddarpariaeth addysg mewn unedau cyfeirio disgyblion (UCDau) ledled Cymru ac yn canolbwyntio ar farn dysgwyr, eu llesiant a'u hawl i gael addysg.

'Lleisiau Coll: Yr Hawl i gael eu Clywed': ddwy flynedd wedi cyhoeddi 'Lleisiau Coll', mae'r adroddiad hwn yn adolygu pob un o'r 29 argymhelliad a gafwyd yn yr adolygiad statudol o wasanaethau eiriolaeth proffesiynol annibynnol a gynhaliwyd gan y Comisiynydd. Mae'n canolbwyntio'n arbennig ar farn plant a phobl ifanc a'u profiadau o eiriolaeth.

'Bywydau Llawn': adroddiad yw hwn sy'n edrych ar effaith egwyliu byr ar y cyfleoedd i blant ag anableddau fwynhau eu hawl i chwarae, hamdden ac adloniant. Mae'n edrych ar yr ystod o wasanaethau sy'n cael eu darparu ac i ba raddau mae plant ag anableddau a'u teuluoedd yn teimlo bod y rhain yn ymateb i'w hanghenion mewn gwirionedd.

'Canfyddiadau ymchwil Cenhedlaeth 2000': arweiniwyd yr adroddiad hwn gan WISEKIDS a'i gyd-ariannu gennym ni, Logicalis ac S4C, ac mae'n adlewyrchu barn mwy na 2000 o ddisgyblion ledled Cymru ac yn manylu ar eu harferion ar-lein a digidol a'u llythrennedd digidol.

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Communications

Published reports

We published nine significant thematic reports this year on a range of policy areas. They include: 'Full Lives: Equal Access?': a spotlight report into wheelchair accessibility in secondary schools, which uncovered inadequacies in access to schools for disabled pupils.

'I want to sit next to sandwiches': a report which outlined the findings of a Special Mission on school dinner experiences. It revealed that nearly a third of 5 to 8 year olds are left feeling hungry after a school dinner. A 'Menu for Change', outlining some cost-effective suggestions from pupils on how to improve the school dinner experience was mailed out to every school and every Governing Body in Wales.

'Learning the Lessons: Operation Pallial': the Commissioner was asked by the Director General of the National Crime Agency to identify emerging lessons from Operation Pallial. The legacy report examines the implications of Operation Pallial for children and young people in care settings and includes learning points for establishments including the Crown Prosecution Service, who are already reporting implementing changes.

'Our Progress: 2008-2015': a report highlighting key milestones and achievements over the last seven years, to coincide with Keith Towler's departure as Children's Commissioner. Contained within it are sections on our team, our structure, our vision, our goals, our work and the future.

'A guide to challenging the negative media reporting of Gypsies and Travellers':

published and developed as part of our commitment to listen to young people from Gypsy and Traveller communities across Wales. Launched at the national forum for Gypsy and Travellers in Wales, the guide, along with the collection of visual guides, has already secured positive feedback from young people and professionals.

'The Right to Learn: supporting children and young people at pupil referral units': is a report which examines the provision of education at pupil referral units (PRUs) across Wales and focusses on the views of learners, their wellbeing and their right to education.

'Missing Voices: Right to be Heard': two years since the publication of 'Missing Voices', this report reviews all 29 recommendations contained within the statutory review of independent professional advocacy services undertaken by the Commissioner. It focuses in particular on the views of children and young people and their experiences of advocacy.

'Full Lives': is a report which examines the impact that short breaks have on the opportunities for children with disabilities to enjoy their right to play, leisure and recreation. It looks at the range of services provided and the degree to which children with disabilities and their families feel these actually meet their needs.

'Generation 2000 research findings': led by WISEKIDS and co-funded by ourselves, Logicalis and S4C, this report reflects the views of over 2000 pupils across Wales and details their online and digital habits and digital literacy.

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Sylw yn y Cyfryngau

Llwyddwyd i sicrhau cryn sylw i waith y Comisiynydd yn y cyfryngau eto eleni, gan gyfrannu at y gwaith o gynyddu ymwybyddiaeth o rôl y Comisiynydd a hawliau plant. Bu'r Comisiynydd hefyd yn gwneud sylwadau yn y newyddion ar nifer o faterion y dydd oedd yn effeithio ar blant a phobl ifanc.

- **531 darn o sylw**
- **Mae hyn yn cyfateb i werth £1.5 miliwn o hysbysebu (h.y. cost prynu'r lle petasai'r erthygl/sylw yn hysbyseb)**

Mae cyfryngau cymdeithasol hefyd yn rhan ganolog o'n cyfathrebu ag eraill. Eleni, crewyd cyfrifon newydd penodedig ar gyfer ein cynllun Llysgenhadon Gwych (@SuperAmbs) a'n swyddogaeth bolisi (@ccfw_pt). Casglodd ein prif gyfrif Twitter dros 1000 o ddilynwyr eleni, ac mae bellach yn cael ei ddefnyddio'n helaeth i rannu gwybodaeth am waith y Comisiynydd, ond hefyd yn fodd i bobl gysylltu â'r swyddfa gyda gwybodaeth am ddigwyddiadau, polisiau newydd a hyd yn oed achosion unigol.

Gwaith ymgysylltu

Er mwyn helpu i gyflawni ein gorchwyl o hyrwyddo'r Comisiynydd a hawliau plant, bu'r Comisiynydd yn cwrdd â phlant a phobl ifanc o leiaf unwaith yr wythnos eleni, gan gynnwys ymweliadau â chyfarfod Cyngor Ysgolion Uwchradd Sir Ddinbych, diwrnod dathlu llwyddiant blynyddol Plant sy'n Derbyn Gofal yn Sir Gaerfyrddin, digwyddiad defnyddio'r rhyngwyd yn fwy diogel yn Ysgol Gyfun Bro Morgannwg a'r gwasanaeth 'Talking Heads' i bobl ifanc fyddar.

Cyflwynodd y Comisiynydd anerchiadau allweddol i weithwyr proffesiynol sy'n gweithio gyda phlant a phobl ifanc a throstynt, gan gynnwys y canlynol:

CCB Mudiad Meithrin, cynhadledd flynyddol Swyddfa Archwilio Cymru, lansio'r Gwasanaeth Mabwysiadu Cenedlaethol, cynhadledd hawliau plant Bwrdd Iechyd Prifysgol Abertawe Bro Morgannwg, Rhwydwaith Cyfiawnder Teuluol yng Nghymru, cynhadledd Ysbryd Chwarae'r Deyrnas Unedig, cynhadledd genedlaethol y Swyddogion Adolygu Annibynnol a'r Gynhadledd Teithio Llesol.

Media coverage

We achieved significant media coverage again this year for the Commissioner's work, which contributes to the work of raising awareness of the role of the Commissioner and of children's rights. The Commissioner also commented in the news on a number of topical issues affecting children and young people.

- **531 pieces of coverage**
- **£1.5m advertising value equivalent (i.e. the cost of buying the space had the article /coverage been an advertisement)**

Social media also plays a central part in how we communicate with others. This year, new dedicated accounts were created for our Super Ambassadors scheme (@SuperAmbs) and our policy function (@ccfw_pt). Our main Twitter account gained over 1000 followers this year and is now extensively used to share information about the Commissioner's work but also as a vehicle for people to contact the office with information about events, new policies and even individual cases.

Engagement work

To help fulfil our remit to promote the Commissioner and children's rights, the Commissioner met with children and young people at least once a week this year, including visits to Denbighshire Secondary Schools Council meeting, Carmarthenshire Looked After Children annual celebrating success day, safer internet day event at Ysgol Gyfun Bro Morgannwg and the Talking Heads service for Deaf young people.

The Commissioner delivered key speeches to professionals who work with and for children and young people including:

Mudiad Meithrin AGM, the Wales Audit Office's annual conference, launch of the National Adoption Service, Abertawe Bro Morgannwg University Health Board's children's rights conference, Family Justice Network in Wales, Spirit of Play UK conference, National Independent Reviewing Officers' conference, and the Active Travel Conference.

Dylanwadu

Er mwyn sicrhau bod hawliau a lles plant a phobl ifanc yn ganolog i'r broses o wneud penderfyniadau yng Nghymru, mae'r Comisiynydd a'r fîm wedi parhau i gwrdd â Gweinidogion Cymru i godi pryderon a materion. Bu'r Comisiynydd hefyd yn mynychu Grŵp Hollbleidiol Seneddol San Steffan ar blant yng Nghymru i drafod Adroddiad Blynyddol 13/14.

I helpu i lywio'r maes gwaith polisi hollbwysig hwn, bu'r Comisiynydd yn cwrdd â chyfnewidfeydd ymarfer ac yn eu cynnal, er mwyn clywed yn uniongyrchol gan weithwyr proffesiynol beth yw'r heriau. Eleni, cynhaliodd y Comisiynydd gyfarfod Cymru gyfan ar ecsbloetio plant yn rhywiol a diogelu, yn ymdrin â goblygiadau adroddiadau Jay (Rotherham) ar Gymru. Bu'r swyddogion hefyd yn hwyluso cyfle i nifer o bobl ifanc roi tystiolaeth i ymchwiliad Cynulliad Cenedlaethol Cymru i wasanaethau iechyd meddwl plant a phobl ifanc, a rhannu eu meddyliau a'u profiadau gyda Gweinidog Iechyd Llywodraeth Cymru.

Elfen hollbwysig o'r fîm polisi yw defnyddio'r wybodaeth a gasglwyd o'r cyfarfodydd hyn, ac o'n hymgysylltu â phlant a phobl ifanc, a'n gwaith achosion i ymateb i ystod eang o ymgynoriadau Llywodraeth Cymru a Chynulliad Cenedlaethol Cymru. Eleni, bu'r fîm yn ymateb i 42 o ymgynoriadau, gan gynnwys: y cynigion deddfwriaethol ar gyfer Anghenion Dysgu Ychwanegol, Deddf Teithio Llesol (Cymru) 2013, Cyfarwyddiadau Deddf Mabwysiadu a Phlant 2002 (Trefniadau Mabwysiadu ar y Cyd)(Cymru) 2015, Rheoli Safleoedd Sipsiwn a Theithwyr yng Nghymru, Datblygu Fframwaith Safonau a Chanlyniadau Cenedlaethol ar gyfer Gwasanaethau Eiriolaeth Plant a Phobl Ifanc yng Nghymru, Rheoliadau drafft Pwyllgorau Rheoli Unedau Cyfeirio Disgyblion Addysg (Cymru) 2014 a'r canllawiau atodol, rheoliadau a chodau ymarfer Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, canllawiau anstatudol ar gyfer Dewis Derbyn Addysg Gartref a'r Strategaeth Tlodi Plant ddiwygiedig.

Influencing

To ensure the rights and welfare of children and young people are at the heart of decision making in Wales, the Commissioner and the team have continued to meet with Welsh Ministers to raise concerns and issues. The Commissioner also attended Westminster's All-Party Parliamentary Group on children in Wales to discuss the 13/14 Annual Report.

To help inform this critical area of policy work, the Commissioner met with and hosted practice exchanges to hear first-hand from professionals what the challenges are. This year, the Commissioner hosted an all-Wales child sexual exploitation and safeguarding meeting on the implications of the Jay report (Rotherham) on Wales. Officers also facilitated an opportunity for a group of young people to give evidence to the National Assembly for Wales' inquiry into child and adolescent mental health services and share their thoughts and experiences with the Welsh Government's Minister for Health.

A critical element of the policy team is to use the intelligence gathered from these meetings, and from our engagement with children and young people and our case work to respond to a wide-range of Welsh Government and National Assembly for Wales consultations. This year, the team responded to 42 consultations, including: the legislative proposals for Additional Learning Needs, the Active Travel (Wales) Act 2013, Adoption and Children Act 2002 (Joint Adoption Arrangements) (Wales) Directions 2015, Managing Gypsy and Traveller Sites in Wales, Development of a National Standards and Outcomes Framework for Children and Young People's Advocacy Services in Wales, draft Education Pupil Referral Unit Management Committees (Wales) Regulations 2014 and accompanying guidance, Social Services and Wellbeing (Wales) Act 2014 regulations and codes of practice, non-statutory guidance for Elective Home Education and the Revised Child Poverty Strategy.



Llyfr Achosion

Mae gwasanaeth cyngor a chymorth y Comisiynydd yn ddi-dâl ac yn gyfrinachol. Mae'n bodoli i fod yn ffynhonnell help a chefnogaeth os bydd plant a phobl ifanc neu'r rhai sy'n gofalu amdanynt yn teimlo bod plentyn wedi cael ei drin yn annheg.

Yn sgîl y cyfreithiau a sefydlodd swyddfa'r Comisiynydd, ni allwn ddarparu cyngor a chymorth ond i blentyn neu berson ifanc:

- hyd at 18 oed, neu 25 o dan rai amgylchiadau;
- sydd fel arfer yn byw yng Nghymru, neu sydd wedi'i leoli yn Lloegr gan awdurdod lleol yng Nghymru;
- sydd â chwyn neu sydd am gyflwyno sylwadau i ddarparwr gwasanaeth (fel gwarchodwr plant cofrestredig) neu rai sefydliadau penodol (gan gynnwys unrhyw gyngor sir neu awdurdod iechyd yng Nghymru). Mae rhestr lawn o'r gwasanaethau a'r sefydliadau hyn ar gael ar ein gwefan o dan 'Cyngor a Chymorth'.

Mae'r un cyfreithiau'n golygu bod rhai pethau na allwn eu gwneud. Ni allwn:

- ymweud ag unrhyw drafodion cyfreithiol, gan gynnwys achosion llys a phenderfyniadau a wnaed gan Wasanaethau Cyngor a Chymorth y Llysoedd i Blant a Theuluoedd (CAFCASS Cymru);
- cynnig gwasanaeth mewn argyfwng; na
- chynnig gwasanaeth cwnsela ein hunain.

Dyma fanylion y rhai y buon ni'n eu helpu eleni, a rhai enghreifftiau o achosion sy'n rhoi cipolwg i chi ar hyd a lled y materion mae'r fîm yn ymdrin â nhw.

LLYFR ACHOSION BLYNYDDOL TÎM CYNGOR A CHYMORTH - 31 MAWRTH 2014 – 31 MAWRTH 2015 YSTADEGAU:

Cyfanswm nifer yr achosion:
540 (31/03/2013-31/03/2014 524)
Yr achosion untro o blith y rhain:
223 (31/03/2013-31/03/2014 229)

Mae achos untro yn golygu bod y swyddog Ymchwiliadau a Chyngor yn darparu cyngor a gwybodaeth ar unwaith, gan alluogi'r galwr i ddatrys y mater ei hunan.

Y Math o Atgyfeiriad

352	Ffôn
147	E-bost
26	Llythyr
3	Rhadffôn
7	Yn Bersonol
5	Neges destun
0	Anhysbys

Ffynhonnell yr Atgyfeiriad

1	Cyfreithiwr
299	Rhiant
20	Aelod o'r cyhoedd
4	Ffrind i'r Teulu
3	Ysgol
12	Aelod etholedig
20	Gweithiwr proffesiynol arall
48	Teulu Estynedig
32	Gofalwr Maeth
2	Tim Troseddu Ieuencid
11	Gweithiwr Cymdeithasol
39	Plentyn neu Berson Ifanc
3	Gofalwr
1	Llinell Gyngor ar Eiriolaeth
11	Athro
5	Gwasanaeth Eiriolaeth
12	Sefydliad Gwirfoddol
9	Dienw
6	Gweithiwr Iechyd Proffesiynol
2	Awdurdod Lleol
0	Anhysbys

Casebook

The Commissioner's advice and support service is free and confidential. It's there as a source of help and support if children and young people or those who care for them feel that a child's been treated unfairly.

Laws which set up the Commissioner's office mean we can only provide advice and support to a child or young person:

- up to the age of 18 or 25 in certain circumstances;
- usually living in Wales or who is placed in England by a Welsh local authority;
- who has a complaint or wants to make representation to a service provider (such as a registered child minder) or certain organisations (including any county council or health authority in Wales). A full list of these services and organisations is available on our website under 'Advice and Support'.

The same laws also mean there are things we cannot do. We cannot:

- become involved with any legal proceedings, including court cases and decisions made by the Children and Families Court Advice and Support Services (CAFCASS Cymru);
- offer an emergency service; or
- offer a counselling service ourselves.

Here is a breakdown of those who we helped this year and some of examples of cases which gives you an insight into the breadth of issues handled by the team.

ANNUAL CASEBOOK ADVICE AND SUPPORT TEAM 31 MARCH 2014 – 31 MARCH 2015 STATISTICS:

Total number of cases:
540 (31/03/2013-31/03/2014 524)
Of which one off cases:
223 (31/03/2013-31/03/2014 229)

A one off case involves the Investigations and Advice officer providing immediate advice and information which will enable the caller to resolve the issue themselves.

Referral Type

352	Phone
147	Email
26	Letter
3	Free phone
7	In Person
5	Text message
0	Unknown

Referral Source

1	Advocacy Advice Line
1	Solicitor
299	Parent
20	Member of the public
4	Friend of Family
3	School
12	Elected member
20	Other professional
48	Extended Family
32	Foster Carer
2	Youth Offending Team
11	Social Worker
39	Child or Young Person
3	Carer
11	Teacher
5	Advocacy Service
12	Voluntary organisation
9	Anonymous
6	Health Professional
2	Local Authority
0	Unknown

Trosolwg a Thueddiadau o Ran Achosion:

Yn ystod y cyfnod hwn o baratoi'r adroddiad blynyddol gwelwyd cynnydd bychan yng nghyfanswm nifer yr achosion mae'r swyddfa wedi ymdrin â nhw (540 o'i gymharu â 524), a chynnydd yn nifer y materion (779 o'i gymharu â 708) rydym wedi delio â nhw yn sgîl yr achosion hynny.

Ym myd addysg bu cynnydd sydyn o'i gymharu â'r llynedd mewn meysydd fel cwynion (64 o'i gymharu ag 19), lleoliadau addysgol (20 o'i gymharu â 10), darpariaeth addysgol fel cefnogaeth ychwanegol ar gyfer anghenion penodol dysgwyr (52 o'i gymharu â 38), trafniadaeth ysgol (24 o'i gymharu ag 14) a datgelu camarfer (4 o'i gymharu ag 1). Cynyddodd y materion Anghenion Addysgol Arbennig (AAA)/ Anghenion Dysgu Ychwanegol (ADY), a all hefyd fod yn gysylltiedig â'r materion hyn (48 o'i gymharu â 43 o'i gymharu â 33 (2012/2013)).

O ran materion Gwasanaethau Cymdeithasol, er bod gostyngiad cyffredinol bychan (229 o'i gymharu â 234) gwelwyd cynnydd mewn rhai meysydd, yng nghyswllt cyngor, e.e. esbonio wrth alwyr sut mae gwasanaethau cymdeithasol yn gweithredu, beth gallan nhw ei ddisgwyl gan y gwasanaethau cymdeithasol, sut mae cael mynediad i wasanaethau, sut mae cwyno (44 o'i gymharu â 22), a lleoliadau maeth (27 o'i gymharu ag 17). Fodd bynnag, nid yw'r ffigurau'n arwydd o dueddiadau hir dymor, ac maent yn adlewyrchu amrywiadau arferol yn y math o waith sy'n dod i'r swyddfa.

Serch hynny, wrth gymharu ag ystadegau 2013-2014, bu gostyngiad yn nifer yr achosion mewn sawl maes; y mae cysylltiad cryf rhwng rhai ohonynt a gwaith y swyddfa. O ran achosion lechyd, mae'r materion y deuydd â hwy i'r swyddfa wedi haneru, o 64 o faterion (2013/14) i 32 (2014/15), ac mae hyn wedi cynnwys gostyngiad yn y materion CAMHS, o 16 i 12. Gwelwyd gostyngiad hefyd mewn meysydd megis mewnfudo, o 17 mater yn sgîl achosion i 7, o bosib oherwydd diflaniad y gwasanaethau cefnogaeth, gwybodaeth a chyngor

ehangach i'r grŵp hwn o blant a phobl ifanc yng Nghymru, a oedd wedi cyfrannu at atgyfeiriadau i'r swyddfa, a'r Amgylchedd (sy'n cynnwys materion yn ymwneud â chwarae a hamdden a chynllunio), o 43 i 20.

Gwaith Achosion y Tîm Cyngor a Chymorth

Mae'r gwasanaeth cyngor a chymorth annibynnol yn helpu i gyflawni un o swyddogaethau statudol y Comisiynydd, sef darparu cymorth i blant yng nghyswllt gwneud cwynion neu gyflwyno sylwadau ynghylch darpariaeth amrywiol wasanaethau rhagnodedig. Gall y swyddfa ddarparu cyngor neu gynrychiolaeth i'r plentyn.

Mae'r gwasanaeth hwn yn bodoli fel bod gan blant a phobl ifanc a'r bobl sy'n gofalu amdanynt rywun i droi atynt pan fydd popeth arall wedi methu wrth ddelio gyda phroblem maen nhw'n ei hwynebu. Mae'n aml yn cael ei ddisgrifio fel rhwyd ddiogelwch. Mae'r fîm hefyd yn darparu gwybodaeth a chyngor i weithwyr proffesiynol sy'n gweithio gyda phlant a phobl ifanc.

Er mai prif nod y fîm cyngor a chymorth yw darparu cyngor a chymorth i unigolion sy'n cysylltu â'r swyddfa, mae rhai achosion yn amlygu materion ehangach a chyfluoedd dysgu i weithwyr proffesiynol, yn ogystal â llywodraeth leol a chanolog.

Mae'r achosion canlynol yn darlunio'r math o achosion y bu'r fîm cyngor a chymorth yn delio gyda nhw yn ystod y 12 mis diwethaf, yn amrywio o ddarparu cyngor a gwybodaeth i gymorth gyda gwaith achosion sydd wedi helpu i ddatrys mater ar gyfer unigolyn penodol, i gymorth gyda gwaith achosion sydd wedi arwain at newid systemig ehangach mewn sefydliad.

Overview and Case trends:

During this annual reporting period we have had a slight increase in the total number of cases the office has dealt with (540 compared with 524) and an increase in the number of issues (779 compared with 708) that we have dealt with arising from those cases.

In education we have seen a sharp increase from last year in areas such as complaints (64 compared to 19), educational placements (20 compared to 10), educational provision such as additional support for learners specific needs (52 compared to 38), school transport (24 compared to 14) and whistleblowing (4 compared to 1). Special Educational Needs (SEN)/ Additional Learning Needs (ALN) issues which may also be linked to these issues increased (48 compared to 43 compared to 33 (2012/2013)). In relation to Social Service issues, although there has been a slight decrease overall (229 compared to 234) there are some areas where we have seen an increase, these being in relation to advice e.g. explaining to callers how social services operate, what they can expect from social services, how they can access services, how they can complain (44 compared to 22), and foster placements (27 compared to 17). However the figures are not indicative of any long term trends and reflect normal fluctuations in the type of work that comes into the office.

There were also 16 historical abuse matters referred to the office following appearances by the Commissioner in the media in connection with ongoing investigations and the Commissioners work as a member of the Operation Pallial Strategic Coordinating Group.

In comparison with statistics for 2013-2014 there has been a reduction in cases in a number of areas; some of which are strongly related to the work of the office. In relation to Health cases, issues brought to the office have reduced by half from 64 issues (2013/14) to 32 (2014/15) and this

has included a reduction of CAMHS issues from 16 to 12. A decrease has also been seen in areas such as Immigration from 17 case issues to 7, (possibly attributable to the demise of the wider support, information and advice services for this group of children and young people in Wales that had contributed to referrals to the office), and the Environment (which include issues around play and leisure and planning) from 43 case issues to 20.

Advice and Support Team Casework

The independent advice and support service helps fulfil one of the Commissioner's statutory functions to provide assistance to children in relation to making complaints or representations in relation to the provision of various prescribed services. The office can provide advice or representation for the child.

This service is there for children and young people and the people who care for them to have someone to turn to when they run out of all other options when dealing with a problem they are experiencing. It is often described as a safety net. The team also provide information and advice to professionals working with children and young people.

Whilst the primary aim of the advice and support team is to provide advice and support to individuals contacting the office, some cases identify wider issues and learning opportunities for professionals as well as local and central government.

The following cases provide an illustration of the type of casework that the advice and support team have dealt with during the past twelve months ranging from the provision of advice and information to casework support that has helped to resolve an issue for a particular individual, to casework support that has led to more wide-ranging systemic change within an organisation.

Cyngor a Gwybodaeth / Cyfeirbwyntio

Mater

Derbyniwyd galwad gan athro ysgol uwchradd oedd yn pryderu bod plant oedd yn derbyn gofal yn cael eu gosod mewn ysgolion lleol o awdurdodau lleol eraill heb ymgynghori'n briodol â'r sir oedd yn eu derbyn er mwyn sicrhau bod anghenion addysgol y plentyn yn cael eu cyflawni.

Datrysiaid

Rhodddwyd cyngor ynghylch canllawiau a deddfwriaeth oedd yn ymwneud â lleoli Plant sy'n Derbyn Gofal ac yng nghyswllt datganiadau (h.y. asesu plentyn yn swyddogol fel un sydd ag Anghenion Addysgol Arbennig) a'r cōd ymarfer Anghenion Addysgol Arbennig (AAA).

Canlyniad

Roedd y cyngor a ddarparwyd gan y swyddog gwybodaeth a chyngor yn caniatáu i'r athro drafod y mater a godwyd gyda'r swyddfa yn uniongyrchol gyda'r awdurdodau lleoli.

Mater

Cysylltodd rhiant â ni oedd yn pryderu bod hawliau eu plentyn i gysylltu ag eraill yn rhydd yn cael eu torri oherwydd nad oedd yn cael parhau i chwarae i'w ddewis glwb chwaraeon.

Datrysiaid

Fe wnaethon ni gysylltu â chymdeithas genedlaethol y gamp dan sylw a thrafod gyda nhw y rheolau a'r rheoliadau ar gyfer y gamp benodol honno yng Nghymru. Wedyn roedden ni mewn sefyllfa i ddarparu cyngor a gwybodaeth cywir i'r rhiant ynghylch y rheoliadau a'r broses apelio.

Canlyniad

Yn yr achos hwn cyflwynodd y rhiant apêl lwyddiannus yn erbyn y penderfyniad gwreiddiol, a chafodd y plentyn chwarae i'w ddewis ddim.

Manteisiodd y swyddfa hefyd ar y cyswllt â'r gymdeithas chwaraeon genedlaethol i ganfod a oedd eu paneli disgyblu ac apeliadau'n cydymffurfio â CCUHP ac yn caniatáu i blant a phobl ifanc roi eu barn mewn trafodion. Roedd y gymdeithas chwaraeon genedlaethol yn gallu cadarnhau bod hynny'n wir, a bod plant a phobl ifanc yn gallu mynychu'r paneli os dymunent, ond mai oedolion fyddai'n cynrychioli barn y plant mewn gwrandawriadau fel arfer.

Advice and Information / Signposting

Issue

A call was received from a secondary school teacher concerned that looked after children were being placed in local schools from other local authorities without proper consultation with the receiving county to ensure that the child's educational needs were being met.

Resolution

Advice was given regarding guidance and legislation in relation to the placement of Looked after Children and in relation to statementing (i.e. officially assessing a child as having Special Educational Needs) and the Special Educational Needs (SEN) code of practice.

Outcome

The advice provided by the information and advice officer allowed the teacher to take up the issue raised with the office directly with the placing authorities.

Issue

We were contacted by a parent concerned that their child's rights to freedom of association were being breached as they were not allowed to continue to play for the sports club of their choice.

Resolution

We made contact with the sport's national association and liaised with them regarding the rules and regulations for that particular sport in Wales. We were then in a position to provide the parent with accurate advice and information about the regulations and the appeals process.

Outcome

In this instance the parent successfully appealed the original decision and the child was able to play for the team of their choice.

The office also took the opportunity of their contact with the national sports association to ascertain whether their disciplinary and appeals panels complied with the UNCRC and allowed children and young people to have their say in proceedings. The national sports association were able to confirm that this was the case and children young people were able to attend panels should they wish but that it was usually adults who represented the views of the child at hearings.

Cyngor a Chymorth – Cymorth ar gyfer gwaith achosion unigol

Mater

Cysylltodd rhiant â'r gwasanaeth oedd yn pryderu nad oedd eu plant, oedd ar y gofrestr amddiffyn plant, yn cael cefnogaeth eiriolydd annibynnol, fel y cytunwyd mewn cyfarfod amddiffyn plant craidd. Roedd yn pryderu nad oedd llais y plant yn cael ei glywed. Roedd y rhiant yn byw ar wahân i'r plant ac wedi methu datrys y mater hwn ei hun.

Datrysiad

Bu un o swyddogion Ymchwiliadau a Chyngor y gwasanaeth yn cysylltu â'r gwasanaethau cymdeithasol, y darparwr eiriolaeth a'r ddau riant. I bob golwg, roedd y cyfathrebu rhwng y gwasanaethau cymdeithasol a'r darparwr eiriolaeth wedi methu, ac nid ymddangosai fod neb wedi mynd ati i sicrhau bod y plant yn derbyn y gefnogaeth y cytunwyd arni ar eu cyfer.

Canlyniad

Rhoddwyd cefnogaeth eiriolaeth annibynnol i'r plant, fel eu bod yn gallu lleisio barn mewn cyfarfodydd hollbwysig ynghylch eu dyfodol.

Mater

Cysylltodd pennaeth â ni i geisio cyngor ynghylch pryderon amddiffyn plant oedd yn ymwneud ag un o'r disgyblion.

Datrysiad

Cynghorwyd y pennaeth i wneud atgyfeiriad amddiffyn plant, o ystyried natur ddifrifol y pryderon roedd yn eu codi. Hefyd gwnaeth y swyddog Ymchwiliadau a Chyngor atgyfeiriad amddiffyn plant i'r adran gwasanaethau cymdeithasol berthnasol, a chael ar ddeall fod y plentyn eisoes ar y gofrestr amddiffyn plant. Fodd bynnag, mewn trafodaethau dilynol gyda'n swyddfa yn dilyn ein hatgyfeiriad amddiffyn plant, roedd yn eglur nad oedd gwybodaeth wedi cael ei rhannu'n systematig rhwng pawb oedd â diddordeb yn yr achos, ac o ganlyniad roedd y pecyn gofal a chymorth yn anghyflawn. Nid oedd Addysg a'r Gwasanaethau Cymdeithasol wedi rhannu gwybodaeth gyda'i gilydd, ac roedd cyfathrebu mewnol y Gwasanaethau Cymdeithasol hefyd wedi methu â chodi pryderon yn briodol. Nid oedd ymchwiliadau ac asesiadau perthnasol wedi cael eu cynnal, felly.

Canlyniad

Ymatebodd y Gwasanaethau Cymdeithasol yn dda iawn i'r ffaith ein bod ni wedi cysylltu â nhw, a gweithredu ar yr atgyfeiriadau a'r pryderon roedden ni wedi'u mynegi, a gwnaed gwaith pellach gyda'r rhiant a'r plentyn i sicrhau bod y plentyn yn cael ei gadw'n ddiogel ac yn cael ei asesu'n briodol. Darparodd y Gwasanaethau Cymdeithasol gynllun gweithredu ysgrifenedig manwl o'r hyn roedden nhw'n bwriadu ei wneud i ymdrin â'r pryderon roedden ni wedi'u codi.

Heb ymyrraeth y swyddfa, mae'n debygol y byddai'r lefel ymddangosiadol wael o gyfathrebu rhwng addysg a'r gwasanaethau cymdeithasol wedi parhau, heb rannu gwybodaeth bwysig, a heb gynnal ymchwiliadau ac asesiadau allweddol yng nghyswllt plentyn agored i niwed.

Advice and Support – Individual casework support

Issue

The service was contacted by a parent who was concerned that their children who were on the child protection register did not have the support of an independent advocate as had been agreed at a child protection core meeting . They were concerned that their children's voices were not being heard. The parent was living away from the children and had been unable to resolve this issue themselves.

Resolution

One of the service's Investigations and Advice Officers contacted social services, the advocacy provider and both parents. There had been an apparent breakdown in communication between social services and the advocacy provider and it seemed no one had taken the initiative to ensure that the children were provided with the support which had been agreed for them.

Outcome

The children were provided with independent advocacy support allowing them to have a voice in crucial meetings about their future.

Issue

We were contacted by a head teacher seeking advice about child protection concerns that they had in relation to one of their pupils.

Resolution

The head teacher was advised to make a child protection referral given the serious nature of the concerns that they were raising. The Investigations and Advice officer also made a child protection referral to the relevant social services department and were informed that the child was already on the child protection register. However in subsequent discussions with our office following our child protection referral it was clear that information had not been systematically shared between all those with an interest in the case resulting in an incomplete package of care and support. The education and social services departments had not shared information with one another, and Social Services' internal communication had also failed to raise concerns appropriately. Relevant investigations and assessments had therefore not taken place.

Outcome

The social services department was very responsive to our contact, acted upon the referrals and the concerns we had expressed, and further work was undertaken with the parent and the child to ensure that the child was kept safe and appropriately assessed. The department provided provided the office with a detailed written action plan of what they intended to do to address the concerns we had raised.

Without the intervention of the office the apparent poor level of communication between education and social services would likely have continued with important information not being shared and key investigations and assessments not undertaken on a vulnerable child.

Mater

Cysylltodd person ifanc oedd yn gadael gofal â'r swyddfa ynghylch problemau roedd yn eu hwynebu yng nghyswllt y gwasanaethau cymdeithasol yn cytuno ar gymorth ariannol ac yn ei ddarparu ar gyfer llety a chostau byw yn y brifysgol. Roedd y person ifanc wedi ceisio datrys y mater ei hun, ond wedi methu â gwneud hynny.

Datrysiaid

Bu swyddog Ymchwiliadau a Chyngor yn cysylltu â nifer o wahanol staff gwasanaethau cymdeithasol oedd yn gweithio ar draws yr adran, ar wahanol lefelau o gyfrifoldeb. Daeth yn eglur nad oedd y materion oedd yn effeithio ar y person ifanc yn rhai syml, er bod ganddyn nhw hawl i dderbyn y cymorth ariannol gyda llety a chostau byw yr oedden nhw wedi cysylltu â'r swyddfa yn ei gylch. Roedd yn ymddangos mai biwrocratiaeth gwneud penderfyniadau yn y gwasanaethau cymdeithasol oedd yn gyfrifol am yr oedi wrth symud y mater hwn ymlaen, ac nid oedd neb yn derbyn cyfrifoldeb am sicrhau bod y mater yn gwneud cynnydd prydlon. Llwyddodd y swyddog Ymchwiliadau a Chyngor i ganfod pwy oedd yn gwneud y penderfyniadau ynghylch y cyllid, pam roedd oedi wedi digwydd gyda'r taliad, a beth roedd angen ei wneud i ddatrys y rhwystrau oedd wedi atal y taliad.

Canlyniad

Darparwyd cyllid ar gyfer llety a chostau byw i'r person ifanc oedd yn gadael gofal, fel eu bod nhw'n gallu cychwyn ar eu cwrs prifysgol yn Llundain. Heb gefnogaeth y swyddfa, ni fyddai'r person ifanc wedi gallu cael hyd i ffordd trwy'r amrywiol dimau a phersonél gwasanaethau cymdeithasol i gael hyd i ddatrysiaid i'w problem frys, a fydden nhw ddim wedi gallu cychwyn eu cwrs prifysgol yn brydlon.

Mater

Fe gysylltodd Swyddog Adolygu Annibynnol (IRO) â ni oherwydd pryderon ynghylch y diffyg cynllunio priodol ar gyfer plentyn 17 oed oedd mewn uned addysgol breswyl y tu allan i'r sir ac ar fin gadael gofal. Roedd yn teimlo na allai ddylanwadu ar benderfyniadau oedd yn cael eu gwneud yng nghyswllt yr achos. Roedd y person ifanc wedi bod mewn gofal ers nifer o flynyddoedd.

Fe ddaethon ni'n ymwybodol nad oedd gan y person ifanc eiriolydd proffesiynol annibynnol, a fyddai wedi gallu helpu'r person ifanc i fynegi dymuniadau ar gyfer y dyfodol, ac yn ymwybodol nad oedd y person ifanc yn teimlo bod eu barn ynghylch y dyfodol yn cael ei chymryd i ystyriaeth.

Datrysiaid

Bu'r swyddog Ymchwiliadau a Chyngor yn cysylltu'n helaeth â'r gwasanaethau cymdeithasol, addysg, staff preswyl a'r Swyddog Adolygu Annibynnol dros gyfnod o sawl wythnos. Cyflwynwyd sylwadau cryf, gan gynnwys llythyr gan y Comisiynydd at Bennaeth y Gwasanaeth ynghylch ei bryderon am y dull o reoli'r achos, y cynlluniau pontio roedd yr awdurdod yn bwriadu eu dilyn, a'r diffyg cefnogaeth eiriolaeth gychwynnol.

Canlyniad

Cafwyd cytundeb gydag addysg a'r gwasanaethau cymdeithasol i estyn lleoliad preswyl y person ifanc, er mwyn caniatáu ar gyfer paratoi cynllun llwybr manwl.

Issue

A care leaver contacted the office regarding problems they were experiencing in relation to social services agreeing and providing funding support for their university accommodation and living expenses. The young person had attempted to resolve the issue themselves but had been unable to do so.

Resolution

An Investigations and Advice officer made contact with a number of different social services staff working across the department and at different levels of responsibility. It became clear that the young person's issues were not straightforward although they were entitled to the financial support for accommodation and living expenses that they had contacted the office about. Delays in progressing this issue appeared to be due to the bureaucracy of social services decision making and no-one taking responsibility for progressing the issue in a timely manner. The Investigations and Advice officer was able to determine who the decision maker was in relation to the funding, why there had been a delay in payment, and what needed to be done to resolve the blockages that had prevented the payment being made.

Outcome

The care leaver was provided with finance for accommodation and living expenses that allowed them to commence their university course in London. Without the support of the office the young person would not have been able to navigate their way through the various social services teams and personnel to obtain a resolution to their urgent problem and would not have been able to start their university course on time.

Issue

We were contacted by an Independent Reviewing Officer (IRO) due to concerns that they had about the lack of appropriate planning for a 17 year old child who was in an out-of-county residential educational unit and due to leave care. They felt unable to influence decisions that were being made in relation to the case. The young person had been in care for a number of years.

We became aware that the young person did not have an independent professional advocate who would have been able to help the young person articulate what they wanted for their future and aware that the young person did not feel that their views about their future were being taken into account.

Resolution

The Investigations and Advice officer had extensive contact with social services, education, residential staff, and the IRO over a number of weeks. Strong representations, including a letter from the Commissioner to the Head of Service regarding the concerns he had about the management of the case, the transitional plans the authority were intending to follow, and the initial lack of advocacy support were made.

Outcome

Agreement was reached with education and social services to extend the young person's residential placement to allow for the preparation of a detailed pathway plan to be undertaken.

Cyngor a chymorth – Materion cymorth gwaith achosion unigol a arweiniodd at newid strategol

Mater

Cysylltodd mamgu a thadcu â'r swyddfa oherwydd eu bod yn pryderu bod y gwasanaethau cymdeithasol yn methu ag ymateb i bryderon roedden nhw wedi'u codi ynghylch y perygl y gallai eu hwyres gael ei hecsbloetio'n rhywiol fel plentyn, a'i pharatoi ar gyfer ymddygiad amhriodol ar-lein.

Datrysiaid

Cysylltodd y swyddog Ymchwiliadau a Chyngor â'r gwasanaethau cymdeithasol ar unwaith ynghylch yr honiad amddiffyn plant a wnaed, er mwyn sicrhau bod y plentyn yn cael ei chefnogi a'i diogelu'n briodol, a rhoddodd hefyd gyngor a chefnogaeth i'r famgu a'r tadcu yng nghyswllt cwyno wrth y gwasanaethau cymdeithasol am y modd roedden nhw wedi cael eu trin.

Canlyniad

Cafwyd ymateb priodol i'r pryderon amddiffyn plant uniongyrchol a godwyd gan y swyddog Ymchwiliadau a Chyngor gan y gwasanaethau cymdeithasol. Serch hynny, ymddangosai fod y gwasanaethau cymdeithasol yn methu'n gyson â dilyn gweithdrefnau cywir o ran cwynion y famgu a'r tadcu, a'u bod yn methu â chydabod y materion ecsbloetio plant difrifol a godwyd. Bu'r swyddog Ymchwiliadau a Chyngor yn ymwneud â'r achos hwn am ryw chwe mis, yn herio'r gwasanaethau cymdeithasol ynghylch y pryderon diogelu roeddem wedi'u codi gyda nhw ac yn sicrhau eu bod yn ymateb yn briodol i'r gŵyn. Yn y pen draw bu'r gŵyn yn destun ymchwiliad annibynnol, a arweiniodd at ei chadarnhau ac at uwch-reolwyr yn cytuno ar gynllun gweithredu i ymdrin â'r materion a godwyd gyda nhw, gan gynnwys adolygu eu polisïau a'u gweithdrefnau risg yng nghyswllt Ecsbloetio Plant yn rhywiol, hyfforddiant staff, a darparu cefnogaeth arbenigol i staff.

Mater

Cysylltodd rhiant â'r swyddfa oherwydd pryder ynghylch y modd roedd ysgol gynradd wedi disgyblu ei phlentyn trwy roi gorchymyn i eistedd yn llonydd a pheidio â symud, a olygodd fod y plentyn wedi eistedd y tu allan i swyddfa'r pennaeth am bum awr a hanner yn ddi-baid.

Datrysiaid

Cynghorwyd y rhiant ynghylch sut i gyflwyno cwyn i'r ysgol, ac yn wyneb y gosb ymddangosiadol amhriodol, cysylltwyd â swyddog diogelu'r awdurdod addysg lleol. Cynghorwyd y rhiant i gysylltu â'r swyddfa eto os byddai'n cael unrhyw anhawster wrth gwyno. Un o swyddogaethau statudol y Comisiynydd yw adolygu a monitro'r trefniadau sydd gan rai cyrff cyhoeddus (gan gynnwys ysgolion) i ddiogelu hawliau plant wrth ddelio gyda chwynion neu sylwadau. Yn yr achos hwn roedd y rhieni'n cwyno ar ran eu plentyn, ac roedd yn briodol bod fy swyddfa'n sicrhau bod y gŵyn yn dilyn y broses gywir.

Cwynodd y rhiant wrth yr ysgol, ond ni ddilynodd yr ysgol y weithdrefn gwynion gywir, ac yn sgîl hynny cysylltodd y swyddog Ymchwiliadau a Chyngor â chadeirydd llywodraethwyr yr ysgol i roi gwybod iddyn nhw beth oedd y gweithdrefnau cywir i'w dilyn, ac i sicrhau bod ymchwiliad priodol yn cael ei gynnal.

Ymchwiliodd yr ysgol i'r gŵyn, ond er iddynt gydnabod nad oeddent yn ddi-fai, nid oeddent yn derbyn bod unrhyw faterion diogelu yn codi. Arweiniodd hyn at gyswllt pellach rhwng ein swyddfa a'r swyddog diogelu addysg lleol.

Canlyniad

Ymatebodd yr awdurdod addysg lleol yn briodol i'r pryderon diogelu a chwynion yr oeddem wedi'u codi gyda nhw, a threfnu bod hyfforddiant diogelu a chwynion / disgyblu yn cael ei ddarparu i'r pennaeth ac i lywodraethwyr yr ysgol. Byddai hynny'n helpu i sicrhau bod staff a llywodraethwyr yr ysgol yn ymwybodol o'u cyfrifoldebau i'r plant a'u rhieni yng nghyswllt y ddau fater.

Advice and support – Individual casework support issues leading to strategic change

Issue

Grandparents contacted the office concerned that social services were failing to respond to concerns that they had raised with them about their granddaughter being at risk of child sexual exploitation and being groomed on line.

Resolution

The Investigations and Advice officer immediately contacted social services in relation to the child protection allegation that had been made to ensure that child was being appropriately supported and safeguarded and also provided the grandparents with advice and support in relation to making a complaint to social services about the way that they had been treated.

Outcome

The immediate child protection concerns raised by the Investigations and Advice officer were dealt with appropriately by social services. However it seemed that social services consistently failed to follow correct procedures in respect of the grandparents' complaints and failed to acknowledge the serious child exploitation issues that we had raised. The Investigations and Advice officer remained involved with this case for approximately six months challenging social services about the safeguarding concerns that we had raised with them and ensuring that they responded appropriately to the complaint. The complaint was eventually independently investigated resulting in the complaint being upheld and senior management agreeing an action plan to address the issues that had been raised with them including reviewing their risk policies and procedures in relation to Child Sexual Exploitation, staff training, and provision of specialist support to staff.

Issue

A parent contacted the office concerned about the way a primary school had disciplined her child by making them sit outside the head teacher's office for five and half hours without a break with an instruction to sit still and not to move.

Resolution

Advice was provided to the parent about how to make a complaint to the school and in view of the apparently inappropriate punishment a call was made to the local authority education safeguarding officer. The parent was advised to come back to the office if they experienced any difficulties pursuing their complaint. One of the Commissioner's statutory functions is to review and monitor the arrangements which certain public bodies (including schools) have in place to safeguard and promote the rights of children in dealing with complaints or representations. In this instance the parents were complaining on behalf of their child and it was appropriate that my office ensured that the complaint followed due process.

The parent made a complaint to the school which subsequently did not follow the correct complaints procedure. This led to the the Investigations and Advice officer contacting the school's chair of governors to advise them of the proper procedures to follow and to ensure that a proper investigation was undertaken.

The school investigated the complaint and whilst acknowledging some wrongdoing on their part did not accept that there were any safeguarding issues. This led to further contact between our office and the local education safeguarding officer.

Outcome

The local education authority responded appropriately to the safeguarding and complaints concerns that we had raised with them and arranged for both safeguarding and complaints / disciplinary training to be provided to the head teacher and the school governors. This would help to ensure that, in relation to both issues, staff and governors of the school would be aware of their responsibilities to both children and their parents.

Mater

Cysylltodd eiriolydd person ifanc oedd wedi dioddef ymosodiad gan riant â'r gwasanaeth cyngor a chymorth. Roedd yr eiriolydd yn pryderu am ddau fater. Ar ôl datgelu'r ymosodiad, roedd Gweithiwr Cymdeithasol wedi mynd gyda'r person ifanc i'r ysbyty i gael archwiliad, ond roedd meddyg yn yr ysbyty wedi gwrthod archwilio'r plentyn heb ganiatâd y rhieni. Pan ddigwyddodd hynny, aed â'r person ifanc adref ar gais, ond wedyn rhoddodd wybod i'r eiriolydd ei fod yn rhy ofnus i aros gartref. Doedd yr eiriolydd ddim yn siŵr beth i'w wneud, ac roedd wedi cysylltu â'r swyddfa i gael cyngor.

Datrysiaid

Cysylltodd y swyddog Ymchwiliadau a Chyngor â'r gwasanaethau cymdeithasol ar unwaith, a threfnwyd lleoliad maeth brys i'r person ifanc, yn ogystal â chyfarfod strategaeth.

Codwyd mater caniatâd mewn lleoliadau gofal iechyd gyda'r bwrdd iechyd lleol, a aeth â'n pryderon i'r Bwrdd Lleol Diogelu Plant, lle cytunwyd y dylid llunio a gweithredu polisi arfer da. Bu fy swyddfa i'n helpu i ddatblygu'r ddogfen bolisi derfynol.

Canlyniad

Rhoddwyd cyngor a chymorth i'r eiriolydd, a chafodd person ifanc agored i niwed ddiogelwch a diogeledde lleoliad priodol.

Cymerwyd pryderon a godwyd gyda'r Bwrdd Iechyd Lleol o ddifri, ac arweiniodd hynny at ddatblygu a gweithredu canllaw arfer da ar gyfer ymarferwyr meddygol yng nghyswllt caniatâd, yn y gobaith y byddai'n atal mater tebyg i'r achos hwn rhag codi yn y dyfodol.

Issue

The Advice and Support service was contacted by the advocate of a young person who had been assaulted by their parent. The advocate was concerned about two issues. Following disclosure of the assault the young person had been accompanied to hospital by a Social Worker for an examination but a doctor at the hospital had refused to examine the child without the parents' consent. At that point the young person was returned home at their request but subsequently informed the advocate that they were too scared to stay at home. The advocate was unsure what to do and had contacted the office for advice.

Resolution

The Investigations and Advice officer immediately contacted social services who arranged an emergency foster placement for the young person and for a strategy meeting to take place.

The issue of consent in health care settings was raised with the local health board who took our concerns to the local Safeguarding Children's Board where it was agreed that a good practice policy be devised and implemented. My office assisted in the development of the final policy document.

Outcome

Advice and support was provided to the advocate and a vulnerable young person was provided with the safety and security of an appropriate placement.

Concerns that were raised with the Local Health Board were taken seriously and led to a good practice guide for medical practitioners in relation to consent being developed and implemented. This would hopefully prevent a similar issue to this case occurring in the future.

Gwaith Cydraddoldeb

1. Cydymffurfio â Deddf Cydraddoldeb 2010

Mae Comisiynydd Plant Cymru, ynghyd â chyrrff sector cyhoeddus eraill yng Nghymru, yn destun dyletswydd cydraddoldeb y sector cyhoeddus.

Trwy waith creiddiol y Comisiynydd a'r swyddogaethau sy'n ymwneud â'r cyhoedd mae gennym rôl bwysig i'w chyflawni o ran helpu i wireddu cynnydd o ran cyfle cyfartal i holl blant a phobl ifanc Cymru.

Mae'r adran hon yn dangos sut rydyn ni'n ymgysylltu fel mater o drefn â'r plant a'r bobl ifanc fwyaf agored i niwed, sy'n anaml yn cael fwyaf o drafferth i sicrhau bod eu lleisiau'n cael eu clywed, ac sydd weithiau'n eu cael eu hunain o dan anfantais oherwydd y modd y mae gwasanaethau'n cael eu darparu.

Ar hyd y flwyddyn mae'r Comisiynydd wedi cyflwyno ymatebion ymgynghori i Lywodraeth Cymru ar ei rhaglen ddeddfwriaethol, gan godi materion cydraddoldeb sy'n effeithio'n uniongyrchol ar blant a phobl ifanc.

Yn aml, deuir â materion sy'n ymwneud â phobl yn profi camwahanieithu ac anfantais oherwydd eu nodweddion a amddiffynnir at Wasanaeth Cyngor a Chymorth y Comisiynydd.

2. Camau Gweithredu Cadarnhaol yn 2014/2015

Trwy gyflawni Cynllun Gwaith Blynyddol 2014 /2015, bu'r Comisiynydd yn casglu tystiolaeth ac yn codi proffil nifer o faterion cydraddoldeb:

- **Bu'n ymchwilio i ddarpariaeth egwyliau byr ar gyfer gofalwyr plant anabl yng Nghymru. ('Bywydau Llawn')**
- **Bu'n hybu hawliau plant a phobl ifanc sy'n defnyddio cadair olwyn i gael mynediad i addysg. ('Bywydau Llawn, Mynediad Cyfartal')**
- **Bu'n cefnogi pobl ifanc i roi tystiolaeth a hybu hawliau'r plant a'r bobl ifanc sy'n cyrchu'r gymuned Gwasanaethau Iechyd Meddwl i Blant a Phobl Ifanc (CAMHS).**
- **Datblygwyd canllaw i bobl ifanc sy'n Sipsiwn a Theithwyr i helpu i leihau'r effaith negyddol ar blant a phobl ifanc yn sgîl sut mae ffurfwyr barn gyhoeddus yn portreadu cymunedau Sipsiwn, Teithwyr a Roma mewn geiriau a lluniau.**

I gael rhagor o wybodaeth am yr adroddiadau hyn, cyfeiriwch at ein hadran '**Llwyddiannau Allweddol**'.

Equality Work

1. Compliance with the Equality Act 2010

The Children's Commissioner for Wales, along with other public sector bodies in Wales, is subject to the public sector equality duty.

Through the Commissioner's core work and public facing functions we have an important role to play in assisting the realisation of progressing equality of opportunity for all children and young people in Wales.

This section demonstrates how we routinely engage with the most vulnerable of children and young people who often find it more difficult to have their voices heard and sometimes find themselves at a disadvantage because of the way services are provided.

Throughout the year the Commissioner has submitted consultation responses to Welsh Government on its legislative programme which raises issues of equality that directly impact on children and young people.

Issues relating to discrimination and disadvantage experienced by people due to their protected characteristics are frequently brought to the Commissioner's Advice and Support Service.

2. Positive Action in 2014/2015

Through the delivery of the 2014 /2015 Annual Work Plan, the Commissioner gathered evidence and raised the profile of numerous equality issues:

- **Investigated the provision of short breaks for the carers of disabled children in Wales. ('Full Lives')**
- **Promoted the rights of wheelchair using children and young people to access education. ('Full Lives, Equal Access')**
- **Supported young people to give evidence and promote the rights of children and young people who access Children and Adolescent Mental Health Services in the community**
- **Developed a guide for Gypsy Traveller young people to help reduce the negative impact on children and young people of media verbal and visual representation of Gypsy, Traveller and Roma communities.**

For further information on these reports, please refer to our section titled '**Key Successes**'.

3. Cynnydd o ran ein Hamcanion Cydraddoldeb Strategol

Er mwyn sicrhau ein bod yn llwyddo'n systematig i gyflawni ein rôl a'n gorchwyl o gyflawni cynnydd ym maes cyfle cyfartal i holl blant a phobl ifanc Cymru, mae Amcanion Cydraddoldeb Strategol cyfredol y Comisiynydd yn ymwneud â gosod dulliau casglu data effeithiol yn eu lle, a dulliau effeithiol o briffyrdio ystyriaethau cydraddoldeb i strwythurau llywodraethu a phrosesau cynllunio.

Yn ystod y cyfnod adrodd hwn, mae gwaith wedi bod yn mynd rhagddo'n fewnol i sicrhau bod amcanion cydraddoldeb yn cael eu cynnwys ym mhob elfen o'r prosesau cynllunio. Mae'r cynnydd hwn yn hanfodol er mwyn i ni ddatblygu cyfres newydd o amcanion strategol yn 2015/2016, ar sail tystiolaeth gadarn ynghylch y canlyniadau i blant a phobl ifanc sy'n rhannu nodweddion penodol a amddiffynnir:

- Yn ystod 2014 cafodd system rheoli achosion ein hadran cyngor a chymorth ei diwygio'n llwyddiannus, ac mae bellach yn gallu cipio ac adrodd ar ddata perthnasol i gydraddoldeb. O 1 Ebrill 2015 bydd hyn yn caniatáu i ni ddeall yn fanylach nodweddion a amddiffynnir y bobl sy'n cyrchu a'r rhai nad ydynt yn cyrchu ein gwasanaethau, er mwyn i ni fedru parhau i wella sut rydyn ni'n cynnig ein gwasanaethau.
- Yn ystod 2014, datblygwyd proses werthuso ar gyfer achosion cyngor a chymorth. Bydd y broses hon yn galluogi swyddogion Ymchwiliadau a Chyngor i fynd at bobl a fu'n cyrchu ein llinell gymorth yn y gorffennol i gasglu adborth o ran eu bodlonrwydd ar ein gwasanaethau a chanfod dewisiadau cyfathrebu. Defnyddir yr wybodaeth hon yn y dyfodol i wella sut rydyn ni'n cynnig ein gwasanaethau.
- Rydyn ni wedi bod yn casglu data monitro cydraddoldeb ar ein Llysgenhadon Gwych er mwyn gwella ein dealltwriaeth o nodweddion a amddiffynnir y plant a'r bobl ifanc sy'n dod yn llysgenhadon ysgol i ni.

Bydd yr wybodaeth hon yn ein galluogi i osod rhai targedau ar gyfer y cynllun, er mwyn sicrhau ein bod yn cynrychioli'n llawn y gymuned o blant a phobl ifanc yr ydym ni'n eu gwasanaethu yng Nghymru.

Yn ystod y cyfnod adrodd hwn, mae gwaith wedi bod yn mynd rhagddo'n fewnol i sicrhau bod anghenion y cyhoedd yn ganolog i'r dull o gyflunio a gweithredu gwasanaethau, ac i sicrhau bod amrywiaeth a chydaddoldeb yn rhan annatod o bob cyfathrebu allanol.

- **Mae holiadur ar gyfer ymwelwyr ynghylch cyfleusterau'r swyddfa wedi cael ei ddadansoddi, a bydd yn ein helpu i ganfod gwelliannau i hygyrchedd ein hadeiladau a sicrhau ein bod yn sensitif i anghenion y rhai yr ydym ni'n ymgysylltu â nhw.**
- **Rydyn ni'n ymdrechu'n barhaus i wella ein dull o weithio fel tîm o staff gyda phlant a phobl ifanc a'r oedolion sy'n gweithio gyda nhw neu'n gofalu amdanynt neu'n ofalgar yn eu cylch. Rydyn ni wedi adolygu ein canllaw Cynllunio Digwyddiadau, ac wedi cyflwyno pecyn dysgu ar-lein.**
- **Yn 2014 ymunodd Swyddfa'r Comisiynydd â'r cynllun Hyrwyddwyr Amrywiaeth sydd yng ngofal Stonewall Cymru ac ymunodd â'r mynegai cydraddoldeb ar gyfer Gweithleoedd am y tro cyntaf. Mae canlyniadau'r wybodaeth a gyflwynwyd ar gyfer y mynegai wedi'n galluogi i ddrafftio amcanion sy'n mynd ati'n benodol i geisio gwella profiad pob aelod o staff sy'n rhannu nodweddion a amddiffynnir yn y gweithle.**
- **Mae ein cyfranogiad yn yr ymchwiliad ar gyfer Safonau'r Iaith Gymraeg wedi ein galluogi i adolygu ein camau gweithredu cadarnhaol a phennu amcanion ar gyfer gwella sut rydyn ni'n cynnig ein gwasanaethau'n ddwyieithog.**
- **Mae dadansoddiad o'n gwybodaeth am y gweithlu yng nghyswllt rhywedd, cyflog a dysgu a datblygu i'w weld ar ein gwefan www.complantcymru.org.uk**

3. Progress against our Strategic Equality Objectives

In order to ensure we systematically fulfil our role and remit to progress equality of opportunity for all children and young people in Wales, the Commissioner's current Strategic Equality Objectives are concerned with establishing the building blocks of effective data collection and effective means of mainstreaming equalities considerations into governance structures and planning processes.

During this reporting period work has been progressing internally to ensure that equality objectives are included in all elements of the planning processes. This progress is essential in order for us to develop a new set of strategic objectives in 2015/2016 based on robust evidence in relation to outcomes for children and young people who share specific protected characteristics:

- **During 2014 our Advice and Support case management system was successfully revised and is now capable of capturing and reporting on equality relevant data. From 1 April 2015 this will allow us to understand in more detail the protected characteristics of the people who access and do not access our services so that we can continue to improve the way in which we offer our services.**
- **During 2014, an evaluation process for advice and support cases was developed. This process will enable Investigation and Advice Officers to approach people who accessed our helpline previously to obtain feedback on their satisfaction with our services and establish communication preferences. This information will be used in future to improve the way in which we offer our services.**
- **We have been gathering equality monitoring data on our Super Ambassadors in order to improve our understanding of the protected characteristics of the children and young people who become our school ambassadors. This information will enable**

us to set some targets for the scheme to ensure that we are fully representing the community of children and young people in Wales that we serve.

During this reporting period, work has been progressing internally to ensure that the needs of the public are central to the way in which services are configured and implemented and to ensure diversity and equality is integral to all external communications.

- **A questionnaire for visitors in relation to the office facilities has been analysed which will help us to identify improvements to the accessibility of our premises and ensure we are sensitive to the needs of those with whom we engage.**
- **We are continually looking to improve the way we work as a staff team with children and young people and the adults who work with them or care for them or about them. We have reviewed our Events Planning guide and introduced an online learning package.**
- **In 2014 the Commissioner's Office joined the Diversity Champions scheme run by Stonewall Cymru and entered the Work Place equalities index for the first time. The results of the index submission have enabled us to draft objectives specifically aimed at improving the workplace experience for all members of staff who share protected characteristics.**
- **Our participation in the Welsh Language Standards investigation has enabled us to review our positive actions and set objectives to improve the way in which we offer our services bilingually.**
- **An analysis of our workforce information in relation to gender, pay and learning and development can be found on our website www.childcomwales.org.uk.**

Materion Allweddol

O chwarae a thai i ddiogelu a iechyd, mae ein tîm o bedwar swyddog polisi'n dylanwadu ar newid systemig ar gyfer plant a phobl ifanc ar ystod eang o faterion. Yma, maen nhw'n nodi wyth o'r materion mwyaf arwyddocaol sy'n wynebu plant a phobl ifanc yng Nghymru heddiw, ynghyd â galw'n benodol ar Lywodraeth Cymru yng nghyswllt pob un ohonynt.

Key Issues

From play and housing to safeguarding and health, our team of four policy officers influence systemic change for children and young people on a wide range of issues. Here they identify eight of the most pressing issues facing children and young people in Wales today along with a specific call on each for the Welsh Government.

Addysg ac Anghenion Dysgu Ychwanegol

Mae gweld gwelliannau ym mhrofiad addysgol holl blant a phobl ifanc Cymru yn parhau'n flaenoriaeth i'r swyddfa. Yn adroddiad blynyddol y llynedd, galwodd y swyddfa ar Lywodraeth Cymru i ymgorffori llesiant disgyblion i'w Chynllun Gwella Ysgolion, a sicrhau bod hynny'n cael ei adlewyrchu mewn polisi cenedlaethol a sbardunau perfformiad.

Roedd y swyddfa'n falch bod Llywodraeth Cymru wedi comisiynu'r Athro Graham Donaldson i gynnal adolygiad annibynnol o'r trefniadau cwricwlwm cenedlaethol ac asesu yng Nghymru, a chroesawodd gyhoeddi Adroddiad 'Dyfodol Llwyddiannus' ('Successful Futures') yr Athro Donaldson. Mae nifer o argymhellion i'w croesawu yn yr adroddiad, er mwyn creu system addysg fwy cynhwysol i Gymru.

Ym mis Rhagfyr 2014, cyhoeddodd Llywodraeth Cymru ganllawiau statudol i awdurdodau lleol ynghylch hawliau plant i apelio a chyflwyno hawliad i Dribiwnlys Anghenion Addysgol Arbennig Cymru. Roedd y swyddfa'n croesawu cyhoeddi'r canllawiau statudol hyn, a'r ffaith eu bod yn estyn yr hawl i apelio i bob plentyn a pherson ifanc sydd ag anghenion dysgu ychwanegol.

Mae'r swyddfa hefyd yn falch o weld cynnydd Llywodraeth Cymru o ran cyflwyno cynigion diwygio deddfwriaethol ynghylch anghenion dysgu ychwanegol a'r bwriad a nodwyd i sefydlu fframwaith newydd cyfannol ar gyfer cefnogaeth. Fodd bynnag, mae gwella cydlyniant, darpariaeth a chefnogaeth plant a phobl ifanc sydd ag anghenion dysgu ychwanegol yn dal yn faes allweddol sy'n destun pryder.

Mae'n bwysig bod Llywodraeth Cymru yn cyflawni'r ymrwymiad a nodwyd yn ei Rhaglen Lywodraethu, sef cyflwyno deddfwriaeth newydd, a gefnogir gan Gôd Ymarfer cadarn, sy'n ymateb i anghenion addysg, lles a llesiant plant a phobl ifanc sydd ag anghenion dysgu ychwanegol.

Education and Additional Learning Needs

Seeing improvements in the educational experience for all children and young people in Wales continues to be a priority for the office. In last year's annual report, the office called on the Welsh Government to incorporate pupil wellbeing into its Improving Schools Plan and ensure that this was reflected in national policy and performance drivers.

The office was pleased that the Welsh Government commissioned Professor Graham Donaldson to carry out an independent review into the national curriculum and assessment arrangements for Wales and welcomed the publication of Professor Donaldson's 'Successful Futures' Report. There are a number of welcome recommendations within the report to create a more inclusive education system for Wales.

In December 2014, the Welsh Government published statutory guidance for local authorities on children's rights to appeal and make a claim to the Special Educational Needs Tribunal for Wales. The office welcomed the publication of this statutory guidance and its extension of the right of appeal to all children and young people with additional learning needs.

The office is also pleased with the Welsh Government's progress on setting out proposals for legislative reform on additional learning needs and the stated intent to establish a new holistic framework for support. However, improving coordination, provision and support for children and young people with additional learning needs continues to be a key area of concern.

It is important that the Welsh Government delivers the commitment set out within its Programme of Government to introduce new legislation, supported by a robust Code of Practice, meeting the education, welfare and wellbeing needs of children and young people with additional learning needs.

Eiriolaeth

Ym mis Gorffennaf 2014, cyhoeddodd y swyddfa 'Lleisiau Coll: Yr Hawl i Gael eu Clywed', y trydydd mewn cyfres o adroddiadau oedd yn edrych ar ddarpariaeth gwasanaethau eiriolaeth i blant a phobl ifanc agored i niwed yng Nghymru. Wrth ddrafftio'r adroddiad, roedd yn siomedig canfod nad oedd fawr ddim wedi newid yn achos nifer sylweddol o blant a phobl ifanc ers i 'Lleisiau Coll' gael ei gyhoeddi yn 2012.

Mae'r argymhellion a wnaed yn 'Lleisiau Coll: Yr Hawl i Gael eu Clywed' wedi cael derbyn da gan awdurdodau lleol a Chymdeithas Cyfarwyddwyr Gwasanaethau Cymdeithasol (ADSS). Mae Llywodraeth Cymru wedi sefydlu grŵp uwch-arweinyddion a grŵp gorchwyl a gorffen i roi dull gweithredu cenedlaethol ar waith yng nghyswllt eiriolaeth. Mewn llawer o achosion mae'r argymhellion wedi adlewyrchu arferion sydd eisoes ar waith mewn llawer o awdurdodau, neu safonau gwasanaeth y mae awdurdodau'n ceisio eu cyflawni. Yn wir, mae gweithredu trwy 'fynd ati i gynnig eiriolaeth', a fabwysiadwyd mewn rhai ardaloedd, yn gwireddu hawliau o dan CCUHP, yn arbennig Erthyglau 12 a 13, sy'n rhoi hawl i blant a phobl ifanc leisio barn ar benderfyniadau sy'n effeithio ar eu dyfodol, yn ogystal â'r hawl i gael mynediad i wybodaeth, gan eu grymuso â llais cryf a rheolaeth ar y gwasanaethau maen nhw'n eu derbyn.

Wrth ymateb i Adroddiad Blynyddol 2013/14, nododd Llywodraeth Cymru nad yw canfyddiadau 'Lleisiau Coll: Yr Hawl i Gael eu Clywed' yn cyfateb i arolygiad AGGCC o ddiogelu a cynllunio gofal plant sy'n derbyn gofal a rhai sy'n gadael gofal yng Nghymru. Canfu AGGCC fod y plant a'r bobl ifanc y buon nhw'n eu cyfweid yn gwybod am eiriolaeth ac yn gwybod sut i gael mynediad iddi. Roedd yn dda clywed hynny, er bod AGGCC yn cydnabod, o ystyried bod ffocws eu sampl o achosion yn cynnwys rhai o'r materion rheoli achosion mwyaf heriol a chymhleth, nad oedd yr arolygiad yn cynrychioli ond carfan fechan o boblogaeth ehangach plant sy'n derbyn gofal a'r rhai sy'n gadael gofal ym mhob awdurdod. Mewn cyferbyniad, roedd y dystiolaeth yn 'Lleisiau Coll: yr Hawl i Gael eu Clywed' yn casglu barn carfan lawer ehangach o blant a phobl ifanc sydd â hawl statudol i eiriolaeth annibynnol.

Dylai Llywodraeth Cymru sicrhau bod model cenedlaethol ar gyfer gwasanaethau eiriolaeth statudol yn cael ei gytuno a'i weithredu erbyn mis Ebrill 2016, i gyd-ddigwydd â'r gofynion pan ddaw Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 i rym.

Advocacy

In July 2014, the office published 'Missing Voices: Right to be Heard', the third in a series of reports looking at the provision of advocacy services for vulnerable children and young people in Wales. In drafting the report it was disappointing to find that little had changed for a significant number of children and young people since 'Missing Voices' was published in 2012.

Recommendations contained within 'Missing Voices: Right to be Heard' have been well received by local authorities and the Association of Directors of Social Services (ADSS). The Welsh Government has established a senior leadership group and a task and finish group to implement a national approach to advocacy. In many cases the recommendations have reflected existing practices that are being delivered in many authorities, or are service standards that authorities are working towards. Indeed an 'active offer of advocacy' approach adopted in some areas realises rights under the UNCRC, particularly Articles 12 and 13, which afford children and young people the right to have a say in decisions that affect their future, as well as the right to access information, empowering them with a strong voice and control of the services they receive.

In responding to the Annual Report 2013/14, the Welsh Government indicated that the findings of 'Missing Voices: Right to be Heard' do not correlate with CSSIW's inspection of safeguarding and care planning of looked after children and care leavers in Wales. CSSIW found that the children and young people they interviewed knew about advocacy and knew how to access it. It was reassuring to hear this although CSSIW recognise that given that the focus of their case sample was inclusive of some of the most challenging and complex case management issues, the inspection represented only a small cohort of each authority's wider looked after children and care leaving population. In contrast, evidence in 'Missing Voices: Right to be Heard' gathered the views of a much broader cohort of children and young people who have a statutory entitlement to independent advocacy.

The Welsh Government should ensure that a national model for statutory advocacy services is agreed and implemented by April 2016 to coincide with the requirements under the Social Services and Wellbeing (Wales) Act 2014 coming into force.

Iechyd Meddwl Plant a Phobl Ifanc (CAMHS)

Mae'n destun pryder eithriadol fod angen i'r swyddfa unwaith eto amlygu CAMHS fel maes y mae angen rhoi cryn sylw iddo o ran polisi a datblygu gwasanaeth.

Er bod y swyddfa'n cydnabod y gwelwyd peth cynnydd, yn arbennig yng nghyswllt sefydlu Rhwydwaith Cynllunio Arbenigol Cymru Gyfan ar gyfer CAMHS ac Anhwylderau Bwyta; datblygiad Timau Therapi Dwys Cymunedol; ac ymateb Llywodraeth Cymru i fater derbynnyddau amhriodol, mae'r swyddfa'n dal yn bryderus bod plant a phobl ifanc ledled Cymru sy'n delio gyda materion iechyd meddwl yn dal i brofi gwasanaeth nad yw'n ymateb yn effeithiol i'w hanghenion. Yn ystod blwyddyn adroddiad blynyddol eleni, cynhaliwyd ymchwiliad pwysig i CAMHS gan Bwyllgor Plant, Pobl Ifanc ac Addysg Cynulliad Cenedlaethol Cymru. Cyflwynodd y swyddfa ymateb cynhwysfawr i'r alwad am dystiolaeth, a chroesawodd ymrwymiad y Pwyllgor i ymchwilio i bryderon. Mae eu hadroddiad terfynol, a gyhoeddwyd ym mis Tachwedd 2014, yn gwneud cyfraniad sylweddol i'r sylfaen gynyddol o dystiolaeth. Rhaid yn awr i Lywodraeth Cymru a'r partneriaid allweddol symud ymlaen a gwneud cynnydd trwy weithredu. Roedd yr ymgysylltu â phlant a phobl ifanc fel rhan o broses yr Ymchwiliad, a hwyluswyd gan y swyddfa, yn enghraifft gadarnhaol o sut gall eu barn a'u profiadau wneud cyfraniad pwysig wrth ddatblygu a gweithredu polisi.

Fodd bynnag, mae'r swyddfa'n dal i bryderu ynghylch y diffyg cynnydd parhaus mewn meysydd allweddol o CAMHS, gan gynnwys argaeledd gwasanaethau ymyrraeth gynnar; mynediad at CAMHS arbenigol cymunedol, gan gynnwys therapïau seicolegol; protocolau asesu ac argaeledd triniaeth a chymorth Anhwylderau Sbectrwam Awstistig; darpariaeth mewn lleoliadau cyfiawnder ieuencid; a lefel yr adnoddau a ddyrannwyd i CAMHS. Amlygwyd y rhan fwyaf o'r rhain yn adroddiad terfynol Pwyllgor Cynulliad Cenedlaethol Cymru.

Rydyn ni'n credu bod diffyg gwelededd i blant a phobl ifanc mewn datblygiadau strategol

a deddfwriaethol allweddol yng nghyswllt iechyd meddwl, a bod hynny'n wir oherwydd y dull gweithredu pob oed y mae Llywodraeth Cymru wedi'i ddewis. Mynegwyd hyn hefyd yn ddiweddar gan Bwyllgor Iechyd a Gofal Cymdeithasol Cynulliad Cenedlaethol Cymru yn eu craffu ôl-ddeddfwriaethol ar Fesur Iechyd Meddwl (Cymru) 2010, lle nodwyd bod ganddynt "bryderon difrifol ynghylch effaith y Mesur ar wasanaethau iechyd meddwl i blant a phobl ifanc". Mae cwestiynau'n parhau, felly, ynghylch a ellir dweud bod y dull gweithredu oed-gynhwysol hwn yn rhoi mwy o effaith i CCUHP, ac a ydyw'n gallu ymdrin ag anghenion unigryw plant a phobl ifanc. Mae hwn yn bryder sydd hefyd yn ymwneud â lefel yr adnoddau a ddyrannwyd i CAMHS yng Nghymru. Er bod Llywodraeth Cymru wedi amddiffyn cyllid iechyd meddwl trwy ei neilltuo (mae hynny'n cael ei adolygu ar hyn o bryd), mae eu data ystadegol, a gyhoeddwyd ym mis Mehefin 2014, yn dangos y gallai tangyllido gael ei ystyried yn fater arwyddocaol oddi mewn i CAMHS o hyd.

Lansiodd y Gweinidog Iechyd a Gwasanaethau Cymdeithasol raglen gwella gwasanaeth amlasiantaeth, Gyda'n Gilydd dros Blant a Phobl Ifanc, ym mis Chwefror 2015. Er ein bod yn disgwyl am ragor o fanylion ynghylch y canlyniadau disgwylidig ar gyfer plant a phobl ifanc ledled Cymru, mae'r datblygiad hwn yn gyfle amhrisiadwy i sicrhau bod y pryderon parhaus a godwyd ynghylch CAMHS yn derbyn sylw effeithiol.

Rhaid i Lywodraeth Cymru a'r partneriaid allweddol perthnasol, gan gynnwys Byrddau Iechyd Lleol, addysg a gwasanaethau eraill sy'n cael effaith ar iechyd meddwl a llesiant plant a phobl ifanc gyflawni eu rhaglen wella ar gyfer CAMHS, a hynny ar frys. Mae ymgysylltu â phlant a phobl ifanc fel rhan o ddatblygiad yn hanfodol yn hyn o beth. Mae'n bwysig canolbwyntio ar gyflawni newid a gweld cynnydd clir ym mhrofiadau plant a phobl ifanc o wasanaethau iechyd meddwl.

Child and Adolescent Mental Health (CAMHS)

It is extremely concerning that it is again necessary for the office to highlight CAMHS as an area in need of significant attention in both policy and service development.

Whilst the office acknowledges that there has been some progress, particularly in relation to the establishment of the All Wales Specialist CAMHS and Eating Disorder Planning Network; the development of Community Intensive Therapy Teams; and a Welsh Government response to the issue of inappropriate admissions, the office remains concerned that children and young people across Wales dealing with mental health issues continue to experience a service that does not meet their needs effectively.

During this annual report year, there has been a significant inquiry into CAMHS, conducted by the National Assembly for Wales' Children, Young People and Education Committee. The office submitted a comprehensive response to the call for evidence and welcomed the commitment of the Committee to investigate concerns. Their final report, published in November 2014, makes a significant contribution to the growing evidence base. The Welsh Government and key partners must now move forward and make progress through action. The engagement of children and young people as part of the Inquiry process, facilitated by the office, was a positive example of where their views and experiences can provide a significant contribution to both policy development and implementation.

However, the office remains concerned at the continued lack of progress within key areas of CAMHS including the availability of early intervention services; access to community specialist CAMHS, including psychological therapies; assessment protocols and the availability of Autistic Spectrum Disorder treatment and support; provision within youth justice settings; and the level of resources allocated to CAMHS. Most of these were highlighted within the National Assembly for Wales' Committee's final report.

We believe there is a lack of visibility of children and young people within key strategic and legislative developments in relation to mental health and that this is a result of the all-age approach pursued by the Welsh Government. This was also recently expressed by the National Assembly for Wales' Health and Social Care Committee report on their post-legislative scrutiny of the Mental Health (Wales) Measure 2010, stating that they have "serious concerns about the impact of the Measure on mental health services for children and young people". Therefore questions remain as to whether this age inclusive approach can be said to give greater effect to the UNCRC and is able to address the distinct needs of children and young people. This is a concern which also relates to the level of resource allocated to CAMHS in Wales. Whilst the Welsh Government has protected mental health funding through ring-fencing (currently under review), their statistical data, published in June 2014, demonstrates that under-funding could still be considered as a significant issue within CAMHS.

The Minister for Health and Social Services launched a multi-agency service improvement programme, Together for Children and Young People, in February 2015. While further detail on the expected outcomes for children and young people across Wales is anticipated, this development presents an invaluable opportunity to ensure that the continued concerns raised in relation to CAMHS are effectively addressed.

The Welsh Government and relevant key partners, including Local Health Boards, education and other services that have an effect upon the mental health and wellbeing of children and young people must deliver their improvement programme on CAMHS as a matter of urgency. The engagement of children and young people within developments is critical to this. It is important that the focus is on achieving change and seeing clear progress in children and young people's experiences of mental health services.

Ecsbloetio Plant yn Rhywiol (CSE)

Ddiwedd 2014 a dechrau 2015 cynhaliodd y swyddfa gyfarfodydd bord gron gyda gweithwyr proffesiynol sy'n mynd i'r afael â CSE ledled Cymru. Roedd y cyfarfodydd hyn yn cynnwys cynrychiolwyr o'r pedwar Heddlu yng Nghymru, Comisiynwyr yr Heddlu a Throseddau, iechyd, gwasanaethau cymdeithasol awdurdodau lleol a chynrychiolwyr diogelu, y trydydd sector, a hefyd swyddogion Llywodraeth Cymru.

Roedd y swyddfa'n croesawu tystiolaeth bod hwn yn fater yr oedd gweithwyr proffesiynol yng Nghymru yn ei gymryd o ddifri, gan fod gwaith parhaus yn digwydd ar draws y wlad i ymdrin â CSE. Fodd bynnag, amlygwyd nifer o faterion yn y cyfarfodydd. Mae prinder data wedi'i gasglu a'i gadw ar amlygrwydd CSE yng Nghymru. Mae unrhyw wybodaeth sy'n cael ei chasglu yn cael ei chofnodi'n wahanol mewn gwahanol asiantaethau, ac felly ni luniwyd data safonol Cymru gyfan hyd yma. Mae'n bwysig bod modd disgrifio darlun cenedlaethol o Gymru er mwyn symud ymlaen yn effeithiol. Ar ben hynny, er bod peth gwaith yn parhau i fynd i'r afael â CSE, nid yw'n cael ei gydlynw ledled Cymru gyfan. Roedd dull gweithredu cyson yn flaenoriaeth allweddol y cytunwyd arni gan yr holl asiantaethau oedd yn bresennol.

Cyfeiriwyd cam gweithredu o'r cyfarfodydd bord gron at Lywodraeth Cymru, sef symud ymlaen i ddatblygu cam gweithredu cenedlaethol unigol, gyda golwg ar ddatblygu dull gweithredu strategol o fynd i'r afael â CSE ledled Cymru. Bwriad Llywodraeth Cymru yw sefydlu gr p gorchwyl a gorffen amlasiantaeth i yrru'r gwaith hwn yn ei flaen. Gwnaed Llywodraeth Cymru'n gyfrifol hefyd am weithio gyda Byrddau Diogelu Rhanbarthol i ddatblygu cyfres ddata a fyddai'n adrodd ar CSE ac yn ei fonitro'n gyson.

Ymhlith y materion eraill a godwyd yn y cyfarfodydd bord gron a gynhaliwyd gan y swyddfa roedd pwysigrwydd cynyddu ymwybyddiaeth y cyhoedd o CSE, blaenoriaethu gwaith ataliol, gan gynnwys rôl addysg, a phwysigrwydd nodi rolau arweinyddiaeth ac atebolrwydd ym mhob asiantaeth.

Mae lefelau sylweddol o adnoddau'n ofynnol i yrru mentrau yn eu blaen, a hynny ar lefel Llywodraeth Cymru ac awdurdod lleol. Heb gryn fuddsoddiad, gallai asiantaethau gael trafferth canfod a chefnogi'r plant a'r bobl ifanc hynny sydd mewn perygl o wynebu CSE neu sydd eisoes wedi'i ddiodef.

Rwy'n galw ar Lywodraeth Cymru i sicrhau bod cynllun gweithredu cenedlaethol yn cael ei gyhoeddi erbyn diwedd 2015, ochr yn ochr â chyfarwyddeb i'r holl Fyrddau Diogelu Rhanbarthol, yn amlinellu'r data y mae'n rhaid ei gasglu a'i gofnodi yng nghyswllt CSE. Bydd coladu'r data hwn yn helpu Llywodraeth Cymru i greu darlun cenedlaethol o CSE yng Nghymru. Dylai Llywodraeth Cymru asesu lefelau'r adnoddau sy'n angenrheidiol i gyflawni'r cynllun gweithredu hwn, er mwyn sicrhau newid gwirioneddol, cynaliadwy i'r plant a'r bobl ifanc hynny sydd mewn perygl o wynebu CSE neu sydd eisoes wedi'i ddiodef.

Child Sexual Exploitation (CSE)

In late 2014 and early 2015 the office held roundtable meetings with professionals working to tackle CSE across Wales. These meetings included representatives from all four Police Forces in Wales, the Police and Crime Commissioners, health, local authority social services and safeguarding representatives, the third sector as well as Welsh Government officials.

The office welcomed evidence that this was an issue taken very seriously by professionals working in Wales, with work ongoing throughout the country to address CSE. However the meetings did highlight a number of issues. There is a scarcity of data collected and held on the prevalence of CSE in Wales. Any information that is collected is recorded differently in different agencies and therefore no standard all Wales data has been compiled to date. It is important that a national picture for Wales can be described in order to move forward effectively. Additionally while there is some ongoing work to tackle CSE, this is not coordinated across the whole of Wales. A consistency of approach was a key priority agreed by all agencies present.

An action from the roundtable meetings, was directed at the Welsh Government, to take forward the development of a single national action with a view to developing a strategic approach to tackling CSE across Wales. Welsh Government intend to set up a multi-agency task and finish group to drive this work forward. The Welsh Government were also tasked with working with Regional Safeguarding Boards to develop a dataset to provide accurate and consistent reporting and monitoring of CSE.

Other issues that were raised at the roundtable meetings held by the office included the importance of increasing public awareness of CSE, prioritising preventative work, including the role of education, and the importance of identifying leadership and accountability roles within all agencies.

Significant levels of resources are required to drive forward initiatives, both at a Welsh Government and local authority level. Without considerable investment agencies may struggle to identify and support those children and young people both at risk of and who have already been victims of CSE.

I call on the Welsh Government to ensure that a national action plan is published by the end of 2015, accompanied by a directive to all Regional Safeguarding Boards outlining the data that must be collected and recorded in relation to CSE. Collating this data will assist the Welsh Government to create a national picture of CSE in Wales. The Welsh Government should assess the levels of resource needed to deliver this action plan, to ensure real and sustainable change for those children and young people at risk of or who have been victims of CSE.

Plant a Phobl Ifanc sy'n Derbyn Gofal

Yng Ngorffennaf ac Awst 2014 cynhaliodd y swyddfa Ddigidwyddiadau Cymru gyfan i'r Rhai oedd yn Gadael Gofal yn Ne a Gogledd Cymru. Daeth bron 100 o bobl ifanc o bob rhan o Gymru at ei gilydd, yn rhai oedd mewn gofal maeth, gofal preswyl neu oedd wedi gadael gofal. Wedi hynny, cyhoeddwyd 'Fy Mywyd i yw e', adroddiad ar y digwyddiadau a gynhaliwyd, ym mis Chwefror 2015. Mae barn a phrofiadau'r bobl ifanc, a gasglwyd yn yr adroddiad hwn, wedi gwneud cyfraniad amhrisiadwy i lywio ymatebion y swyddfa i'r ymgyngoriadau ar y codau ymarfer o dan Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014.

Ym mis Ionawr 2015 cyhoeddodd Llywodraeth Cymru ganllawiau drafft ar gyfer ymgyngori, "Codi dyheadau a chyrhaeddiad addysgol plant sy'n derbyn gofal yng Nghymru". Er bod y swyddfa'n cefnogi safbwynt Llywodraeth Cymru o geisio codi cyrhaeddiad addysgol plant a phobl ifanc sy'n derbyn gofal gan y wladwriaeth, ni ellir codi lefelau cyrhaeddiad yn ynysig, heb wella llesiant cyffredinol ac ansawdd y gwasanaethau sy'n eu galluogi i gyflawni eu potensial unigol. Dylai'r canllawiau hyn fod yn rhan o strategaeth drosfwaol ehangach ar gyfer plant a phobl ifanc sy'n derbyn gofal, gyda ffocws ar lesiant (gan gynnwys ansawdd gofal) fel blaenoriaeth genedlaethol.

Rhaid i'r dogfennau cyfarwyddyd fod wedi'u cydlynu, fel bod modd eu darllen ochr yn ochr â'r darpariaethau a nodwyd yn Neddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a'r Côd Ymarfer sydd i ddod ar gyfer Plant sy'n Derbyn Gofal.

Roedd y swyddfa wrth ei bodd ynghylch cyflwyno darpariaethau 'Pan fydda i'n Barod' o dan reoliadau a chanllawiau Rhan 6 o Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, gan ganiatáu i bobl ifanc sydd mewn gofal maeth estyn eu trefniadau byw ôl-18 nes eu bod yn 21. Fodd bynnag, mae'n anffodus nad oes gan y bobl ifanc hynny sydd wedi'u lleoli mewn gofal preswyl yr un hawl i aros yn eu lleoliad ar ôl cyrraedd 18 oed, gan fod hynny'n amharu ar ddilyniant eu gofal yn y lleoliad preswyl. Ar ben hynny, mae'r diffyg arian ychwanegol i awdurdodau lleol roi'r cynllun hwn ar waith yn siom, ac fe allai gyfyngu ar gyfleoedd pobl ifanc i elwa ohono.

Rwy'n galw ar Lywodraeth Cymru i estyn y cynllun 'Pan fydda i'n Barod' i bob person ifanc mewn gofal, gan gynnwys y rhai sydd mewn lleoliadau preswyl. Rwy'n annog Llywodraeth Cymru i ddarparu cyllid digonol i awdurdodau lleol i sicrhau bod y cynllun yn cael ei weithredu'n effeithiol ledled Cymru.

Looked After Children and Young People

In July and August 2014 the office held All-Wales Care Leavers' Events in South and North Wales. The events brought together nearly 100 young people from across Wales who were in foster care, residential care or who had left care. 'It's My Life', a report of the events that were held was subsequently published in February 2015. The views and experiences of the young people captured in this report have been invaluable in informing the office responses to the consultations on the codes of practice under the Social Services and Well-being (Wales) Act 2014.

In January 2015 the Welsh Government published draft guidance for consultation, "Raising the ambitions and educational attainment of children who are looked after in Wales". While the office is supportive of the position that the Welsh Government is taking to raise educational attainment for children and young people who are looked after by the state, raising the levels of attainment cannot be achieved in isolation from improving overall wellbeing and the quality of services that enable them to fulfil their own individual potential. This guidance should form part of a wider overarching strategy for looked after children and young people with a focus on wellbeing (including quality of care) as a national priority.

Respective guidance documents must be joined-up with one another and provide a consistent read across with the provisions set out in the Social Services and Wellbeing (Wales) Act 2014 and its forthcoming Code of Practice for Looked After Children.

The office was delighted at the introduction of the 'When I am Ready' provisions under the regulations and guidance for Part 6 of the Social Services and Wellbeing (Wales) Act 2014, allowing young people in foster care to extend their post 18 living arrangements to 21. However, it is regrettable that those young people who have been placed in residential care are not equally entitled to remain in their placement beyond the age of 18, thus disrupting the continuity of their care in the residential setting. Additionally the lack of additional funding for local authorities to implement this scheme is disappointing and has the potential to restrict the opportunities of young people to benefit from it.

I call on the Welsh Government to extend the 'When I am Ready' scheme to all young people in care, including those in residential placements. I urge the Welsh Government to provide adequate funding to local authorities to ensure that the scheme is implemented effectively across Wales.

Cyfranogiad

Mae agenda cyfranogiad yn wynebu heriau sylweddol, ac mae'r isadeiledd cefnogi wedi cael ei leihau yng Nghymru yn ystod y blynyddoedd diwethaf. Yn 2014 daeth Llywodraeth Cymru â'r gefnogaeth ariannol i ben ar gyfer y Ddraig Ffyni, Cynulliad Plant a Phobl Ifanc Cymru. Ddiwedd 2014, croesawodd y swyddfa'r cyllid a ddyrannwyd i ddatblygu prosiect Cymru Ifanc, sy'n ceisio ehangu sut gall plant a phobl ifanc ymgysylltu â Llywodraeth Cymru a chynorthwyo a llywio datblygiad polisi ledled Cymru. Rydyn ni'n edrych ymlaen at weld sut bydd gwaith Cymru Ifanc yn datblygu, sut bydd yn pennu ac yn cyflawni ei nodau, ac rydyn ni'n gobeithio gallu cefnogi'r gwaith mewn unrhyw fodd posibl.

Mae'n bwysig deall beth yw Cymru Ifanc, a beth nad ydyw. Yn ôl ein dealltwriaeth ni nid bwriad y prosiect yw darparu system ddemocrataidd dan arweiniad cyfoedion i blant a phobl ifanc ar lefel genedlaethol. Mae cyfle, felly, i ddatblygu systemau pellach sy'n galw Llywodraeth Cymru i gyfrif, nad ydynt wedi'u llunio i gefnogi'r Llywodraeth yn uniongyrchol yn eu gwaith.

Mae yna rai datblygiadau ar lefel genedlaethol y gallai fod iddynt oblygiadau pellgyrhaeddol, er enghraifft pennu disgwyliadau clir i awdurdodau lleol o ran cyfranogiad plant a phobl ifanc yng Nghymru. Fodd bynnag, rydyn ni'n pryderu bod yr isadeiledd lleol ar gyfer hwyluso a chefnogi'r ymrwymadau cenedlaethol yn wynebu heriau sylweddol. Daw'r heriau hyn yn bennaf ar ffurf cyfyngiadau ariannol, yn ogystal â'r agwedd oed-gynhwysol at bolisi, wrth i ni weld symudiad oddi wrth y trefniadau partneriaeth i blant a phobl ifanc i strwythurau newydd Bwrdd Gwasanaethau Cyhoeddus.

Yn yr un modd, gwnaed peth cynnydd yn ystod y blynyddoedd diwethaf ym maes cyfranogiad ysgolion a llais y disgybl yng Nghymru, ond ymddengys bod anghysondeb o ran ansawdd ac effaith y strwythurau hyn.

Mae Cynulliad Cenedlaethol Cymru (CCC) wedi gwneud cynnydd o ran ei ymdrechion ei hun i ymgysylltu â phlant a phobl ifanc yn ei waith. Rhaid croesawu'r modd arloesol y mae plant a phobl ifanc wedi cynorthwyo'r corff deddfu i edrych ar faterion a chraffu ar Lywodraeth Cymru. Mae cyfle i CCC barhau i ddatblygu eu gwaith, er enghraifft galluogi plant a phobl ifanc i helpu i bennu'r agenda, ac ystyried sut mae ffurfioli eu strwythurau cyfranogol ymhellach. Mae hwn yn fater pwysig y dylid ei drafod yn y cyfnod paratoi ar gyfer etholiadau CCC, a'i drosglwyddo i'r Cynulliad newydd gan yr ACau, fel bod modd cyflawni cynnydd pellach.

Dylai Llywodraeth Cymru gynnal dadansoddiad systemig, cynhwysfawr o strwythurau cyfranogiad ar lefel awdurdod lleol yng Nghymru, er mwyn sicrhau bod ymrwymadau cenedlaethol yn gyflawnadwy ac yn gynaliadwy. Bydd arweinyddiaeth a chefnogaeth genedlaethol gan Lywodraeth Cymru hefyd yn hanfodol i sicrhau bod llais plant a phobl ifanc yn cael ei glywed ar bob lefel.

Dylai Cynulliad Cenedlaethol Cymru ddatblygu'r gwaith da sydd wedi cael ei gyflawni, ac annog Aelodau Cynulliad i fod yn rhan o symud yr agenda ymlaen ac ystyried opsiynau o ran sut mae ffurfioli strwythur cyfranogiad cenedlaethol i lywio gwaith CCC.

Participation

The participation agenda is facing significant challenges and the support infrastructure has been reduced in Wales in recent years. In 2014 the Welsh Government discontinued financial support for Funky Dragon, the Children and Young People's Assembly for Wales. In late 2014 the office welcomed the funding allocated to develop the Young Wales project, which aims to widen the way in which children and young people are able to engage with the Welsh Government and assist and inform policy development across Wales. We look forward to seeing how the Young Wales work develops, how it sets and achieves its goals and we hope to be able to support the work in any way possible.

It is important to understand what Young Wales is and what it is not. It is our understanding that the project is not intended to deliver a peer-led, democratic mechanism for children and young people at a national level. There is, therefore scope to further develop mechanisms which holds Welsh Government to account and not designed to directly support Government in their work.

There are national level developments with potentially far reaching consequences, for instance setting clear expectations on local authorities for the participation of children and young people in Wales. However, we are concerned that the local infrastructure for facilitating and supporting the national commitments is faced with significant challenges. These challenges come mainly in the form of financial constraints as well as the age-inclusive approach to policy as we see a move away from the partnership arrangements for children and young people into the new Public Service Board structures.

Similarly, there has been some progress over recent years on school participation and pupil voice in Wales, but there appears to be inconsistency surrounding the quality and impact of these structures.

The National Assembly for Wales (NAfW) has progressed its own efforts to engage children and young people in its work. The innovative way in which children and young people have assisted the legislature in looking at issues and scrutinising the Welsh Government is to be welcomed. There is an opportunity for the NAfW to continue to develop their work, for instance enabling children and young people to help set the agenda and consider how to further formalise their participatory structures. This is an important issue that should be discussed in the lead up to the NAfW elections and carried over into the new Assembly by the Assembly Members so that further progress can be achieved.

The Welsh Government should maintain a systemic and comprehensive analysis of participation structures at a local authority level in Wales to ensure that national commitments are achievable and sustainable. National leadership and support from the Welsh Government will also be critical to ensuring that the voice of children and young people at all levels is heard.

The National Assembly for Wales should develop the good work which has been achieved and Assembly Members encouraged to engage in moving the agenda forward and consider options of how to formalise a national structure of participation to inform the work of the NAfW.

Tlodi

Cyflwynodd Mesur Plant a Theuluoedd (Cymru) 2010 ddyletswyddau penodol i holl Weinidogion Cymru, Awdurdodau Lleol a phartneriaid statudol eraill, gan gynnwys Byrddau Iechyd, gyflawni mesurau er mwyn trechu tlodi plant yng Nghymru. Er bod Llywodraeth Cymru wedi rhoi nifer o fentrau ar waith i wrthweithio tlodi, mae'r cynnydd o ran trechu tlodi plant yn dal yn araf, gan arwain at barhad lefelau tlodi plant yng Nghymru. Mae'r swyddfa wedi mynegi pryderon yn gyson ynghylch y diffyg ffocws ar blant yng Nghynllun Gweithredu Trechu Tlodi Llywodraeth Cymru.

Mae Llywodraeth Cymru wedi parhau â'i hymdrechion i drechu tlodi, gan gynnwys cymorth wedi'i dargedu i'r blynyddoedd cynnar, darparu gofal plant rhan amser, cymorth i rieni, ymyriadau ataliol ac amddiffynnol i deuluoedd a chyllid i gau'r bylchau economaidd, addysg/sgiliau a iechyd rhwng yr ardaloedd mwyaf difreintiedig a'r rhai mwy cefnog. Fodd bynnag, nid yw'r rhaglenni hyn ar raddfa ddigonol i adlewyrchu hyd a lled y newid sy'n ofynnol. Yn adroddiad blynyddol y llynedd, galwodd y swyddfa ar Lywodraeth Cymru i ddiwygio'i strategaeth tlodi plant, gan sicrhau bod dull gweithredu seiliedig ar hawliau'n cael ei ddefnyddio i drechu tlodi plant yng Nghymru. Cyhoeddodd Llywodraeth Cymru Strategaeth Tlodi Plant ddiwygiedig ym mis Mawrth 2015, gan ategu'r uchelgais o ddileu tlodi plant erbyn 2020 a chyflawni tri amcan strategol Strategaeth Tlodi Plant 2011. Er bod y fersiwn ddiwygiedig hon yn rhoi mwy o bwyslais ar hawliau plant, mae'r swyddfa'n dal i bryderu nad yw hynny'n cael ei gefnogi gan ei gynllun gweithredu cadarn ei hun. Mae'r swyddfa'n dal i fonitro cynnydd Llywodraeth Cymru o ran cyflawni ei hymrwymiad i ddileu tlodi plant erbyn 2020.

Mae'r swyddfa hefyd yn pryderu bod y gofynion statudol newydd oddi mewn i Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn golygu y bydd awdurdodau lleol a byrddau gwasanaethau lleol yn colli ffocws penodol ar blant wrth ddatblygu a chyhoeddi eu cynlluniau llesiant lleol i'r boblogaeth gyfan. Mae hyn yn destun pryder mwy fyth yn sgîl y ffaith bod y Ddeddf wedi dirymu Adran 26 o Ddeddf Plant 2004, gan ddileu'r dyletswyddau ar awdurdodau lleol i gydlynw gwasanaethau cefnogi plant a ieuencid o fewn eu hól-traed daearyddol. Mae'r swyddfa'n dal yn sicr y bydd gwelededd plant a phobl ifanc, yn arbennig y rhai mwyaf agored i niwed a'r rhai sy'n byw mewn tlodi, yn cael ei golli yn sgîl y dull gweithredu oed-gynhwysol hwn.

Rwy'n galw ar Lywodraeth Cymru i gyhoeddi cynllun gweithredu penodol ar dlodi plant, a fydd yn bodoli ochr yn ochr â'r Strategaeth Tlodi Plant a Chynllun Gweithredu Llywodraeth Cymru ar Dlodi, er mwyn nodi'n ymarferol sut mae'n bwriadu cyflawni ei thargedau a'i hamcanion.

Poverty

The Children and Families (Wales) Measure 2010 introduced specific duties upon all upon Welsh Ministers, Local Authorities and other statutory partners, including Health Boards to take measures to tackle child poverty in Wales. Whilst the Welsh Government has implemented a number of initiatives to combat poverty, progress on tackling child poverty remains slow, leading to the persistence of child poverty levels in Wales. The office has continually raised concerns surrounding the lack of focus on children within the Welsh Government's Tackling Poverty Action Plan.

The Welsh Government has continued efforts to tackling poverty including targeted early years support, provision of part-time childcare, parent support, preventative and protective interventions for families and funding to narrow the economic, education/skills and health gaps between the most deprived and more affluent areas. However, the scale of these programmes insufficiently reflects the extent of change that it is required. In last year's annual report, the office called upon the Welsh Government to revise its child poverty strategy, ensuring that a rights-based approach was taken to tackle child poverty in Wales. The Welsh Government published a revised Child Poverty Strategy in March 2015 reaffirming the ambition to eradicate child poverty by 2020 and to deliver the three strategic objectives of the 2011 Child Poverty Strategy. Whilst this revision has a stronger focus on children's rights, the office remains concerned that it is not supported by its own robust action plan. The office continues to monitor the Welsh Government's progress on meeting its commitment to eradicate child poverty by 2020.

The office is also concerned that the new statutory requirements within the Wellbeing of Future Generations (Wales) Act 2015 means that local authorities and public service boards will lose a specific child-focus in developing and publishing their whole-population local wellbeing plans. This is even more concerning given that the Act has repealed Section 26 of the Children Act 2004, thus removing the duties on local authorities to coordinate child and youth support services within their geographical footprints. The office remains convinced that the visibility of children and young people, particularly the most vulnerable and those living in poverty, will be lost within this age-inclusive approach.

I call on the Welsh Government to publish a specific child poverty action plan to sit alongside the Child Poverty Strategy and the Welsh Government's Poverty Action Plan setting out practically how it intends to meet its targets and objectives.

Gwasanaethau Cymdeithasol

Yn sgîl cyflwyno Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, cyflwynir model “person-ganolog” o ddarparu gwasanaeth. Mae’r swyddfa wedi mynegi pryder ynghylch y posibilrwydd o golli gwasanaethau plentyn-ganolog o dan y model hwn, a her allweddol fydd cadw hawliau plant yn y canol. Fodd bynnag, mae’r ffaith bod CCUHP ar wyneb y Ddeddf i’w chrosawu’n fawr, gan fod hynny’n gosod dyletswydd ar ddarparwyr gwasanaeth o dan y Ddeddf, yn hytrach na Gweinidogion y Llywodraeth yn unig.

Mae Bil Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2015 yn cyflwyno’r bwriad i reoleiddio’r dyletswyddau y gorfodir awdurdodau lleol i’w cyflawni, sef rhoi sylw dyledus i CCUHP o dan adran 7 o’r Ddeddf, er na nodir hynny’n benodol ar wyneb y Bil. Yn unol â dyletswyddau Gweinidogion Cymru i roi sylw dyledus hefyd o dan Fesur Hawliau Plant a Phobl Ifanc (Cymru) 2011, ymddengys y byddai’n addas hefyd osod y ddyletswydd hon ar yr arolygiaeth wrth iddynt ymgymryd â swyddogaethau rheoleiddio ac arolygu. Trwy estyn dyletswydd sylw dyledus i CCUHP i bawb sy’n ymarfer swyddogaethau o dan y Bil, fel y mae yn y Ddeddf, gellir gwreiddio hawliau plant ymhellach yn neddfwriaeth Cymru, gan helpu i gynyddu ymwybyddiaeth y cyhoedd o CCUHP, a meithrin diwylliant sy’n hybu meddwl am effaith yr hyn sy’n digwydd yn y gymdeithas ar blant, gan herio arferion drwg a hybu canlyniadau cadarnhaol. Mae gwelliannau ymarferol sy’n arwain at ganlyniadau buddiol yn hanfodol os yw dyletswydd sylw dyledus i fod yn wirioneddol ystyrion.

Mae’n bosibl y bydd pwyslais Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 ar ganlyniadau yn hytrach nag allbynnau yn cyfrannu rhywfaint at annog gwaith cymdeithasol statudol i ailffocysu i gyfeiriad cymorth cynharach ac ymyriadau effeithiol. Mae angen anogol am sicrhau mynediad at wasanaethau sy’n gallu cefnogi plant a’u teuluoedd, gan atal niwed a hybu llesiant. Mae hefyd yn bwysig ymdrin ag ansawdd ac ystod yr opsiynau llety ar gyfer rhai sy’n gadael gofal a phobl ifanc eraill 16-25 oed sy’n agored i niwed. Ar ben hynny, dylai awdurdodau lleol ymagweddu’n gyson at ddiwallu anghenion llety a chymorth pobl dros 16 oed, yn unol â chyfraith achosion berthnasol.

Mae’r Ddeddf yn gyfle i gryfhau’r pontio rhwng gwasanaethau plant ac oedolion. Mae pobl ifanc a’u rhieni neu eu gofaluwr yn dweud droeon bod cyrraedd 18 oed yn teimlo fel cyrraedd ymyl y clogwyn o safbwynt peth o’r gefnogaeth maen nhw’n dibynnu arni. Yn ddamcaniaethol, o dan y Ddeddf, dylai anghenion sydd wedi cael eu cydnabod pan oedd person ifanc yn 17 ddal i gael eu cydnabod pan fyddan nhw’n 19, oni bai eu bod wedi newid. Mae’r Ddeddf yn gyfle i ddatblygu ymatebion hyblyg, llawn dychymyg ar gyfer pobl ifanc 16-25 oed sy’n cyrchu gwasanaethau gofal a chefnogaeth. Byddai’n monitro effaith y Ddeddf ar brofiadau pobl ifanc o’r gwasanaethau cymdeithasol wrth nesáu at 18 oed.

Rwy’n galw ar Lywodraeth Cymru i sicrhau bod dyletswydd sylw dyledus i CCUHP yn cael ei chynnwys ar wyneb y Bil Rheoleiddio ac Arolygu.

Social Services

The introduction of the Social Services and Wellbeing (Wales) Act 2014 brings with it a “person centred” model to service delivery. The office has expressed concern about the potential losses to child-centred services under this model and a key challenge is keeping children’s rights central. However it is very welcome that the UNCRC is on the face of the Act, because it places a duty on service providers under the Act, not just on Government Ministers.

The Regulation and Inspection of Social Care (Wales) Bill 2015 sets out the intention to regulate duties imposed on local authorities to give due regard to the UNCRC under section 7 of the Act, although this is not explicitly stated on the face of the Bill. In keeping with the Welsh Ministers’ duties to also give due regard under the Rights of Children and Young Persons (Wales) Measure 2011, it would seem fitting for this duty to also be ascribed to the inspectorate as they undertake the functions of regulation and inspection. By extending the duty of due regard to the UNCRC to all persons exercising functions under the Bill, as it is in the Act, children’s rights can be further embedded within Welsh legislation, helping to heighten public awareness of the UNCRC and foster a culture which promotes thinking about the impact of what goes on in society on children, challenging bad practice and promoting positive outcomes. Practical improvements leading to beneficial outcomes are essential for the duty of due regard to have real meaning.

The emphasis of the Social Services and Wellbeing (Wales) Act 2014 on outcomes rather than outputs may go some way to encouraging statutory social work to refocus towards earlier help and effective intervention. There is a compelling need to ensure access to services that can support children and their families. It is also important to address the quality and range of options for accommodation for care leavers and other vulnerable young people between the ages of 16 and 25. In addition, local authorities should have a consistent approach to meeting the accommodation and support needs of over-16s in line with relevant case law.

The Act presents an opportunity to strengthen the transition between child and adult services. Young people and their parents or carers repeatedly say that turning 18 feels like reaching a cliff edge for some of the support they rely on. In theory, under the Act needs that have been recognised when a young person is 17, should still be recognised when they are 19, if they have not changed. The Act offers an opportunity for the development of imaginative and flexible responses to young people accessing care and support services in the 16-25 age range. I will be monitoring the impact of the Act on young people’s experiences of social services as they approach 18.

I call on the Welsh Government to ensure that the duty of due regard for the UNCRC is included on the face of the Regulation and Inspection Bill.

Darnau allweddol o waith ar gyfer y flwyddyn nesaf gan Sally Holland

Mae hon yn flwyddyn arwyddocaol i hawliau plant yng Nghymru. Ym mis Hydref, bydd fy nghyd-gomisiynwyr plant yn y Deyrnas Unedig a minnau yn rhoi tystiolaeth i Bwyllgor y CU ar Hawliau'r Plentyn yng Ngenefa, ac rwyf am fedru adlewyrchu bryd hynny, yn ogystal ag i Lywodraeth Cymru, sefyllfa wirioneddol bywydau plant yng Nghymru. Y ffordd fwyaf ystyrlon i'm fîm a minnau wneud hyn yw cwrdd a siarad â phlant a phobl ifanc a'r rhai sy'n gofalu amdanynt ac yn gweithio drostyn nhw ynghylch eu materion a'u pryderon.

Key pieces of work for next year by Sally Holland

This is a significant year for children's rights in Wales. In October, my fellow UK Children's Commissioners and I will give evidence to the UN Committee on the Rights of the Child in Geneva, and I want to be able to reflect then, as well as to the Welsh Government, the reality of children's lives in Wales. The most meaningful way for my team and I to do this is to meet with and talk to children, young people and those who care and work for them about their issues and concerns.

Byddwn ni'n treulio'r rhan fwyaf o'r flwyddyn hon yn trafod ac yn ymgynghori ar y prif faterion mae plant a phobl ifanc yn eu hwynebu, er mwyn casglu barn pobl ar beth maen nhw'n meddwl y dylwn i fod yn ei wneud fel Comisiynydd Plant. Bydd hyn yn digwydd o dan y pennawd 'Beth nesa' // What next', a bydd canlyniadau'r ymgynghoriad pwysig hwn yn fy helpu i boblogi fy nghynllun corfforaethol tair blynedd cyntaf ar gyfer 2016-2019.

Ond er mod i'n edrych ymlaen at y flwyddyn nesaf, mae argoelion y bydd 2015 yn flwyddyn arwyddocaol arall i'r swyddfa. Mae gan y tîm gynllun gwaith uchelgeisiol i'w gyflawni, a dyma rai o'r uchafbwyntiau:

1. Datblygu cynllun corfforaethol newydd ar gyfer 2016-2019, wedi'i lywio gan 'Beth nesa' / What next' – yr ymgynghoriad mwyaf am faterion plant a phobl ifanc yng Nghymru.
2. Cyhoeddi adroddiad seiliedig ar dystiolaeth ar y materion a'r profiadau mae plant a phobl ifanc mewn gofal preswyl yng Nghymru yn eu hwynebu.
3. Cyhoeddi adroddiad ar y cyd i'r Cenhedloedd Unedig gyda Chomisiynwyr Plant eraill y Deyrnas Unedig, ar weithrediad Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP) ar draws y pedair gwlad.
4. Creu Ap symudol ar gyfer 'Fy Nghynllunydd', adnodd seiliedig ar hawliau i blant a phobl ifanc sy'n derbyn gofal.
5. Gweithio gyda phartneriaid allweddol i ddatblygu adnodd ar gyfer pobl ifanc LGBT ynghylch sut mae herio portreadau negyddol yn y cyfryngau.
6. Ymateb i Lywodraeth Cymru a gweithredu, lle bo hynny'n briodol, argymhellion yr adolygiad annibynnol o rôl a swyddogaethau'r swyddfa, a gyhoeddwyd ym mis Rhagfyr 2014 gan Dr Mike Shooter.
7. Peilota ffyrdd newydd o ymgysylltu â phlant a phobl ifanc mewn ysgolion uwchradd, trwy ein rhaglen Llysgenhadon Gwych.
8. Parhau â gwaith i wella'n perfformiad sefydliadol trwy ddatblygiadau rheoli gwybodaeth a chyfathrebu.
9. Monitro gweithrediad argymhellion ein hadroddiad 'Bywydau Llawn' gan awdurdodau lleol a Llywodraeth Cymru. Cyhoeddir y canfyddiadau mewn adroddiad a fydd yn nodi beth sydd wedi gwella yng nghyswllt darparu egwyliau byr i blant ag anableddau yng Nghymru.
10. Monitro gweithrediad argymhellion ein hadroddiad 'Hawliau i Ddysgu' gan awdurdodau lleol a Llywodraeth Cymru. Cyhoeddir y canfyddiadau mewn adroddiad a fydd yn nodi beth sydd wedi gwella mewn Unedau Cyfeirio Disgyblion (UCDau) yng Nghymru.

We'll be spending most of this year discussing and consulting on the main issues facing children and young people to gather people's views on what they think I should be doing as Children's Commissioner. This will be under the banner 'Beth nesa' // What next'. Results of this major consultation will help me populate my first three-year corporate plan for 2016-2019.

But whilst I'm looking forward to next year, 2015 promises to be another significant year for the office. The team has an ambitious work plan to deliver and here are some of the highlights:

1. Develop a new corporate plan for 2016-2019, informed by 'Beth nesa' / What next' – a comprehensive consultation of children and young people's issues in Wales.
2. Publish an evidence-based report of the issues and experiences faced by children and young people in residential care in Wales.
3. Publish a joint report to the United Nations with the other UK Children's Commissioners, on the implementation of the United Nations Convention on the Rights of the Child (UNCRC) across the four nations.
4. Create a mobile App of 'My Planner', a rights-based resource for looked after children and young people.
5. Work with key partners to develop a resource for LGBT young people on how to challenge negative portrayals in the media.
6. Respond to the Welsh Government and implement, where appropriate, the recommendations from the independent review of the role and functions of the office, published in December 2014 by Dr Mike Shooter.
7. Pilot new ways to engage children and young people in secondary schools, via our Super Ambassadors programme.
8. Continue work to improve our organisational performance through information management and communications developments.
9. Monitor the implementation of the recommendations of our 'Full Lives' report by local authorities and the Welsh Government. Findings will be published in a report, which will establish what has improved in relation to the provision of short breaks for children with disabilities in Wales.
10. Monitor the implementation of the recommendations of our 'Rights to Learn' report by local authorities and the Welsh Government. Findings will be published in a report, which will establish what has improved in Pupil Referral units (PRUs) in Wales.



Fel rhan o'n gwaith craidd, byddwn ni'n:

1. Ymgymryd â monitro parhaus ar argymhellion ein hadroddiadau blaenorol, gan gynnwys 'Lleisiau Coll'
2. Gweithio gyda phartneriaid allweddol i ddylanwadu ar y canlynol:
 - gweithredu Deddf Gwasanaethau Cymdeithasol a Llesiant;
 - cyflwyno rheoliadau newydd yng nghyswllt Anghenion Dysgu Ychwanegol (ADY);
 - gweithredu Erthygl 42 gan Lywodraeth Cymru a'i dyletswyddau o dan Adran 5 o Fesur Hawliau Plant a Phobl Ifanc (Cymru);
 - gwaith Grŵp Cydlynol Strategol Ymgyrch Pallial;
 - dull gweithredu cenedlaethol o ymdrin ag eiriolaeth ar gyfer plant a phobl ifanc sy'n derbyn gofal, rhai sy'n gadael gofal a phlant mewn angen;
 - datblygu systemau priodol i sicrhau bod lleisiau plant a phobl ifanc yn cael eu clywed yn genedlaethol ar faterion pwysig;
 - cyfrifoldebau Llywodraeth Cymru i sicrhau gwell canlyniadau i blant a phobl ifanc yng Nghymru sydd angen Gwasanaethau Iechyd Meddwl i Blant a Phobl Ifanc (CAMHS);
 - mater amddiffyniad cyfartal i blant a phobl ifanc; a
 - mater ecsbloetio plant yn rhywiol.
3. Cyhoeddi crynodeb o'n gwaith allweddol, ein cyfrifon a defnyddio ein Hadroddiad Blynyddol i alw ar Lywodraeth Cymru ac eraill ynghylch materion megis tlodi plant.

As part of our core work, we will be:

1. Undertaking ongoing monitoring of the recommendations of our previous reports, including 'Missing Voices'
2. Working with key partners to influence:
 - the implementation of the Social Services and Well-being Act;
 - the introduction of new regulations in relation to Additional Learning Needs (ALN);
 - the Welsh Government's implementation of Article 42 and its duties under Section 5 of the Rights of Children and Young Persons (Wales) Measure;
 - the work of Operation Pallial's Strategic Coordinating Group;
 - a national approach to advocacy for looked after children and young people, care leavers and children in need;
 - the development of appropriate mechanisms for children and young people to have their voices heard nationally on important issues;
 - the Welsh Government's responsibilities to deliver improved outcomes for children and young people in Wales in need of Child and Adolescent Mental Health Services (CAMHS);
 - the issue of equal protection for children and young people; and
 - the issue of child sexual exploitation.
3. Publishing a summary of our key work, our accounts and making calls on the Welsh Government and others through our Annual Report on issues such as child poverty.

Comisiynydd Plant Cymru

Adroddiad Strategol a Chyfrifon 2014–15

Mae Comisiynydd Plant yn rhywun sy'n codi llais dros blant a phobl ifanc a'u hawliau ac yn helpu i gryfhau a gwella'r systemau sy'n bodoli i'w hamddiffyn a'u galluogi i gyflawni eu potensial. Bernir bod creu sefydliadau hawliau dynol annibynnol o'r fath ar gyfer plant mewn llawer o wledydd ar draws y byd yn angenrheidiol am y rhesymau canlynol:

- weithiau mae hawliau plant yn cael eu hanwybyddu, neu eu hanghofio;
- does dim p er economaidd a gwleidyddol gan blant;
- weithiau dyw plant ddim yn cael yr hyn sydd ei angen arnyn nhw; ac
- weithiau mae plant mewn perygl.

Children's Commissioner for Wales

Strategic Report and Accounts 2014–15

A Children's Commissioner is someone who speaks up for children and young people and their rights and helps strengthen and improve the systems there to protect them and enable them to fulfil their potential. The establishment of such independent human rights institutions for children in many countries throughout the world is considered necessary because:

- sometimes children's rights are ignored, or forgotten about;
- children lack economic and political power;
- sometimes children don't get what they need; and
- sometimes children are at risk.

Cyflwyniad

Sefydlwyd swydd Comisiynydd Plant Cymru – y gyntaf o'i bath yn y Deyrnas Unedig – gan Ddeddf Safonau Gofal 2000. Ehangodd Deddf Comisiynydd Plant Cymru 2001 gylch gwaith y swydd a chyflwyno prif nod y Comisiynydd, sef diogelu a hyrwyddo hawliau a lles plant yng Nghymru.

Mae gofyn bod y Comisiynydd yn cyflwyno adolygiad blynyddol o weithgareddau i Gynulliad Cenedlaethol Cymru. Bydd Adolygiad Blynyddol 2014-15 yn cael ei gyflwyno gerbron y Cynulliad yn hydref 2015, ac wedi hynny bydd yr Adolygiad yn cael ei lanlwytho i wefan y Comisiynydd – www.complantcymru.org.uk.

Cychwynnodd Keith Towler yn swydd y Comisiynydd, ar ôl cael ei benodi gan Brif Weinidog Cynulliad Cenedlaethol Cymru, am gyfnod o saith mlynedd. Daeth ei gyfnod yn y swydd i ben ar 7fed Mawrth 2015. Penodwyd yr Athro Sally Holland yn Gomisiynydd Plant newydd Cymru o'r 20fed Ebrill 2015. Yn y cyfamser, bu Eleri Thomas yn cyflawni rôl y Comisiynydd Gweithredol, yn unol â Deddf Safonau Gofal 2000.

Mae fîm o bobl yn gweithio gyda'r Comisiynydd Plant – yn Abertawe a Bae Colwyn – i'w helpu i wneud y canlynol:

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

Mae'r Comisiynydd yn gweithio dros bob plentyn a pherson ifanc hyd at 18 oed sy'n byw yng Nghymru, neu sydd fel arfer yn byw yng Nghymru. Mae gan y Comisiynydd b er hefyd i weithredu ar ran pobl ifanc hŷn o dan rai amgylchiadau.

O dan y ddeddfwriaeth a sefydlodd Gomisiynydd Plant Cymru mae dyletswydd i wneud y canlynol:

- rhoi sylw i Gonfensiwn y CU ar Hawliau'r Plentyn (CCUHP) ym mhopeth mae'r Comisiynydd a'r fîm yn ei wneud;
- gwneud yn siŵr bod plant a phobl ifanc yn gwybod ble mae ei swyddfeydd a sut mae cysylltu â'r Comisiynydd a'i fîm;
- annog plant i gysylltu â'r Comisiynydd a'r fîm;
- gofyn barn plant ar waith y Comisiynydd yn awr ac yn y dyfodol, a chaniatáu iddyn nhw ddylanwadu ar y rhaglen waith; a
- gwneud yn siŵr bod y Comisiynydd a'i staff yn mynd i gwrdd â phlant a phobl ifanc.

Nid yw'r gwaith wedi'i gyfyngu i faterion sydd fel arfer yn cael eu hystyried yn gysylltiedig â phlant, er enghraifft iechyd, addysg a gwasanaethau cymdeithasol. Mae cynllunio, trafndiaeth, yr amgylchedd, datblygu economaidd a materion gwledig hefyd yn rhan o gwmpas y rôl.

Gall y Comisiynydd:

- adolygu effeithiau polisiau, polisiau arfaethedig, a darparu gwasanaethau i blant;
- archwilio'n fanylach achos plentyn neu blant penodol os yw'n ymwneud â mater sy'n gyffredinol berthnasol i fywydau plant yng Nghymru;
- gofyn bod asiantaethau neu bersonau sy'n gweithredu ar eu rhan yn darparu gwybodaeth, a gofyn bod tystion yn rhoi eu tystiolaeth dan lw; a
- darparu cyngor a chymorth i blant a phobl ifanc, ac i eraill sy'n pryderu am eu hawliau a'u lles.

Mae hefyd bŵer pwysig ychwanegol i ystyried a chyflwyno sylwadau i Gynulliad Cenedlaethol Cymru ynghylch unrhyw fater sy'n effeithio ar hawliau a lles plant yng Nghymru.

Mae strategaeth bum mlynedd y Comisiynydd blaenorol wedi cael ei chyhoeddi yn ei Gynllun Corfforaethol – y mae copi ohono ar gael o wefan y Comisiynydd – www.complantcymru.org.uk. Mae'r Athro Holland wedi cychwyn proses i gynhyrchu strategaeth dair blynedd fydd yn cwmpasu'r cyfnod o 2016 i 2019.

Introduction

The post of Children's Commissioner for Wales – the first of its kind in the UK – was established by the Care Standards Act 2000. The Children's Commissioner for Wales Act 2001 broadened the remit and set out the Commissioner's principal aim, which is to safeguard and promote the rights and welfare of children in Wales.

The Commissioner is required to present an annual review of their activities to the National Assembly for Wales. The Annual Review for 2014-15 will be laid before the Assembly in the Autumn of 2015, after which the Review will be uploaded onto the Commissioner's website – www.childcomwales.org.uk.

Keith Towler took up his post as the Commissioner, having been appointed by the First Minister of the National Assembly for Wales, for a seven year term. His term of office ended on 2nd March 2015. Professor Sally Holland was appointed as the new Children's Commissioner for Wales effective from 20th April 2015. During the interim period Eleri Thomas took up the role of Acting Commissioner, in accordance with the Care Standards Act 2000.

There's a team of people who work with the Children's Commissioner – in Swansea and Colwyn Bay – to help him:

- support children and young people to find out about children's rights;
- listen to children and young people to find out what's important to them;
- advise children, young people and those who care for them if they feel they've got nowhere else to go with their problems;
- influence government and other organisations who say they're going to make a difference to children's lives, making sure they keep their promises to children and young people; and
- speak up for children and young people nationally on important issues – being the children's champion in Wales.

The Commissioner works for every child and young person up to the age of 18 who live in Wales, or who normally live in Wales. He also has the power to act on behalf of older young people under certain circumstances.

Under the legislation that established the Children's Commissioner for Wales there is a duty to:

- have regard to the UN Convention on the Rights of the Child (UNCRC) in everything he and his team do;
- make sure that children and young people know where his offices are and how to contact him and his team;
- encourage children to contact him and the team;
- ask children what they think about his work and future work, and allow them to influence the work programme; and
- make sure that he and his staff go and meet children and young people.

The work isn't confined to what are usually considered to be children's issues, like health, education and social services. Planning, transport, the environment, economic development and rural affairs also fall within the scope of the role.

The Commissioner can:

- review the effects of policies, proposed policies and the delivery of services to children;
- examine in more depth the case of a particular child or children if it involves an issue that has a general application to the lives of children in Wales;
- require information from agencies or persons acting on their behalf, and require witnesses to give evidence on oath; and
- provide advice and assistance to children and young people, and others concerned about their rights and welfare.

There is also an important additional power to consider and make representations to the National Assembly for Wales about any matter affecting the rights and welfare of children in Wales.

The previous Commissioner's five year strategy has been published in his Corporate Plan – a copy of which can be obtained from the Commissioner's website – www.childcomwales.org.uk. Professor Holland has commenced a process to produce a three year strategy to cover the periods 2016 to 2019.

Pwyllgor Archwilio a Sicrhau Risg

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

Mae'n cwrdd ddwywaith y flwyddyn o leiaf, ac yn cynnwys swyddogion uwch o Swyddfa'r Comisiynydd ac aelodau Anweithredol. Yn ystod y cyfnod dan sylw cynhaliwyd pedwar cyfarfod o'r Pwyllgor. Aelodau Anweithredol y Pwyllgor yw:

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

Uwch swyddogion

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

- **Keith Towler – Comisiynydd Plant Cymru (tan 2 Mawrth 2015);**
- **Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd Plant (Comisiynydd Gweithredol o 3 Mawrth tan 19 Ebrill 2015);**
- **Tony Evans – Pennaeth y Gwasanaethau Corfforaethol;**
- **Andy Wallsgrave – Pennaeth Gweithrediadau;**
- **Sara Jermin – Swyddog Cyfathrebu;** ac
- **Amanda Evans – Swyddog Adnoddau Dynol.**

Ariannu

Mae Comisiynydd Plant Cymru yn annibynnol ar Lywodraeth Cymru, ond yn cael ei ariannu ganddi. Yn 2014-15 derbyniodd y Comisiynydd £1.715 miliwn (2013-14: £1.715 miliwn) i gyllido gweithgareddau'r Comisiynydd.

Fformat y cyfrifon

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

Paratowyd y cyfrifon hyn ar gyfer y cyfnod o 1 Ebrill 2014 tan 31 Mawrth 2015, ac maent yn adlewyrchu alldro asedau, rhwymedigaethau ac adnoddau'r Comisiynydd Plant. Paratowyd y datganiadau ariannol hyn yn unol â Llawlyfr Adroddiadau Ariannol y Llywodraeth (FReM) a gyflwynwyd gan Drysorlys Ei Mawrhydi. Mae'r polisïau cyfrifo a geir yn yr FReM yn cymhwyso Safonau Cyfrifo Rhyngwladol (IFRS), fel y'u mabwysiadwyd neu y'u dehonglwyd ar gyfer cyd-destun y sector cyhoeddus.

Canlyniadau ar gyfer y flwyddyn

Dengys y Datganiad o Wariant Net Cynhwysfawr wariant o £1.697 miliwn ar gyfer y cyfnod (2013-14: £1.692 miliwn). Y gweddill yn y gronfa gyffredinol ar ddiwedd y flwyddyn yw £408,000 (2013-14: £390,000).

Yn ystod 2014-15 newidiodd staff y Comisiynydd i 25.1 (cyfwerth amser llawn) o 25.7 (cyfwerth amser llawn) aelod o staff, sy'n cynnwys gweithwyr llawn amser a rhan amser. Y rheswm am y newid yn niferoedd y staff oedd bod y trefniadau recriwtio wedi cael eu rhewi yn ystod y cyfnod dan sylw.

Cynllunio Corfforaethol a Gwaith Blynyddol

Cynllunio Corfforaethol a Gwaith Blynyddol yw'r dull gweithredu systematig a ddefnyddir gan Swyddfa Comisiynydd Plant Cymru i bennu ein nodau tymor hir a rheoli ein perfformiad fel sefydliad. Mae'n galluogi Comisiynydd Plant Cymru, fel corfforaeth un person, i gyflawni ei chylch gorchwyl deddfwriaethol a chyflawni yng nghyswllt ein gweledigaeth gorfforaethol o sicrhau newidiadau cadarnhaol a pharhaol i blant a phobl ifanc yng Nghymru.

Mae prosesau cynllunio corfforaethol a gwaith blynyddol yn darparu cyfeiriad strategol cyffredinol ar gyfer y sefydliad ac yn helpu i sicrhau ein bod yn gwneud y defnydd mwyaf effeithiol o adnoddau sefydliadol i fwyafu ein heffaith er lles plant a phobl ifanc yng Nghymru

Audit and Risk Assurance Committee

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

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

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

Senior Officers

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

- **Keith Towler – Children's Commissioner for Wales (until 2nd March 2015);**
- **Eleri Thomas – Chief Executive Officer and Deputy Children's Commissioner (Acting Commissioner from 3rd March to 19th April 2015);**
- **Tony Evans – Head of Corporate Services;**
- **Andy Wallsgrave – Head of Operations;**
- **Sara Jermin – Communications Officer;** and
- **Amanda Evans – Human Resources Officer.**

Funding

The Children's Commissioner for Wales is independent of, but funded by the Welsh Government. In 2014-15 the Commissioner received £1.715 million (2013-14: £1.715 million) to fund the Commissioner's activities.

Format of the Accounts

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

These accounts have been prepared for the period from 1st April 2014 to 31st March 2015 and reflect the assets, liabilities and resource outturn of the Children's Commissioner. These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context.

Results for the Year

The Statement of Comprehensive Net Expenditure shows expenditure, for the period, of £1.697 million (2013-14: £1.692 million). The general fund balance as at the year-end is £408,000 (2013-14: £390,000).

During 2014-15 the Commissioner's staff changed to 25.1 (whole time equivalent) from 25.7 (whole time equivalent) members of staff, which includes full time and part time employees. The change in staff numbers was due to the introduction of a recruitment freeze in the period.

Corporate and Annual Work Planning

Corporate and Annual Work planning is the systematic approach undertaken by the Office of the Children's Commissioner for Wales to determine our long term goals and to manage our performance as an organisation. It enables the Children's Commissioner for Wales as a corporate sole, to fulfil her legislative remit and to deliver against our corporate vision of ensuring positive and lasting changes for children and young people in Wales.

Corporate and annual work planning processes provide overall strategic direction for the organisation and help to ensure we make the most effective use of organisational resources to maximise our impact for children and young people in Wales.

Dysgu a Datblygu

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

Mae'r Swyddfa hefyd yn darparu sesiynau datblygu staff rheolaidd i'r holl weithwyr bob blwyddyn ariannol, er mwyn cyflawni ei rhwymedigaethau o ran dysgu a datblygu sydd wedi'u pennu naill ai'n statudol, neu y bernir eu bod yn hanfodol i'r holl grwpiau staff. Mae'r rhaglen dysgu a datblygu yn cynnwys pedwar diwrnod dysgu a datblygu blynyddol i'r holl staff, yn trafod pynciau megis Amddiffyn a Diogelu Plant, Meithrin Tîm, Rheoli Pwysau, cynyddu Gwydnwch a Sgiliau Cyfranogiad.

Ymgynghori â'r Staff ac Ymgysylltiad

Mae'r Comisiynydd yn ymgynghori'n rheolaidd â'i staff ynghylch newidiadau pwysig i'r sefydliad a blaenoriaethau datblygu trefniadol. Cyflawnir hyn mewn sawl modd, yn cynnwys cyfarfodydd staff, arolygon rheolaidd a'r fewnwyd. Mae'r Comisiynydd hefyd wedi sefydlu fforwm benodol ar gyfer ymgysylltu â'r staff, y grŵp Materion Gweithwyr. Prif nod y gweithgor hwn yw creu amgylchedd a diwylliant gwaith cefnogol, cadarnhaol, sy'n cynnal y gwaith o gyflawni cylch gorchwyl Comisiynydd Plant Cymru a'i ddarparu ar gyfer plant a phobl ifanc.

Absenoldeb staff

Yn ystod 2014-15 cyfradd absenoldeb salwch swyddfa'r Comisiynydd oedd 6.2 y cant (2013-14: 4.3 y cant), wedi'i seilio ar ganran o gyfanswm y diwrnodau gwaith oedd ar gael.

Cynaliadwyedd Amgylcheddol

Mae'r Comisiynydd wedi sefydlu gweithgor i helpu i ddatblygu Cynllun Gweithredu ar gyfer Cynaliadwyedd. Fel rhan o'u gwaith mae'r grŵp wedi bod yn trafod gyda sefydliadau allanol, er mwyn cael cymorth i ddatblygu'r cynllun, er enghraifft, yr Ymddiriedolaeth Garbon, y Ddraig Werdd a'r fenter Eco-Ysgolion.

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

— **Deunydd ysgrifennu ac adnoddau swyddfa:** anogir y staff i gyfyngu gymaint â phosib ar eu defnydd o nwyddau traul y swyddfa;

— **Teithio:** lle bo hynny'n ymarferol, mae swyddogion yn defnyddio cludiant cyhoeddus. Ar ben hynny, cynhelir cyfarfodydd trwy ddefnyddio fideo-gynadledda lle bynnag y bo modd;

— **Ynni:** mae'r Comisiynydd yn annog pob aelod o staff i fod yn ymwybodol o ynni, ac i ystyried ffyrdd o leihau eu hól-troed carbon; a

— **Gwaredu Gwastraff:** mae'r Comisiynydd yn ymroddedig i ailgylchu pob gwastraff, yn amodol ar gyfyngiadau allanol.

Penodi uwch swyddogion

Penodwyd Keith Towler yn Gomisiynydd Plant Cymru o fis Mawrth 2008, a daeth ei gyfnod yn y swydd i ben ar 2 Mawrth 2015. Penodwyd yr Athro Sally Holland yn Gomisiynydd Plant newydd Cymru o 20 Ebrill 2015. Cychwynnodd yr uwch swyddogion eraill ar eu penodiadau rhwng Mai 2006 a Thachwedd 2009, ac fe'u penodwyd gan y Comisiynydd o dan Atodlen 2 paragraff 4 o Ddeddf Safonau Gofal 2000.

Learning and Development

The Commissioner continues to invest in the provision of learning and development opportunities for staff. Through the Commissioner's Appraisal Process all staff are encouraged to identify personal development needs and record these needs on a Personal Development Plan. The Appraisal Policy is a process which links individual performance and development to the corporate objectives of the organisation.

The main purpose of this process is to improve every employee's performance and contribution to the achievement of corporate objectives by providing them with the right skills and environment to do their job to the best of their ability.

In addition the Office provides all employees with regular staff development sessions each financial year in order to meet its obligations with regards to learning and development that is either dictated by statute or is considered essential for all staff groups. The learning and development programme includes four annual all staff learning and development days, covering topics, for example, on Child Protection and Safeguarding, Team Building, Managing Pressure increasing Resilience and Participation Skills.

Staff Consultation and Engagement

The Commissioner regularly consults with staff on major changes to the organisation and organisational development priorities. This is achieved through a variety of methods which includes staff meetings, regular surveys and the intranet. The Commissioner has also established a specific forum for staff engagement, the Employee Matters group. The main aim of this working group is to create a positive and supportive working environment and culture which supports the achievement of CCFW's remit and delivery for children and young people.

Staff Absences

During 2014-15 the sickness absence rate within the Commissioner's office was 6.2 percent (2013-14: 4.3 percent), based as a percentage of the total available working days.

Environmental Sustainability

The Commissioner has established a working group to help develop a Sustainability Action Plan. As part of their work the group has been in discussions with external organisations to help in the development of the plan, for example, the Carbon Trust, Green Dragon and the Eco-Schools initiative.

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

— **Stationery and office resources:** staff are encouraged to minimise their use of office consumables whenever possible;

— **Travel:** where practical, public transport is used by officers. In addition, meetings are held using video conferencing wherever possible;

— **Energy:** the Commissioner encourages all staff to be energy conscious and consider ways of reducing their carbon footprint; and

— **Waste disposal:** the Commissioner is committed to recycling all waste, subject to external restrictions.

Senior Official Appointments

Keith Towler was appointed as Children's Commissioner for Wales with effect from March 2008, his term of office ended on 2nd March 2015. Professor Sally Holland was appointed as the new Children's Commissioner for Wales with effect from 20th April 2015. The remaining senior officers took up appointments between May 2006 and November 2009 and were appointed by the Commissioner under Schedule 2 paragraph 4 of the Care Standards Act 2000.

Cyfle cyfartal

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

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

Cyhoeddwyd Cynllun Gweithredu cyntaf y Comisiynydd ar Gydraddoldeb ar 1af Ebrill 2012. Mae Adroddiad Cydraddoldeb blynyddol wedi cael ei gyhoeddi, sy'n cynnwys y cynnydd o ran cydymffurfio â gofynion y Ddeddf Cydraddoldeb - mae copiâu o'r dogfennau hyn ar gael o wefan y Comisiynydd – www.complantcymru.org.uk.

Archwilwyr

Caiff cyfrifon Comisiynydd Plant Cymru eu harchwilio a'u hardystio gan Archwilydd Cyffredinol Cymru yn unol â pharagraff 9 o Atodlen 2 i Ddeddf Safonau Gofal 2000 (Nodyn 8).

Baker Tilly sy'n darparu gwasanaethau archwilio mewnol ar gyfer y Comisiynydd.

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

Datgelu gwybodaeth i'r Archwilwyr

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

Digwyddiadau Cysylltiedig â Data Personol

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

Digwyddiadau ers diwedd y flwyddyn ariannol

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

Equal Opportunities

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

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

The Commissioner's first Equality Action Plan was published on 1st April 2012. An annual Equality Report has been published, which contains progress against compliance with the requirements of the Equality Act – copies of these documents can be obtained from the Commissioner's website – www.childcomwales.org.uk.

Auditors

The Children's Commissioner for Wales' accounts are examined and certified by the Auditor General for Wales in accordance with paragraph 9 of Schedule 2 to the Care Standards Act 2000 (Note 8).

Baker Tilly provides internal audit services for the Commissioner.

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

Disclosure of Information to the Auditors

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

Personal Data Related Incidents

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

Events Since the End of the Financial Year

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

Adroddiad Taliadau Cydnabyddiaeth

Taliadau i aelodau o'r Tîm Rheoli

Gweinidogion Cymru sy'n pennu'r taliad i Gomisiynydd Plant Cymru, yn unol ag Atodlen 2 paragraff 3 o Ddeddf Safonau Gofal 2000.

Yn achos aelodau eraill o'r Tîm Rheoli, pennwyd y taliadau cydnabyddiaeth gan Gomisiynydd Plant Cymru, ar sail cyfarwyddyd gan arbenigwyr recriwtio yn y gwasanaeth sifil.

Mae'r adrannau canlynol, a fu'n destun archwiliad, yn darparu manylion taliadau a buddion pensiwn swyddogion uchaf y sefydliad:

	2014-15 Ystod cyflog Salary range	2014-15 Buddion mewn Nwyddau (at y £100 agosaf)* Benefits in Kind (to nearest £100)*	2013-14 Ystod cyflog Salary range	2013-14 Buddion mewn Nwyddau (at y £100 agosaf)* Benefits in Kind (to nearest £100)*
	£000*		£000*	
Keith Towler – Comisiynydd Plant Cymru tan 2il Mawrth 2015 / Children's Commissioner for Wales, until 2nd March 2015.	85-90	4,400**	90-95	4,800**
Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd / Chief Executive Officer and Deputy Commissioner.	65-70	–	60-65	–
Andy Wallsgrove – Pennaeth Gweithrediadau / Head of Operations.	55-60	–	55-60	–
Tony Evans – Pennaeth Gwasanaethau Corfforaethol / Head of Corporate Services.	55-60	–	55-60	–

* Mae'r wybodaeth hon yn destun archwiliad.
* This information is subject to audit.

** Darparwyd car prydles i Keith Towler. Mae gwerth ariannol y buddion mewn nwyddau yn cwmpasu unrhyw fuddion a ddarparwyd gan y cyflogwr yr oedd Cyllid y Wlad yn eu trin fel enillion trethadwy.

** Keith Towler was provided with a leased car. The monetary value of benefits in kind covers any benefits provided by the employer and treated by the Inland Revenue as a taxable emolument.

Remuneration Report

Remuneration of Members of the Management Team

The Welsh Ministers determine the remuneration of the Children's Commissioner for Wales in accordance with Schedule 2 paragraph 3 to the Care Standards Act 2000.

For other members of the Management Team, remuneration was determined by the Children's Commissioner for Wales based on guidance from civil service recruitment specialists.

The following sections, which have been subjected to audit, provide details of the remuneration and pension benefits of the most senior officials of the organisation:

Canolrif y Taliadau Cydnabyddiaeth Median Remuneration

	2014-15	2013-14
Band taliad cydnabyddiaeth yr unigolyn sy'n derbyn y tâl uchaf / Band of highest paid individual's remuneration (£'000)	90-95	95-100
Cyfanswm y canolrif / Median total	33,900	33,900
Cymhareb / Ratio	2.71	2.80

Mae'n ofynnol fy mod yn datgelu'r berthynas rhwng y taliad a wnaed i'r unigolyn a dderbyniodd y cyflog uchaf a chanolrif taliadau'r gweithwyr. Band taliadau'r unigolyn a dderbyniodd y taliad uchaf yn 2014-2015 oedd £90,000-95,000 (2013-14: £95-£100,000). Roedd hyn 2.71 gwaith (2013-14: 2.80) taliad canolrif y gweithwyr. Mae cyfanswm y taliadau yn cynnwys y cyflog a'r buddion mewn nwyddau. Nid yw'n cynnwys cyfraniadau cyflogwr i bensiwn na gwerth trosglwyddo ariannol cyfatebol pensiynau.

I am required to disclose the relationship between the remuneration of the highest-paid individual and the median remuneration of employees. The banded remuneration of the highest-paid individual in 2014-2015 was £90,000-95,000 (2013-14: £95-£100,000). This was 2.71 times (2013-14: 2.80) the median remuneration of employees. Total remuneration includes salary and benefits-in-kind. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

Taliadau Gwneud Iawn, Dyfarniadau Sylweddol i Uwch Reolwyr Blaenorol Compensation paid, significant awards to former senior managers

Ni chafwyd taliadau o'r fath yn ystod y cyfnod hwn.

There were no such payments made in this period.

Buddion Pensiwn – Cynllun Pensiwn y Gwasanaeth Sifil
Pension Benefits – Civil Service Pension Scheme

	Pensiwn cronedig ar / Accrued pension at 31.3.15*	Cynnydd go iawn mewn pensiwn* Real increase in pension*	CETV(i) ar / at 31.3.15*	CETV(i) ar / at 31.3.14*	Cynnydd go iawn mewn CETV* Real increase in CETV*
	£000	£000	£000	£000	£000
Keith Towler – Comisiynydd Plant Cymru xxxxxxxxx / Children's Commissioner for Wales until 2nd March 2015.	16	2	218	179**	22
Eleri Thomas – Prif Swyddog Gweithredol a Dirprwy Gomisiynydd / Chief Executive Officer and Deputy Commissioner; and Acting Commissioner from 3rd March 2015	9	2	94	75**	10
Andy Wallsgrove – Pennaeth Gweithrediadau / Head of Operations.	36	2	447	408**	17
Tony Evans – Pennaeth Gwasanaethau Corfforaethol / Head of Corporate Services.	18	1	299	279	5

* Mae'r wybodaeth hon yn destun archwiliad.
* This information is subject to audit.

** Mae ffigurau'r flwyddyn flaenorol wedi cael eu haildatgan
i adlewyrchu addasiadau chwyddiant a wnaed ym malansau'r
flwyddyn flaenorol.
** The prior year figures have been restated to reflect inflation
adjustments made in the prior year balances.

Y Cynllun Pensiwn

Darperir buddion pensiwn trwy drefniadau pensiwn y Gwasanaeth Sifil. O 30 Gorffennaf 2007, gall gweision sifil fod yn rhan o un o bedwar cynllun buddion diffiniedig; naill ai cynllun 'cyflog terfynol' (**classic, premium neu classic plus**); neu gynllun 'gyrfa gyfan' (**nuvos**). Nid yw'r trefniadau statudol hyn yn cael eu hariannu, a thelir am gost y buddion ag arian sy'n destun pleidlais gan y Senedd bob blwyddyn; ac er mai cynlluniau buddion diffiniedig yw'r rhain, nid oes modd datgelu swm eu hasedau a'u hatebolrwydd. Mae'r pensiynau sy'n daladwy o dan **classic, premium, classic plus a nuvos** yn cael eu cynyddu'n flynyddol yn unol â newidiadau i'r Mynegai Prisiau Defnyddwyr (CPI). Gall aelodau sy'n ymuno o Hydref 2002 ddewis naill ai'r trefniant buddion priodol diffiniedig neu bensiwn rhanddeiliad 'prynu arian' o ansawdd da, gyda chyfraniad sylweddol gan y cyflogwr (cyfrif pensiwn **partneriaeth**).

Pennir cyfraniadau'r gweithwyr ar ganran o'r enillion pensiynadwy ar gyfer **classic, premium, classic plus a nuvos**. Mae'r buddion classic yn cronni ar gyfradd o 1/80fed o'r enillion pensiynadwy terfynol am bob blwyddyn o wasanaeth. Ar ben hynny, mae cyfandaliad sy'n cyfateb i dair blynedd o bensiwn yn daladwy adeg ymddeol. Yn achos y **premium**, mae'r buddion yn cronni ar gyfradd o 1/60fed o'r enillion pensiynadwy terfynol am bob blwyddyn o wasanaeth. Yn wahanol i'r **classic**, nid oes cyfandaliad awtomatig. Cyfuniad o'r ddau yw **classic plus** yn y bôn, gyda buddion yng nghyswllt gwasanaeth cyn 1 Hydref 2002 yn cael eu cyfrifo'n fras fel yn achos y **classic** a'r buddion am wasanaeth o fis Hydref 2002 yn cael eu cyfrifo fel yn achos y premium. Yn **nuvos** mae aelod yn crynhoi pensiwn ar sail ei enillion pensiynadwy yn ystod cyfnod ei aelodaeth o'r cynllun. Ar ddiwedd blwyddyn y cynllun (31 Mawrth) mae cyfrif yr aelod ar gyfer y pensiwn a enillwyd yn cael ei gredydu â 2.3% o'i enillion pensiynadwy yn ystod y flwyddyn honno o'r cynllun, a chaiff y pensiwn a gronnwyd ei uwchraddio yn unol â'r Mynegai Prisiau Adwerthu (RPI). Ym mhob achos gall aelodau ddewis ildio (cymudo) pensiwn am gyfandaliad hyd at y terfynau a bennwyd gan Ddeddf Cyllid 2004.

Pension Scheme

Pension benefits are provided through the Civil Service pension arrangements. From 30th July 2007, civil servants may be in one of four defined benefit schemes; either a 'final salary' scheme (**classic, premium or classic plus**); or a 'whole career' scheme (**nuvos**). These statutory arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year; and although these are defined benefit schemes it is not possible to disclose the amount of assets and liabilities of the schemes. Pensions payable under **classic, premium, classic plus** and **nuvos** are increased annually in line with changes in the Consumer Prices Index (CPI). Members joining from October 2002 may opt for either the appropriate defined benefit arrangement or a good quality 'money purchase' stakeholder pension with a significant employer contribution (**partnership** pension account).

Employee contributions are set at a percent of pensionable earnings for **classic, premium, classic plus** and **nuvos**. Benefits in classic accrue at the rate of 1/80th of final pensionable earnings for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For **premium**, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike **classic**, there is no automatic lump sum. **Classic plus** is essentially a hybrid with benefits in respect of service before 1st October 2002 calculated broadly as per **classic** and benefits for service from October 2002 calculated as in premium. In **nuvos** a member builds up a pension based on their pensionable earnings during their period of scheme membership. At the end of the scheme year (31st March) the member's earned pension account is credited with 2.3 percent of their pensionable earnings in that scheme year and the accrued pension is uprated in line with RPI. In all cases members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

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Trefniant pensiwn rhanddeiliaid yw'r cyfrif pensiwn **partneriaeth**. Mae'r cyflogwr yn gwneud cyfraniad sylfaenol o rhwng 3% a 12.5% (yn dibynnu ar oedran yr aelod) i mewn i gynnyrch pensiwn rhanddeiliaid a ddewiswyd gan y cyflogai o blith panel o ddarparwyr. Nid oes rhaid i'r cyflogai gyfrannu, ond lle bo'n dewis gwneud hynny, bydd y cyflogwr yn gwneud taliadau cyfatebol i'r rhain hyd at derbyn o 3% o'r cyflog pensiynadwy (yn ogystal â chyfraniad sylfaenol y cyflogwr). Mae cyflogwyr hefyd yn cyfrannu 0.8% arall o'r cyflog pensiynadwy i dalu am gost yswiriant buddion risg a ddarperir yn ganolog (marw yn eu gwaith ac ymddeol oherwydd afiechyd).

Y pensiwn cronol a ddyfynnwyd yw'r pensiwn y gall yr aelod ei hawlio wrth gyrraedd oedran pensiwn, neu ar unwaith pan fydd yn peidio â bod yn aelod gweithredol o'r cynllun os ydyw eisoes wedi cyrraedd oedran pensiwn neu'n hŷn. Oedran pensiwn yw 60 yn achos aelodau classic, premium a classic plus a 65 yn achos aelodau nuvos.

Mae manylion pellach am drefniadau pensiwn y Gwasanaeth Sifil ar gael ar y wefan www.civilservice-pensions.gov.uk.

(i) Gwerthoedd Trosglwyddo sy'n Gyfwerth ag Arian Parod (CETV)

Gwerth Trosglwyddo sy'n Gyfwerth ag Arian Parod (CETV) yw gwerth cyfalafol asesedig actiwari y buddion cynllun pensiwn a gronnwyd gan aelod ar adeg benodol. Y buddion a brisir yw'r buddion a gronnwyd gan yr aelod ac unrhyw pensiwn sy'n daladwy i briod amodol o'r cynllun. Taliad yw CETV a wneir gan gynllun neu drefniant pensiwn i sicrhau buddion pensiwn mewn cynllun neu drefniant pensiwn arall pan fo'r aelod yn gadael cynllun ac yn dewis trosglwyddo'r buddion a gronnwyd yn y cynllun blaenorol. Mae'r ffigurau pensiwn a ddangosir yn gysylltiedig â'r buddion y mae'r unigolyn wedi'u cronni o ganlyniad i gyfanswm eu haelodaeth o'r cynllun pensiwn, nid eu gwasanaeth mewn swydd uwch y mae datgelu'n berthnasol iddi yn unig. Mae'r ffigurau'n cynnwys gwerth unrhyw fuddion pensiwn mewn cynllun arall y mae'r unigolyn wedi'u trosglwyddo i drefniadau pensiwn y Prif Wasanaeth Sifil. Maent hefyd yn cynnwys unrhyw fuddion pensiwn ychwanegol a gronnir i'r aelod o ganlyniad i brynu buddion pensiwn ychwanegol ar eu cost eu hun. Cyfrifir CETVs o fewn y canllawiau a'r fframwaith a ragnodwyd gan Sefydliad a Chyfadrn yr Actiwariaid ac nid ydynt yn rhoi sylw i unrhyw ostyngiad gwirioneddol na phosibl i fuddion yn sgîl Treth Lwfans Oes y gall fod angen ei thalu pan dynnir buddion pensiwn.

(ii) Cynnydd gwirioneddol mewn CETV

Mae hyn yn adlewyrchu'r cynnydd mewn CETV y telir amdano i bob pwrpas gan y cyflogwr. Nid yw'n cynnwys y cynnydd yn y pensiwn a gronnwyd yn sgîl chwyddiant, cyfraniadau a dalwyd gan y cyflogai (gan gynnwys gwerth unrhyw fuddion a drosglwyddwyd o gynllun pensiwn arall), ac mae'n defnyddio ffactorau prisio'r farchnad gyffredin ar gyfer dechrau a diwedd y cyfnod.

Newidiadau i Gynllun Pensiwn y Gwasanaeth Sifil

O 1af Ebrill 2015 daeth cynllun pensiwn newydd, o'r enw Alpha, yn weithredol. Mae'r cynllun Alpha yn disodli'r cynlluniau classic, premium, classic plus a nuvos. Trosglwyddodd mwyafrif y staff yn uniongyrchol i Alpha ar 1af Ebrill 2015.

Yr Athro Sally Holland
Comisiynydd Plant Cymru
a Swyddog Cyfrifyddu
Gorffennaf 23ain 2015

The **partnership** pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3 percent and 12.5 percent (depending on the age of the member) into a stakeholder pension product chosen by the employee from a panel of providers. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.8% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos.

Further details about the Civil Service pension arrangements can be found at the website www.civilservice-pensions.gov.uk.

(i) Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarial assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The figures include the value of any pension benefit in another scheme arrangement which the individual has transferred to the Principal Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional pension benefits at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are drawn.

(ii) Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include any of the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme arrangement) and uses common market valuation factors for the start and end of the period.

Changes to the Civil Service Pension Scheme

From 1st April 2015 a new pension scheme, called Alpha, came into effect. The Alpha scheme replaces the classic, premium, classic-plus and nuvos schemes. With the majority of staff transferring directly into Alpha on 1st April 2015.

Professor Sally Holland
Children's Commissioner for Wales
and Accounting Officer
23rd July 2015

Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu

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

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

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

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

Datganiad Llywodraethu Blynyddol

Cwmpas cyfrifoldeb

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

Diben y Fframwaith Llywodraethu

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

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

Mae'r system reolaeth fewnol wedi'i seilio ar broses barhaus a luniwyd i nodi a blaenoriaethu'r risgiau i gyflawni fy mholisiau, fy nodau a'm hamcanion yn llwyddiannus, i werthuso pa mor debygol yw gwredu'r risgiau hynny a'u heffaith petai hynny'n digwydd, ac i'w rheoli'n effeithiol, yn effeithlon ac yn ddiwastraff. Bu'r system reolaeth fewnol - sy'n dilyn Canllawiau Trysorlys EM - ar waith yn ystod y flwyddyn yn diwedd ar 31 Mawrth 2015, ac yn parhau hyd at ddyddiad cymeradwyo'r adroddiad blynyddol a'r cyfrifon.

Y Fframwaith Llywodraethu

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

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

Statement of Accounting Officer's Responsibilities

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

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

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

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

Annual Governance Statement

Scope of Responsibility

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

The Purpose of the Governance Framework

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

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

This system of internal control is based on an ongoing process designed to identify and prioritise the risks to the successful implementation of my policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control – which accords with HM Treasury Guidance - has been in place for the year ended 31st March 2015 and continuing up to the date of approval of the annual report and accounts.

The Governance Framework

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

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

Tabl 1: Cofnod o bresenoldeb yn y Tim Rheoli yn ystod 2014-15
Table 1: Attendance record at Management Team during 2014-15

Monthly meeting / Monthly meeting	Keith Towler	Eleri Thomas	Tony Evans	Andy Wallsgrave	Sara Jermin	Amanda Evans
Ebrill / April 2014	✓	✓	✓	×	✓	✓
Mai / May 2014	✓	✓	✓	✓	×	✓
Mehefin / June 2014	×	✓	✓	×	✓	✓
Gorfennaf / July 2014	×	×	✓	✓	✓	✓
Awst / August 2014	×	✓	×	✓	×	✓
Medi / September 2014	×	✓	✓	✓	✓	✓
Hydref / October 2014	✓	✓	✓	✓	✓	✓
Tachwedd / November 2014	✓	✓	✓	×	×	×
Rhagfyr / December 2014	✓	✓	✓	✓	×	✓
Ionawr / January 2015	✓	✓	✓	✓	✓	×
Chwefror / February 2015	×	✓	✓	✓	✓	✓
Mawrth / March 2015	N/A*	✓	✓	✓	×	✓

* Daeth cyfnod Keith Towler yn y swydd i ben ar 2 Mawrth 2015, a chynhaliwyd cyfarfod y Tim Rheoli ar 23 Mawrth 2015.

* Keith Towler's term of office ended on 2nd March 2015, the Management Team meeting took place on 23rd March 2015.

** Ni chychwynnodd yr Athro Sally Holland yn ei swydd tan 20 Ebrill 2015; ac felly nid yw wedi'i chynnwys yn Nhabl 1.

** Professor Sally Holland did not take up appointment until 20th April 2015; and is therefore not included in Table 1

Tabl 2: Cofnod presenoldeb Aelodau Annibynnol yn ystod 2014-15
Table 2: Independent Members attendance record during 2014-15

Cyfarfod Chwarterol / Quarterly meeting	Wyn Mears (Cadeirydd / Chair)	Ian Summers	Dr Iolo Doull	Greta Thomas	Aine Denvir
Ebrill / April 2014	✓	✓	×	×	×
Mehefin / June 2014	✓	✓	✓	✓	✓
Gorfennaf / July 2014	✓	✓	✓	✓	✓
Hydref / October 2014	✓	×	×	✓	✓
Ionawr / January 2015	✓	✓	✓	×	✓

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

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

Mae'r Tim Rheoli yn cwrdd yn fisol, ac o leiaf yn chwarterol gyda mi, fel Comisiynydd. Ei brif ddiiben yw darparu arweinyddiaeth, gweledigaeth, pwrpas ac atebolrwydd wrth ddatblygu a chyflawni prif nodau'r swyddfa. Adolygir y cylch gorchwyl bob chwe mis, a rhoddir copi ar y fewnrwyd. Dengys Tabl 1 gofnod o bresenoldeb yn y Tim Rheoli yn ystod 2014-15.

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

Mae'n cwrdd ddwywaith y flwyddyn, ac yn cynnwys swyddogion uwch o Swyddfa'r Comisiynydd ac aelodau Anweithredol. Dyma'r aelodau cyfredol:

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

Mae Tabl 2 yn dangos presenoldeb yn y Pwyllgor yn ystod 2014-15.

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

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

The Management Team meet monthly and at least quarterly with me, as Commissioner. Its primary purpose is to provide leadership, vision, purpose and accountability in taking forward and delivering the principal aims of the office. The Terms of Reference are reviewed every six months and a copy is posted onto the intranet. Table 1 shows a record of attendance at Management Team during 2014-15.

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

It met five times in 2014-15 and is and is made up of senior officials of the office and non-executive members. Its current membership is as follows:

- Wyn Mears, Chair, Business Consultant and Former Director of the Association of Certified Chartered Accountants.
- Ian Summers, former partner of the Wales Audit Office.
- Greta Thomas, former Director of the NSPCC in Wales.
- Dr Iolo Doull, Consultant respiratory paediatrician at the University Hospital Wales, Cardiff.
- Aine Denvir, Child care solicitor.

Table 2 shows attendance at the Committee during 2014-15.

Canolbwyntio ar Ddiben y Sefydliad ac ar Ddeilliannau

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

Mae'r broses gynllunio bob blwyddyn yn cychwyn ym mis Medi, gydag asesiad treigl o gynllun gwaith blynyddol y flwyddyn flaenorol, sy'n digwydd mewn diwrnod datblygu blynyddol i'r staff. Mae'r asesiad hwn yn cynnwys trafodaeth ar amcanion y cynllun blynyddol cyfredol a'r dyddiadau cwblhau a ragwelir ar eu cyfer, yn ogystal â chynnydd o ran cyflawni'r nodau corfforaethol. Yn y cyfnod yma, cynhelir asesiad i weld a yw'r amcanion a ddiffiniwyd yn dal yn ddilys ac yn briodol.

Mae hefyd yn gyfle i aelodau o'r Tîm amlygu blaenoriaethau posibl ar gyfer y flwyddyn sy'n dod.

Cyflwynir blaenoriaethau i'r Tîm Rheoli wedi'r diwrnod datblygu i'r staff, a hynny ar ffurf templed tebyg i achos busnes sy'n amlygu'r canlynol:

- **Beth yw'r amcan posibl;**
- **Pam dylid ystyried bod yr amcan yn flaenoriaeth;**
- **A oes unrhyw oblygiadau a ragwelir o ran adnoddau; a'r**
- **Risgiau allweddol yn sgîl cyflawni a pheidio â chyflawni'r amcan.**

Wedyn caiff yr amcanion blynyddol cyfredol a'r rhai blynyddol posibl eu hadolygu gan y Prif Swyddog Gweithredol a'u blaenoriaethu mewn cynllun gwaith blynyddol drafft a seilwyd ar y canlynol:

- **Aliniad ag amcanion, nodau a gweledigaeth corfforaethol y sefydliad;**
- **Ystyriaethau cydraddoldeb;**
- **Cylch gorchwyl statudol;**
- **Y risgiau allweddol; a'r**
- **Adnoddau sydd ar gael.**

Bydd y cynllun drafft hwn wedi ei gwblhau erbyn diwedd Tachwedd bob blwyddyn, ac yn cael ei ddosbarthu i'r fîm ehangach o staff ar gyfer sylwadau a chyfraniadau pellach. Unwaith mae rhaglen waith flynyddol ragarweiniol ar waith, trefnir dogfennau cychwyn prosiect ar gyfer pob un o'r amcanion blynyddol er mwyn diffinio'r gofynion tebygol o ran adnoddau (gan gynnwys staffio, cyllid a TGCh) er mwyn eu cyflawni'n llwyddiannus, gan gynnwys terfynau amser.

Gall Rheolwyr Llinell ddefnyddio'r rhaglen waith flynyddol ragarweiniol i ddisgrifio cynlluniau gwaith unigol, ac arfarnu yn erbyn amcanion cynllun y llynedd, gyda staff y maent yn eu rheoli, erbyn diwedd Mawrth.

Bydd y cynllun gwaith blynyddol terfynol yn dod i rym o 1af Ebrill bob blwyddyn.

Caiff dogfen y cynllun gwaith blynyddol ei monitro a'i diweddu'r chwarterol gan y Tîm Rheoli. Adroddir hefyd ar y cyflawniadau yn erbyn y cynllun gwaith, achosion o lithro a champau adferol i'r Pwyllgor Archwilio a Sicrhau Risg, sy'n cyfarfod bob chwarter.

Mae fy Nghofrestr Risgiau yn cyfateb i'r nodau strategol ac yn cael ei monitro'n rheolaidd gan y Tîm Rheoli a'r Pwyllgor Archwilio a Sicrhau Risg.

Cyhoeddir y cynllun gwaith blynyddol terfynol y cytunir arno bob blwyddyn ar fewnwyd y staff, ac fe'i defnyddir fel mater o drefn i gynnal a hysbysu prosesau rheoli perfformiad. Mae ein gwefan hefyd yn cynnwys crynodeb cyhoeddus o'n rhaglen waith flynyddol, ac rydym yn adrodd ar y cynnydd yn flynyddol trwy'r Adroddiad Blynyddol.

Hefyd rhennir cofnodion cynnydd gyda'r staff a'u cynnal gan y Prif Swyddog Gweithredol.

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

Focusing on the Purpose of the Organisation and on Outcomes

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

The planning process each year commences in September with a rollover assessment of the previous year's annual work plan which takes place at an annual staff development day. This assessment includes discussion on the current annual plan objectives and their anticipated completion dates and progress on achieving the corporate goals. At this stage, an assessment is undertaken to establish whether the defined objectives still remain valid and appropriate.

It also provides an opportunity for members of the Team to highlight potential priorities for the forthcoming year.

Priorities are presented to the Management Team following the staff development day using a business case-style template that highlights:

- **What the potential objective is;**
- **Why the objective should be considered a priority;**
- **Whether there are any anticipated resource implications; and**
- **The key risks to completing and not completing the objective.**

The current and potential annual objectives are then be reviewed by the Chief Executive Officer and prioritised in a draft annual work plan (AWP) based on:

- **Alignment to the organisation's corporate objectives, goals and vision;**
- **Equality considerations;**
- **Statutory remit;**
- **The key risks; and**
- **Available resources.**

This draft plan is completed by the end of November each year and is circulated to the wider staff team for comments and further contributions. Once a preliminary annual work plan is in progress, project initiation documents are established for each of the annual objectives to define the likely resource (including staffing, finance and ICT) requirements for successful completion, including timescales.

Line Managers are able to use the preliminary annual work plan to describe individual work plans, and appraisal against objectives for last year's plan, with staff that they manage by the end of March.

The final annual work plan is effective from 1st April each year.

The annual work plan document is monitored and updated on a quarterly basis by the Management Team. Achievement against work plan, slippage and remedial action is also reported to the Audit and Risk Assurance Committee.

My Risk Register is aligned with the strategic goals and monitored regularly by the Management Team and the Audit and Risk Assurance Committee.

The final annual work plan agreed each year is published on the staff intranet and is used routinely to support and inform performance management processes. There is also a public summary version of the annual work plan on our website and we report against progress annually through the Annual Report.

Records of progress are also shared with staff and maintained by the Chief Executive Officer.

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

Swyddogion yn Cydweithio i Gyflawni Diben Cyffredin gyda Swyddogaethau a Rolau a Ddiffinwyd yn Glir

Mae'r rolau a'r cyfrifoldebau wedi eu diffinio'n glir yn y Polisi Llywodraethu a Gwneud Penderfyniadau a manylir arnynt yn y ddogfen Trosolwg o Rolau a Chyfrifoldebau. Mae'r dogfennau hyn yn amlinellu lefel y cyfrifoldeb a ddirprwywyd yn y swyddfa; ac fe'u rhoddir ar fewnwrwyd y staff.

Mae gan bob gweithiwr amodau cyflogaeth clir a disgrifiadau swydd, sy'n nodi eu rolau a'u cyfrifoldebau.

Mae gan y Tim Rheoli a'r Pwyllgor Archwilio a Sicrwydd ynghylch Risg gylch gorchwyl, sy'n nodi eu rolau a'u cyfrifoldebau.

Mae'r Pwyllgor Archwilio a Sicrhu Risg yn rhoi cyngor a sicrwydd ynghylch llywodraethu corfforaethol, rheoli risg a rheolaeth yn y swyddfa, ynghyd â digonolrwydd y trefniadau archwilio mewnol ac allanol. Yn 2014-15, cwblhaodd y Pwyllgor Archwilio a Sicrhu Risg adolygiad effeithiolrwydd, ar sail Llwylyfr Trysorlys EM ar gyfer Pwyllgorau Risg a Sicrwydd, oedd yn amlygu nifer o anghenion datblygu. Yn dilyn yr adolygiad hwn, mae'r Pwyllgor wedi datblygu cynllun gweithredu i symud yr anghenion hyn ymlaen. Mae Tabl 3 yn crynhoi canfyddiadau'r Pwyllgor.

Cynhaliwyd yr adolygiad effeithiolrwydd mewnol cyn cyhoeddi adroddiad yr adolygiad allanol annibynnol o'r swyddfa; a'm penodiad innau yn drydydd Comisiynydd Plant Cymru. Gall fod addasiadau pellach i rôl a chylch gwaith y Pwyllgor yn 2015-16.

Tabl 3: Crynodeb o Adolygiad Effeithiolrwydd y Pwyllgor

Ardal	Canlyniad
Aelodaeth	<ul style="list-style-type: none"> — Newidir enw'r pwyllgor i - Pwyllgor Archwilio a Sicrhu Risg Comisiynydd Plant Cymru; — Dylid cynnwys Egwyddorion Nolan yn rhan o gylch gorchwyl y pwyllgor; — Bernid bod yr aelodaeth bresennol, sef pum aelod annibynnol, yn briodol. Fodd bynnag, dylid ystyried newid amseriad cyfarfodydd yn y dyfodol, fel bod modd i'r aelodau fod yn bresennol; — Bydd Datganiad Llywodraethu 2014-15 yn cynnwys adran ar bresenoldeb yr aelodau ar hyd y flwyddyn; — Roedd trefniadau digonol yn eu lle i'r Cadeirydd gwrrd ag aelodau perthnasol o'r Pwyllgor. Cytunwyd y dylai'r Cadeirydd hefyd gwrrd â Phennaeth y Gwasanaethau Corfforaethol ddwywaith y flwyddyn; — Rhoddir ystyriaeth bellach i sicrhau bod plant a phobl ifanc yn cyfranogi, mewn modd ystyrlon, yn y broses lywodraethu. Cytunwyd y byddai hyn yn cael effaith ar y swyddfa o ran adnoddau; — Cytunodd y Pwyllgor fod egwyddor gyffredinol arfarnu perfformiad yn egwyddor ddilys, ond y dylid cyfyngu hynny i "sgwrs syml"; — Cytunodd y Pwyllgor fod angen hyfforddiant a fyddai'n gwella gwybodaeth a dealltwriaeth aelodau ynghylch y swyddfa a'r meysydd ehangach; a — Chytunodd y Pwyllgor y dylai unrhyw hysbysebu am aelodau newydd yn y dyfodol gael ei gwblhau, ond trwy ddulliau ar-lein a defnyddio rhwydweithiau.
Sgiliau	<ul style="list-style-type: none"> — Cytunodd y Pwyllgor fod angen hyfforddiant ym maes gwerthfawrogi'r cyfrifon a'r datganiadau ariannol a gynhwyswyd; — Mae angen i'r Comisiynydd ystyried cynllunio olyniaeth yn achos aelodau unigol; ac — Mae angen ailgyflwyno cyfnewid gwybodaeth rhwng aelodau o staff a'r pwyllgor.
Rôl a chwmpas y Pwyllgor	<ul style="list-style-type: none"> — Cytunodd y Pwyllgor eu bod yn fodlon bod eu rôl a'u chwmpas wedi'u diffinio'n ddigonol. — Cadarnhaodd y Comisiynydd, yn rhinwedd ei swyddogaeth fel Swyddog Cyfrifyddu, fod sicrwydd yn cael ei ddarparu gan ddull gweithredu seiliedig ar risg y Pwyllgor Archwilio a Sicrhu Risg. — Cytunodd y Pwyllgor a'r Comisiynydd eu bod yn fodlon ar y dull o adolygu darpariaeth sicrwydd. — Roedd y Pwyllgor yn cytuno â'r gosodiad bod gwaith Archwilio Allanol o fudd sylweddol i'r sefydliad. — Roedd y Pwyllgor yn cytuno eu bod yn cydymffurfio â'r canllawiau yng nghyswllt archwilio mewnol. Fodd bynnag, cytunwyd bod angen adolygu perfformiad archwilio mewnol, gan gydymffurfio â'r safonau diwygiedig. — Roedd y Pwyllgor wedi'i fodloni eu bod yn cydymffurfio â'r canllawiau archwilio allanol. — Bu'r Pwyllgor yn trafod y canllawiau ynghylch Llywodraethu. Ar sail y trefniadau presennol, cytunodd y Pwyllgor eu bod yn cydymffurfio â chanllawiau'r Trysorlys. — Rheoli Risg a Rheolaeth – roedd y Pwyllgor wedi'i fodloni eu bod yn cydymffurfio â'r elfennau hyn. — Rheolaeth Ariannol a Pharatoi Adroddiadau – dylid darparu adroddiadau ariannol chwarterol i'r Pwyllgor. — Cylch Gorchwyl - Ni ddylid newid cylch gorchwyl y Pwyllgor.
Cyfrifrebu ac Adrodd	<ul style="list-style-type: none"> — Cytunodd y Pwyllgor y dylid cyfleu prif bwyntiau cyfarfodydd y Pwyllgor i'r holl staff trwy'r fewnwrwyd.

Officers Working Together to Achieve a Common Purpose with Clearly Defined Functions and Roles

Roles and responsibilities are clearly defined in the Governance and Decision Making Policy and detailed within the Overview of Roles and Responsibilities document. These documents outline the level of delegated responsibility within the office; and are posted onto the staff intranet.

All employees have clear conditions of employment and job descriptions, which set out their roles and responsibilities.

The Management Team and the Audit and Risk Assurance Committee have Terms of Reference, which sets out their roles and responsibilities.

The Audit and Risk Assurance Committee provides advice and assurance in respect of corporate governance, risk management and control within the office and the adequacy of the internal and external audit arrangements. In 2014-15, the Audit and Risk Assurance Committee completed an effectiveness review, based upon the HM Treasury's Handbook on Risk and Assurance Committees, which highlighted a number of developmental needs. Following on from this review, the Committee has developed an action plan to take forward these needs. Table 3 summarises the Committee's findings.

The internal effectiveness review was conducted before the publication of the report of the external independent review of the office; and my appointment, as the third Children's Commissioner for Wales. There may be further adjustments to the Committee's role and remit in 2015-16.

Table 3: Summary of Committee's Effectiveness Review

Area	Outcome
Membership	<ul style="list-style-type: none"> — The name of the committee will be changed to – The Audit and Risk Assurance Committee of the Children's Commissioner for Wales; — The Nolan Principles should be included within the committee's terms of reference; — The present membership of five Independent Members was considered appropriate. However, consideration should be given to change the timings of future meeting to enable members to attend; — The 2014-15 Governance Statement will include a section on the attendance of members throughout the year; — There were adequate arrangements in place for the Chair to meet with relevant members of the Committee. It was agreed that the Chair should also meet with the Head of Corporate Services on a bi-annual basis; — Further consideration will be given to ensure that CYPs participate, in a meaningful way, within the governance process. It was agreed that this would have a resource impact upon the office; — The Committee agreed that the general principle of appraising the performance was a valid principle but that this should be kept to having a "simple conversation"; — The Committee agreed that training was needed which would enhance the knowledge and understanding of members on the office and the wider areas; and — The Committee agreed that any future advertising for new members should be completed but via on-line methods and use of networks.
Skills	<ul style="list-style-type: none"> — The Committee agreed that training was required around appreciation of the accounts and the financial statements included; — The Commissioner needs to give consideration to succession planning for independent members; and — There is a need to reintroduce the information exchange between members of staff and the committee.
The role and scope of the Committee	<ul style="list-style-type: none"> — The Committee agreed that they were happy that their role and scope are sufficiently defined. — The Commissioner confirmed that in his role as Accounting Officer he is assured by the risk-based approach of the Audit and Risk Assurance Committee. — The Committee and the Commissioner agreed that they were satisfied with the method of reviewing the provision of assurances. — The Committee agreed with the statement that the work of External Audit is of significant benefit to the organisation. — The Committee agreed that they are complying with the guidelines in relation to internal audit. However, it was agreed that there was a need to review the performance of internal audit, in compliance with the revised standards. — The Committee were content that they are complying with the external audit guidelines. — The Committee discussed the guidance with regard to Governance. Based upon the present arrangements the Committee agreed that they are in compliance with Treasury guidance. — Risk Management and Control – the Committee was content that they are complying with these elements. — Financial Management and Reporting – quarterly financial reports should be provided to the Committee. — Terms of Reference – No changes should be made to the Committee's terms of reference.
Communication and Reporting	<ul style="list-style-type: none"> — The Committee agreed that a communication of the main points of the Committee meetings should be communicated to all staff via the intranet.

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

Mae fy niffiniad i o werthoedd allweddol fy swyddfa fel a ganlyn:

- Mae plant a phobl ifanc yn ganolog i bopeth a wnawn;
- Rydym yn gwrandao ar blant a phobl ifanc, gan sbarduno gweithredu a newid;
- Rydym yn gwneud gwahaniaeth i fywydau plant a phobl ifanc trwy weithio mewn partneriaeth â phobl a sefydliadau a'u galw i gyfrif lle bo angen;
- Rydym yn bencampwyr plant a phobl ifanc;
- Rydym yn credu mewn hawliau, amrywiaeth a pharch i bawb;
- Rydym yn arwain ac yn herio ag uniondeb a dewrder;
- Rydym yn ysbrydoli pobl i wneud eu gorau dros blant a phobl ifanc; ac
- Rydym yn buddsoddi mewn staff.

Datblygwyd y gwerthoedd hyn gyda'r staff a'u cyfleu i'r holl staff. Maent hefyd ar fewnwyd y staff. Mae'r holl staff newydd yn dilyn hyfforddiant sefydlu sy'n darparu gwybodaeth am swyddfa'r Comisiynydd, gwerthoedd a diwylliant, polisiau a gweithdrefnau cysylltiedig â Chyflogaeth, Iechyd a Diogelwch, CCUHP, Gweledigaeth a Phwrpas, Gweithdrefnau Ariannol a Diogeledd TGCh.

Rwy'n cymryd materion yn ymwneud â thwyll a chamweinyddu o ddifri, ac rwyf wedi sefydlu'r polisiau canlynol:

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

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

**Gwneud Penderfyniadau Gwybodus a Thryloyw
sy'n Destun Craffu Effeithiol a Rheoli Risg**

Fi sy'n gyfrifol am wneud penderfyniadau yn y swyddfa, ond rwyf wedi dirprwyo'r penderfyniadau gweithredol i'r Tim Rheoli. Dogfennir lefel y dirprwyo yn y Polisi Llywodraethu a Gwneud Penderfyniadau.

Nodir dyletswyddau'r Tim Rheoli yn ei Gylch Gorchwyl. Nodir a chofnodir penderfyniadau a wneir gan y Tim Rheoli yn y cofnodion, a roddir ar fewnwyd y staff. Hysbysir yr holl staff am benderfyniadau a wneir gan y Tim Rheoli, ac fe'u cyfleir trwy e-bost, diweddariadau i'r fewnwyd a diweddariadau a gyflwynir gan y Prif Swyddog Gweithredol.

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

Hyfforddwyd yr holl reolwyr sydd ag awdurdod i wneud penderfyniadau ynghylch trafod risgiau, gan gydnabod y bydd angen cyfeirio rhai risgiau at y ffin rheoli. Anogir pob aelod o staff i drafod materion rheoli risgiau yn ystod eu cyfarfodydd ffin. Darparwyd hyfforddiant i'r holl staff yn ystod 2013-14, i sicrhau eu bod yn ymwybodol o'r canllawiau a'r arfer gorau; a darparwyd hyfforddiant hefyd i aelodau annibynnol fy Mhwyllgor Archwilio a Sicrhau Risg. Mae Pennaeth fy Ngwasanaethau Corfforaethol yn aelod o'r Rhwydwaith Penaethiaid Adnoddau, lle trafodir rheoli risgiau, ac rydym yn dysgu o'u profiadau.

Ymgorfforir rheoli risgiau i'r broses gynllunio gorfforaethol. Asesir y risgiau strategol allweddol gan y Tim Rheoli. Mae pob risg yn cael ei pherchnogi gan aelod o'r ffin, ac mae'r gofrestr risgiau ar gael i'r holl staff. Yn ystod y flwyddyn, mae'r gofrestr risgiau wedi cael ei hadolygu'n rheolaidd yng nghyfarfodydd y Tim Rheoli. Caiff unrhyw risgiau newydd neu newidiadau eu nodi a'u gwerthuso. Pennir yr awydd i gymryd risgiau gan y Tim Rheoli yng nghyd-destun yr effaith ar enw da'r swyddfa; y perfformiad gweithredol, gweithrediadol a pherfformiad yr unigolyn; annibyniaeth y swyddfa; ac adolygiad annibynnol, gwrthrychol o weithgareddau, cerydd o unrhyw fath gan gyrrff rheoliadol, colled ariannol, gwerth gwael am arian, defnydd amhriddol o arian cyhoeddus neu unrhyw achos o dorri rheoleidd-dra neu briodoldeb. Cynhelir asesiad risg o bob gweithgaredd gweithrediadol neu brosiect cyn cychwyn arno.

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

I define my office's key values as:

- Children and young people are at the centre of everything we do;
- We listen to children and young people, driving action and change;
- We make a difference to children and young people's lives by working in partnership with people and organisations and holding them to account where necessary;
- We champion children and young people;
- We believe in everyone's rights, diversity and respect;
- We lead and challenge with integrity and courage;
- We inspire people to do their best for children and young people; and
- We invest in staff.

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

I take issues around fraud and maladministration very seriously and have established the following policies:

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

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

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

Responsibility for decision making in the office rests with me, however, I have delegated the operational decision making to the Management Team. The level of delegation is documented in the Governance and Decision Making Policy.

The duties of the Management Team are documented within its Terms of Reference. Decisions made by the Management Team are documented and recorded in the minutes, which are posted to the staff intranet. All staff are informed of decisions made by the Management Team which are communicated via email, updates to the intranet and through updates presented by the Chief Executive Officer.

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

Training has been provided to all managers with authority to make decisions about risk treatment, recognising that some risks will need to be referred to the Management Team. All staff are encouraged to discuss risk management issues during their team meetings. Training for all staff to ensure that they are aware of guidance and best practice was provided during 2013-14; and training was also provided to the independent members of my Audit and Risk Assurance Committee. My Head of Corporate Service is a member of the Heads of Resources Network, where risk management is discussed and we learn from their experiences.

Risk management is incorporated into the corporate planning process. The key strategic risks are assessed by the Management Team. Each risk is owned by a member of the team and the risk register is made available to all staff. During the year, the risk register has been regularly reviewed at Management Team meetings. Any new risks or changes are identified and evaluated. The risk appetite is determined by the Management Team in the context of the impact on the reputation of the office; the executive, operational and individual performance; the independence of the office; and the independent and objective review of activities, censure of any kind by regulatory bodies, financial loss, poor value for money, inappropriate use of public funds or any breach of regularity or propriety. A risk assessment of each operational or project activity is undertaken prior to commencement.

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Mae fy archwilyr mewnol, Baker Tilly, wedi cynnal adolygiad o'm strategaeth risg yn 2013-14. Ar ben hynny, maent wedi cynnal adolygiad o'm cydymffurfiaeth a'r

amgylchedd rheolaeth ariannol allweddol. Maent wedi cyflwyno nifer o argymhellion, sy'n cael eu rhoi ar waith. Crynhoir eu prif ganfyddiadau yn Nhabl 4 isod:

Tabl 4: Prif argymhellion archwilio mewnol yng nghyswllt rheoli gwybodaeth a risg

Adroddiad	Argymhelliad	Cam Gweithredu	Dyddiad
Aeddfedrwydd y Risg (Llywodraethu, Lleddfu a Sicrhau Risg)	Dylid sicrhau bod y gofrestr risgiau ar gael ar y fewnrwyd i'r holl staff fedru ei chyrru.	Rydym wedi sicrhau bod y gofrestr risgiau'n cael ei lanlwytho i'r fewnrwyd.	Chwefror 2014
Mesurau Rheoli Ariannol Allweddol	Dylid cynnal adolygiad o'r hawliau mynediad i System y Drysorfa er mwyn sicrhau nad oes gan neb fynediad i fwy nag un cyfrif defnyddiwr.	Byddwn ni'n adolygu ein trefniadau cyfredol.	Ebrill 2014
Mesurau Rheoli Ariannol Allweddol	Dylid cynnal profion diagnostig ar y system a'r broses wrth gefn, er mwyn sicrhau bod y system yn gadarn.	Byddwn ni'n sicrhau bod prawf diagnostig blynyddol o'n systemau wrth gefn yn cael ei gwblhau.	Parhaus

Datblygu Capasiti a Gallu Swyddogion i fod yn Effeithiol

Trwy fy Nhîm Rheoli, rwy'n sicrhau bod gan yr holl aelodau o staff y sgiliau, yr wybodaeth a'r capasiti angenrheidiol i gyflawni eu cyfrifoldebau. Rwy'n cydnabod pwysigrwydd gweithwyr galluog, sydd wedi eu hyfforddi'n dda, i sicrhau bod fy amcanion yn cael eu cyflawni'n effeithiol. Mae pob aelod newydd o staff yn dilyn proses sefydlu sy'n eu cyflwyno i'r polisiau a'r gweithdrefnau; a diwylliant y swyddfa.

Mae rheoli perfformiad yn broses sy'n cyfrannu at reolaeth effeithiol ar unigolion a thimau er mwyn cyflawni lefelau uchel o berfformiad sefydliadol. Mae'n sefydlu dealltwriaeth a rennir ynghylch beth sydd i'w gyflawni ac agwedd at arwain a datblygu pobl a fydd yn sicrhau ei fod yn cael ei gyflawni. Mae rheoli perfformiad yn strategol yn yr ystyr ei fod yn ymwneud â materion ehangach a nodau hir dymor, ac mae'n integredig yn yr ystyr ei fod yn cysylltu amrywiol agweddau ar y sefydliad, rheoli pobl, unigolion a thimau.

Mae gennyf nifer o bolisiau a gweithdrefnau sy'n cysylltu perfformiad a datblygiad yr unigolyn ag amcanion corfforaethol y sefydliad. Diben hyn yw gwella perfformiad pob gweithiwr a'u cyfraniad at gyflawni'r amcanion corfforaethol trwy roi iddynt y sgiliau a'r amgylchedd priodol er mwyn eu galluogi i wneud eu gwaith hyd eithaf eu gallu. Mae gennyf y polisiau a'r gweithdrefnau canlynol:

- Arfarnu;
- Goruchwyliaeth; a
- Dysgu a Datblygu.

Rwy'n ymroddedig i alluogi a grymuso gweithwyr i gyrraedd nodau unigol, fîm a chorfforaethol, ac yn fy marn i mae'r broses arfarnu flynyddol, pennu amcanion a phrosesau cynllunio datblygiad personol yn rhan hanfodol o gyflawni hynny.

Mae gweithwyr yn cael eu goruchwyllo'n rheolaidd er mwyn cefnogi datblygiad proffesiynol parhaus. Mae hynny'n chwarae rhan hanfodol o ran cynnal y staff wrth eu gwaith, sydd yn aml yn gymhleth ac yn heriol. Mae goruchwyliaeth yn gyfle i'r staff fyfyrir ar ansawdd eu hymarfer a'i berchnogi. Mae hefyd yn hanfodol i sicrhau gwelliant parhaus gwasanaethau.

Seiliwyd y rheolaeth ariannol ar fframwaith o wybodaeth reolaidd i reolwyr a chyfres o weithdrefnau ariannol clir, sydd i'w gweld yn fy Llawlyfr Cyllid, sy'n ymdrin â'r canlynol:

- Llywodraethu a Gwneud Penderfyniadau
- Twyll;
- Teithio a chynhaliadau;
- Rheoli Asedau;
- Rheoli Arian Parod;
- Cyflogau a Thaliadau am waith;
- Caffael;
- Taliadau; ac
- Eraill

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My internal auditors, Baker Tilly, have undertaken a review of my risk strategy in 2013-14. In addition they have undertaken a review of my compliance with key

financial control environment. They have made a number of recommendations which are being implemented. Their main findings are summarised in Table 4 below:

Table 4: Internal audit's main recommendations in relation to risk and information management

Report	Recommendation	Action	Date
Risk Maturity (Governance, Risk Mitigation and Assurance)	The risk register should be made available on the intranet for all staff to access.	We have ensured that the risk register is uploaded onto the intranet.	February 2014
Key Financial Controls	A review of the access rights to the Exchequer System should be undertaken to ensure each person only has access to one user account.	We will review our current arrangements.	April 2014
Key Financial Controls	Annual diagnostics on the back-up system and process should be carried out to ensure the robustness of the system.	We will ensure that an annual diagnostic test of our back-up systems is completed.	On-going

Developing the Capacity and Capability of Officers to be Effective

Through my Management Team, I ensure that all members of staff have the necessary skills, knowledge and capacity to discharge their responsibilities. I recognise the importance of competent and well trained employees to ensure the effective deliver of my objectives. All new members of staff attend an induction process which introduces them to the policies and procedures; and culture of the office.

Performance management is a process which contributes to the effective management of individuals and teams in order to achieve high levels of organisational performance. It establishes a shared understanding about what is to be achieved and an approach to leading and developing people which will ensure that it is achieved. Performance management is strategic in that it is about broader issues and long term goals and integrated in that it links various aspects of the organisation, people management, individuals and teams.

I have a number of policies and procedures, which links individual performance and development to the corporate objectives of the organisation. This is designed to improve every employee's performance and contribution to the achievement of corporate objectives by providing them with the right skills and environment to do the job to the best of their ability. I have the following policies and procedures:

- Appraisal;
- Supervision; and
- Learning and Development.

I am committed to enabling and empowering employees to meet individual, team and corporate goals and I consider the process of annual appraisals, objective setting and personal development planning processes to be fundamental to achieving this aim.

In support of continuing professional development, employees have regular supervision. This has a vital role to play in supporting staff in their work which is often complex and challenging. Supervision provides an opportunity for staff to reflect on and take ownership of the quality of their practice. It is also fundamental to the continuous improvement of services.

Financial management is based upon a framework of regular management information and a set of clear financial procedures, these are contained within my Finance Handbook which covers the following:

- Governance and Decision Making
- Fraud;
- Travel and Subsistence;
- Asset Management;
- Cash Management;
- Salaries and Wages;
- Procurement;
- Payments; and
- Other

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Mae'r wybodaeth i reolwyr yn cynnwys monitro ac adrodd rheolaidd ar y gyllideb. Cyflwynir adroddiadau i'r Tim Rheoli bob mis sy'n cymharu'r gwariant â'r gyllideb; ac i'r Pwyllgor Archwilio a Sicrhau Risg bob chwarter. Datblygir targedau ariannol a mesurau perfformiad eraill fel rhan o ddatblygiad cynlluniau gwaith blynyddol a chynlluniau corfforaethol.

Ymgysylltu â Phobl Leol a Rhanddeiliaid Eraill

Rwyf yn cael fy llywodraethu gan ddeddfwriaeth sy'n nodi bod rhaid i mi gymryd camau rhesymol i sicrhau bod plant a phobl ifanc yn cael eu hannog i roi eu barn ar rôl a swyddogaethau'r Comisiynydd a'r rhaglen o waith mae'n ei chyflawni. Yn ystod 2015-16 rwy'n adolygu sut mae plant a phobl ifanc yn ymwneud â'm gwaith, a byddaf yn adrodd ar strategaeth ddiwygiedig y flwyddyn nesaf.

Fel rhan o'r broses cynllunio corfforaethol, cwblheir ymgynghori â rhanddeiliaid allanol, gan gynnwys plant a phobl ifanc.

Mae ein Strategaeth Cysylltiadau Allanol yn amlinellu'r gweithdrefnau mewnol rydyn ni'n eu mabwysiadu i gynnal ac adeiladu ar y lefelau ymwybyddiaeth presennol, i helpu i gyflawni gwell dealltwriaeth ymhlith cynulleidfaoedd allweddol o rôl, cyfrifoldebau a chyflawniadau'r Comisiynydd, ac i wella perthynas y Comisiynydd gyda dylanwadwyr a rhanddeiliaid allweddol.

Mae hefyd yn ceisio rheoli ein negeseuon yn allanol er mwyn amddiffyn a gwella enw da'r sefydliad a helpu i nodi'n glir y canlyniadau a ddymunir ar gyfer y sefydliad wrth ymgysylltu â rhanddeiliaid allanol.

Er mwyn cefnogi gweithrediad y strategaeth hon, mae polisi cyfryngau a chyfryngau cymdeithasol ar waith.

Adolygu effeithiolrwydd

Fel Swyddog Cyfrifyddu, fi sy'n gyfrifol am adolygu effeithiolrwydd y system lywodraethu. Hysbysir yr adolygiad hwn gan waith yr archwilwyr mewnol a'r Tim Rheoli sy'n gyfrifol am ddatblygu a chynnal y fframwaith rheoli mewnol a sylwadau'r archwilwyr allanol yn eu llythyr at y rheolwyr ac adroddiadau eraill. Rwyf hefyd wedi derbyn cyngor ynghylch effeithiolrwydd y system lywodraethu trwy waith y Pwyllgor Archwilio a Sicrhau Risg. Rwyf wedi ymrwymo i sicrhau gwelliant parhaus yn y systemau mewnol ac i ymdrin ag unrhyw wendidau wrth iddynt godi.

Roedd y broses a ddefnyddiwyd wrth gynnal ac adolygu effeithiolrwydd y fframwaith llywodraethu fel a ganlyn:

- **Bu'r Tim Rheoli yn trafod ac yn adolygu gweithrediad y mesurau rheoli ariannol mewnol ar y cyd;**
- **cwblhaodd archwilio mewnol adolygiad o effeithiolrwydd mesurau rheoli mewnol allweddol; a**
- **chyfarfu'r Pwyllgor Archwilio a Sicrhau Risg yn ystod y flwyddyn a chynghori ar oblygiadau sicrwydd a roddwyd ynghylch llywodraethu corfforaethol, rheoli risgiau a mesurau rheoli, digonoldeb y trefniadau archwilio mewnol ac allanol ac ymatebion rheolwyr i'r argymhellion archwilio.**

Baker Tilly sy'n darparu gwasanaeth Archwilio Mewnol i'm swyddfa. Maent yn gweithredu'n unol â safonau Archwilio Mewnol y Sector Cyhoeddus. Maent yn cyflwyno adroddiadau rheolaidd sy'n cynnwys barn annibynnol ar ddigonoldeb ac effeithiolrwydd system rheolaeth fewnol y Comisiynydd, ynghyd ag argymhellion ar gyfer gwelliant. Yn ystod 2014-15 darparodd Baker Tilly sicrwydd rhesymol i mi ar gyfer y cyfnod hwn fod gennyf broses reoli fewnol effeithiol a digonol i reoli'r gwaith o gyflawni fy amcanion.

Yn ogystal â gwaith Baker Tilly, comisiynodd fy rhagflaenydd gontractwr allanol i adolygu ein gwasanaeth cyngor a chymorth annibynnol. Cyflwynwyd adroddiad y contractwr yn 2014-15, a gwnaed nifer o argymhellion sydd bellach yn cael eu gweithredu, dan arweiniad fy Mhennaeth Gweithrediadau. Crynhoir eu prif ganfyddiadau yn Nhabl 5 isod:

Review of management information involves regular budget monitoring and reporting. Comparison of spend against budget is reported to the Management Team on a monthly basis; and to the Audit and Risk Assurance Committee on a quarterly basis. The development of financial targets and other performance measures are undertaken as part of the development of annual work plans and corporate plans.

Engaging with Local People and Other Stakeholders

I am governed by legislation that states I must take reasonable steps to ensure that children and young people are encouraged to give their views on the role and functions of the Commissioner and the programme of work they undertake. During 2015-16 I am reviewing how children and young people are involved in my work and will report on a refreshed strategy next year.

As part of the corporate planning process, consultation is completed with external stakeholders, including children and young people.

Our External Relations Strategy outlines the internal procedures we adopt to maintain and build upon the current awareness levels and to help achieve an improved understanding among key audiences of the role, responsibilities and achievements of the Commissioner and to enhance the Commissioner's relationship with key influencers and stakeholders.

It also seeks to manage our messages externally in order to protect and enhance the organisation's reputation and to help clearly identify the desired outcomes for the organisation when engaging with external stakeholders.

To support the implementation of this strategy, a media policy and social media policy are in operation.

Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of governance. This review is informed by the work of the internal auditors and the Management Team who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have also been advised on the effectiveness of the system of governance by the work of the Audit and Risk Assurance Committee. I have undertaken to ensure the continuous improvement of the internal systems and to address any weaknesses as they arise.

The process applied in maintaining and reviewing the effectiveness of the governance framework was:

- **Collectively, the Management Team discussed and reviewed the operation of internal financial controls;**
- **internal audit completed a review of the effectiveness of key internal controls; and**
- **the Audit and Risk Assurance Committee met in the year and advised on the implications of assurances provided in respect of corporate governance, risk management and control, the adequacy of the internal and external audit arrangements and management responses to audit recommendations.**

Baker Tilly provides the Internal Audit for my office. They operate to Public Sector Internal Audit Standards. They submit regular reports which include the independent opinion on the adequacy and effectiveness of the Commissioner's system of internal control together with recommendations for improvement. During 2014-15 Baker Tilly provided me with reasonable assurance for this period that I have adequate and effective internal control process to manage the achievement of my objectives.

In addition to the work of Baker Tilly, my predecessor commissioned an external contractor to review our independent advice and support service. The contractor's report was submitted in 2014-15, a number of recommendations have been made which are now being implemented, led by my Head of Operations. Their main findings are summarised in Table 5 overleaf.

Tabl 5: Y prif argymhellion yng nghyswllt fy ngwasanaeth ymchwiliadau a chyngor

Maes yr Argymhelliad	Argymhelliad	Cam Gweithredu	Dyddiad
Cyfeiriad Strategol	Byddai'r fîm ymchwilio a chyngor yn elwa o adolygu ei ddiben a'i swyddogaeth.	Bydd y Comisiynydd Plant sy'n cychwyn yn y swydd yn ystyried diben a swyddogaeth y fîm ymchwilio a chyngor fel rhan o'i hymateb i adolygiad Llywodraeth Cymru o argymhelliad Comisiynydd Plant Cymru.	I'W GADARNHAU
Polisiâu a Gweithdrefnau	Dylid adolygu pob polisi, gyda ffofws penodol ar addasrwydd cyfredol at y diben, croesgyfeirio a strwythur a fformat cyffredin. Dylid sefydlu rhaglen o adolygiadau rheolaidd yn y dyfodol.	Caiff y polisiâu eu hadolygu'n unol ag atodlen y cytunwyd arni gan y Tîm Rheoli.	Parhaus
Goruchwyllo ac Arfarnu Staff	Dylid teipio nodiadau goruchwyllo. Dylid sicrhau mwy o bwyslais ar gamau gweithredu a therfynau amser cytunedig ar gyfer cwblhau; a dylai'r rhain gael eu bwydo ymlaen o un sesiwn i'r nesaf. Mae angen i oruchwyliaeth ymdrin yn rhagweithiol â'r materion lles yr adroddwyd amdanynt gan y staff. Mae angen cryfhau'r cysylltiadau rhwng goruchwyliaeth, arfarnu a'r adolygiadau canol cyfnod arfarnu. Mae angen adolygu a chryfhau elfennau archwilio meintiol y polisi goruchwyllo.	Gweithredu heb ei gwblhau yn dilyn trafodaeth gyda'r Swyddogion Ymchwilio a Chyngor. Teimlid nad oedd cofnodi nodiadau goruchwyllo'n electronig o gymorth i gynnal trafodaeth wrth oruchwyllo. Roedd nodiadau ysgrifenedig yn gyflymach i'w cwblhau ac nid oeddent yn amharu gymaint ar y trafodaethau. Mae'r holl drafodaethau achos yn ystod goruchwyliaeth yn cael eu cofnodi'n electronig.	Heb ei gyfuno
Archwilio Ffeiliau Achosion	Dylid datblygu polisi cofnodi sy'n rhoi sylw i'r materion a godwyd yn yr adroddiad. Dylid datblygu fformat rheoli achosion sy'n ymgorffori defnydd o grynnodebau i gysylltu â'r gronfa ddata electronig a'r system ffeiliau achosion. Dylid datblygu dull cyson, cymesur o fynd ati i gau achosion.	Mae'r fîm Ymchwilio a Chyngor wedi cytuno ar bolisi cofnodi sy'n rhoi sylw i'r materion a godwyd yn yr adroddiad. Mae'r holl Swyddogion Ymchwilio a Chyngor yn gweithio'n unol â'r Polisi hwn.	O fis Mawrth 2015
Cyfweliadau Rheolwyr a Staff	Dylid cryfhau'r trefniadau ar gyfer gwaith fîm yng nghyswllt cyflawni cynllun y fîm ac wrth sefydlu proses barhaus o adolygu'r dull gweithredu sefydliadol. Dylai rôl y Swyddog Ymchwilio a Chyngor gael ei hystyried yng nghyd-destun argymhellion y Cyfeiriad Strategol.	Sefydlwyd cyfarfodydd rheolaidd ddwywaith y mis i'r fîm Ymchwilio a Chyngor, ac mae'r agendâu'n adlewyrchu adolygiad parhaus o ddull gweithredu'r fîm. Mae'r cyfarfodydd yn adolygu'r cynnydd o ran cyflawni cynllun y fîm. Mae swyddogion o fewn y fîm hefyd yn cwrdd bob wythnos ar gyfer cyfarfod dyrannu i drafod a chytuno ar ddyraniad achosion newydd sydd wedi cyrraedd y swyddfa.	Parhaus

Yn Parhau...

Table 5: The main recommendations in relation to my investigation and advice service

Area of Recommendation	Recommendation	Action	Date
Strategic Direction	The investigation and advice team would benefit from a review of its purpose and function.	The incoming Children's Commissioner will consider the purpose and function of the investigation and advice team as part of her response to the Welsh Governments review of the Children's Commissioner for Wales' recommendation.	TBC
Policies and Procedures	All policies should be reviewed with a particular focus on current fitness for purpose, cross-referencing and a common structure and format. A programme of regular future reviews should be established.	Policies are reviewed according to a schedule agreed by the Management Team.	Ongoing
Staff Supervision and Appraisal	Supervision notes should be typed. There should be more emphasis on agreed actions and timescales for completion; and these should feed through from one session to the next. Supervision needs to proactively address the welfare issues reported by staff. The links between supervision, appraisal and the mid-appraisal reviews need to be strengthened. The quantitative auditing elements of the supervision policy need to be reviewed and strengthened.	Action not completed following discussion with Investigation and Advice Officers. It was felt that the electronic recording of supervision notes was not conducive to an ongoing discussion during supervision. Written notes were quicker to complete and not as intrusive to ongoing discussion. All case discussions during supervision are electronically recorded.	Not agreed
Case File Audit	A recording policy should be developed that takes account of the issues raised in the report. A case management format that incorporates the use of summaries to link in with the electronic database and case-file system should be developed. A consistent, proportional approach to case closure should be developed.	The Investigation and Advice team have agreed a recording policy that takes account of the issues raised in the report. All Investigation and Advice Officers are working to this Policy.	From March 2015
Management and Staff Interviews	The arrangements for team working should be strengthened in relation to delivering the team plan and in establishing a continual review of the organisational approach. The role of the Investigation and Advice Officer should be considered in the context of the recommendations of the Strategic Direction.	Regular bi-monthly Investigation and Advice team meetings have been established and the agendas reflect a continual review of the way in which the team operates. Meetings review progress towards achievement of the team plan. The officers within the team also meet every week for an allocation meeting to discuss and agree the allocation of new cases that have come into the office.	Ongoing
Continued...			

Tabl 5: Y prif argymhellion yng nghyswllt fy ngwasanaeth ymchwiliadau a chyngor

Maes yr Argymhelliad	Argymhelliad	Cam Gweithredu	Dyddiad
Cyfweiliadau Ffôn gyda Defnyddwyr Gwasanaeth	Dylid symud ymlaen gyda chynlluniau i ddatblygu system ar gyfer ceisio ac adrodd barn defnyddwyr gwasanaeth, gyda golwg ar ddylanwadu ar arfer yn y dyfodol. Dylid hybu ymwybyddiaeth o'r polisi cwynion a dylid gwella'r dulliau a'r cyfryngau a ddefnyddir i hwyluso cwynion, yn enwedig yn achos plant a phobl ifanc.	Cytunwyd ar system ar gyfer casglu barn defnyddwyr gwasanaeth, ac mae i gynnwys yn ddiweddarach y mis yma. Bydd aelod o'r ffin Gwasanaethau Corfforaethol yn casglu adborth o nifer o achosion a ddewiswyd ar hap, gan ddefnyddio ffurflen adborth y cytunwyd arni gyda'r ffin. Byddan nhw'n cael eu cefnogi yn y gwaith hwn gan aelod o'r Tim Ymchwilio a Chyngor a Phennaeth Gweithrediadau.	O fis Mai 2015

Ar sail fy adolygiad effeithiolrwydd, nid oes materion rheolaeth fewnol arwyddocaol yn codi.

Rhaglen o Welliant ar gyfer Materion Llywodraethu

Yn ystod y cyfnod dan sylw nid oedd materion arwyddocaol a oedd yn effeithio ar y fframwaith llywodraethu. Fodd bynnag, fel y nodwyd yn Natganiad Llywodraethu'r flwyddyn flaenorol, cwblhaodd Llywodraeth Cymru adolygiad annibynnol o bwerau a chylch gorchwyl y Comisiynydd, ac adrodd i'r Gweinidog Cymunedau a Threchu Tlodi ym mis Rhagfyr 2014. Roedd yr Adolygiad yn cwmpasu saith egwyddor gyffredinol:

- Annibyniaeth;
- Rôl a Swyddogaeth;
- Effaith a Gwerth am arian;
- Deddfwriaeth a Phwerau;
- Cyfranogiad;
- Hygyrchedd; a'r
- Swyddfa, ei Phobl a'i Phrosesau.

Gwnaeth yr Adolygiad 41 o argymhellion. Cyflwynodd y Comisiynydd ei hymateb i Lywodraeth Cymru, ym mis Mehefin 2015; ac rydyn ni'n cynnal trafodaethau parhaus gyda Llywodraeth Cymru ac eraill ynghylch yr argymhellion a gynhwyswyd yn yr adroddiad.

Cynhaliodd Pwyllgor Cyfrifon Cyhoeddus Cynulliad Cenedlaethol Cymru nifer o sesiynau tystiolaeth gyda chyrrff cyhoeddus yn hydref 2014. Bu fy rhagflaenydd, Keith Towler, yn mynychu sesiwn dystiolaeth ar 13 Hydref 2014. Ers hynny mae'r Pwyllgor wedi cyflwyno adroddiad ar eu canfyddiadau ym mis Mawrth 2015, ac mae copi ohono i'w weld ar fy ngwefan – www.complaintcymru.org.uk. Rwy'n gweithio gyda chydweithwyr i archwilio'r argymhellion a phenderfynu ar gamau gweithredu priodol. Datgelir crynodeb o'u canfyddiadau ynghylch fy swyddfa yn Nhabl 6 isod:

Tabl 6: Argymhellion a wnaed gan Bwyllgor Cyfrifon Cyhoeddus Cynulliad Cenedlaethol Cymru

Rhif yr Argymhelliad	Argymhelliad
Argymhelliad 1	Dylai'r Comisiynydd Plant sy'n cychwyn yn y swydd ystyried profiad y Comisiynydd Pobl Hŷn o gynllunio ac ymgynghori ynghylch ailstrwythuro wrth wneud unrhyw ailstrwythuro ei hun.
Argymhelliad 3	Mae'r Pwyllgor yn argymhell bod ymdrechion i gyflawni arbedion effeithlonrwydd a mwy o gynhyrchiant trwy gydweithio, gan gynnwys integreiddio swyddogaethau ystafell gefn, yn parhau rhwng y Comisiynwyr a'r Ombwdsmon, a bod adrodd am hynny yn adroddiad blynyddol a chyfrifon 2014-15.
Argymhelliad 4	Os bydd y berthynas ariannu gyfredol yn parhau, dylai Llywodraeth Cymru gyfleu ei phenderfyniad yn gynnar ynghylch y cyllid sydd ar gael i'r Comisiynwyr. Yna dylai'r cyllidebau hyn gael eu diogelu rhag gostyngiadau adrannol yn ddiweddarach yn y flwyddyn.
Argymhelliad 5	Dylai'r Comisiynwyr a'r Ombwdsmon gyhoeddi gwybodaeth glir ynghylch y cyfrifoldebau maent wedi'u dirprwyo i'w staff.
Argymhelliad 8	Dylai'r tri Chomisiynydd annibynnol fod yn eglur yn eu hamcangyfrifon a'u cyfrifon blynyddol ynghylch lefel yr adnoddau wrth gefn maent am eu cadw, a'r mathau o weithgaredd y gallent ddymino defnyddio'r cronfeydd wrth gefn ar eu cyfer.
Argymhelliad 9	Mae'r Pwyllgor yn annog sefydliadau sy'n cael eu cyllido ag arian cyhoeddus i ystyried sut maent yn cyflwyno gwybodaeth er mwyn sicrhau ei bod yn hawdd ei deall i'r cyhoedd, gan ddangos blaenoriaethau'r sefydliad a lefel yr adnoddau a ymrwymwyd i'r blaenoriaethau hynny.

Table 5: The main recommendations in relation to my investigation and advice service (continued)

Area of Recommendation	Recommendation	Action	Date
Service User Telephone Interviews	Plans to develop a system for seeking and reporting the views of service users should be taken forward with a view to influencing future practice. Awareness of the complaints policy should be promoted and the methods and tools used to facilitate complaints should be improved, particularly for children and young people.	A system for gathering the views of service users has been agreed and is due to commence later this month. A member of the Corporate Services team will be obtaining feedback from a randomly selected number of cases, using a feedback form agreed with the team. They will be supported in this work by a member of the Investigation and Advice Team and the Head of Operations.	From May 2015

From my review of the effectiveness there are no significant internal control issues.

Programme of Improvement for Governance Issues

During the period there were no significant issues that impacted upon the governance framework. However, as noted in the previous year's Governance Statement, the Welsh Government completed an independent review of the powers and remit of the Commissioner and reported to the Minister for Communities and Tackling Poverty in December 2014. The Review covered seven general principles:

- Independence;
- Role and Function;
- Impact and Value for Money;
- Legislation and Powers;
- Participation;
- Accessibility; and
- The Office, its People and Processes.

The Review made 41 recommendations. The Commissioner submitted her response, to the Welsh Government, in June 2015; and we are having ongoing discussions with the Welsh Government and others about the recommendations included within the report.

The National Assembly for Wales' Public Accounts Committee (PAC) held a number of evidence sessions with public bodies in the autumn of 2014. My predecessor, Keith Towler, attended an evidence session on 13th October 2014. The PAC has subsequently issued a report on their findings in March 2015, a copy of which can be found on my website – www.childcomwales.org.uk. I am working with colleagues to examine the recommendations and determine an appropriate course of action. A summary of their findings relating to my office are disclosed in Table 6 below:

Table 6: Recommendations made by the National Assembly for Wales' Public Accounts Committee

Recommendation number	Recommendation
Recommendation 1	The in-coming Children's Commissioner should consider the Older People's Commissioner's experience of planning and consultation on restructuring in undertaking any restructure of her own.
Recommendation 3	The Committee recommends that efforts to achieve efficiencies and greater productivity through collaboration, including integration of back-room functions, continue between the Commissioners and Ombudsman, and that this be reported on in their 2014-15 annual report and accounts.
Recommendation 4	If the current funding relationship continues, the Welsh Government should communicate its decision at an early stage on the funding available to the Commissioners. These budgets should then be protected from later in year departmental reductions.
Recommendation 5	The Commissioners and Ombudsman should publish clear information on the responsibilities they have delegated to their staff.
Recommendation 8	The three independent Commissioners should be clear in their estimates and their annual accounts on the level of reserves they seek to carry, and the types of activity that they may wish to use the reserves for.
Recommendation 9	The Committee encourages organisations funded by public money to consider how they present information to ensure that it is readily understandable for the public, and that shows the organisation's priorities and the level of resource committed to those priorities.

Bydd y Tim Rheoli yn parhau i fonitro'r amgylchedd rheoli mewnol a sicrhau bod y fframwaith llywodraethu yn parhau i ddiwallu anghenion y sefydliad. Fodd bynnag, fel Comisiynydd newydd, byddaf innau yn adolygu'r trefniadau llywodraethu, a byddaf mewn sefyllfa i adrodd am unrhyw newidiadau a wnaed yn fy adroddiad blynyddol nesaf.

Ardystiad gan y Swyddog Cyfrifyddu

Rwyf wedi fy sicrhau bod y system lywodraethu a fu'n weithredol yn fy swyddfa yn ystod 2014-15 wedi bod yn gadarn. Ar sail yr adolygiad o effeithiolrwydd y systemau rheoli mewnol, rwyf wedi fy sicrhau bod y trefniadau presennol yn diwallu anghenion y swyddfa ac yn sicrhau eu bod yn cydymffurfio ag arfer gorau.

Yr Athro Sally Holland
Comisiynydd Plant Cymru
a Swyddog Cyfrifyddu
Gorffennaf 23ain 2015

Tystysgrif ac Adroddiad Archwilydd Cyffredinol Cymru i Gynulliad Cenedlaethol Cymru

Rwy'n tystio fy mod wedi archwilio datganiadau ariannol Comisiynydd Plant Cymru ar gyfer y flwyddyn yn diwedd 31 Mawrth 2015 o dan baragraff 9(2) o Atodlen 2 i Ddeddf Safonau Gofal 2000. Maent yn cynnwys y Datganiad o Wariant Net Cynhwysfawr, Datganiad o'r Sefyllfa Ariannol, Datganiad o Lifoedd Arian, Datganiad o Newidiadau yn Ecwiti Trethdalwyr a'r nodiadau cysylltiedig. Paratowyd y datganiadau ariannol hyn o dan y polisiau cyfrifo a gyflwynwyd ynddynt. Rwyf hefyd wedi archwilio'r wybodaeth yn yr Adroddiad Taliadau Cydnabyddiaeth y mae'r adroddiad hwnnw'n nodi ei bod wedi cael ei harchwilio.

Cyfrifoldebau'r Swyddog Cyfrifyddu a'r Archwilydd yn eu tro

Fel yr eglurir yn llawnach yn y Datganiad o Gyfrifoldebau'r Swyddog Cyfrifyddu, y Swyddog Cyfrifyddu sy'n gyfrifol am baratoir Adroddiad Blynyddol, sy'n cynnwys yr Adroddiad Taliadau Cydnabyddiaeth a'r datganiadau ariannol, yn unol â Deddf Safonau Gofal 2000 a'r cyfarwyddyd i Weinidogion Cymru o dan y ddeddf honno ac ar gyfer sicrhau rheoleidd-dra trafodion ariannol.

Fy nghyfrifoldeb i yw archwilio'r datganiadau ariannol a'r rhan o'r adroddiad taliadau cydnabyddiaeth sydd i'w harchwilio yn unol â'r gofynion cyfreithiol perthnasol, ac â'r Safonau Archwilio Rhyngwladol (y Deyrnas Unedig ac Iwerddon). Mae'r safonau hynny'n gofyn fy mod yn cydymffurfio â Safonau Moeseg y Bwrdd Ymarfer Archwilio ar gyfer Archwilwyr.

Cwmpas yr Archwiliad o'r Datganiadau Ariannol

Mae archwiliad yn golygu casglu tystiolaeth ddigonol am y symiau a'r datgeliadau yn y datganiadau ariannol er mwyn rhoi sicrwydd rhesymol nad oes cam-ddatganiadau pwysig yn y datganiadau ariannol, boed hynny trwy dwyll neu gamgymeriad. Mae hyn yn cynnwys asesu: a yw'r polisiau cyfrifo yn briodol ar gyfer amgylchiadau Comisiynydd Plant Cymru ac wedi cael eu defnyddio'n gyson a'u datgelu'n ddigonol; rhesymoldeb amcangyfrifon cyfrifo arwyddocaol a wnaed gan Gomisiynydd Plant Cymru; a chyflwyniad cyffredinol y datganiadau ariannol.

Ar ben hynny, mae'n ofynnol fy mod yn casglu tystiolaeth ddigonol i roi sicrwydd rhesymol bod y gwariant a'r incwm wedi cael eu defnyddio at y dibenion a fwriadwyd gan Gynulliad Cenedlaethol Cymru a bod y trafodion ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

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The Management Team will continue to monitor the internal control environment and ensure that the governance framework continues to meet the needs of the organisation. However, as a new Commissioner, I will be reviewing governance arrangements and will be in a position to report on any changes made in my next annual report.

Certification by Accounting Officer

I am assured that the system of governance in operation within my office during 2014-15 has been robust. From the review of the effectiveness of the systems of internal control I am assured that the present arrangements meet the needs of the office and ensure that they comply with best practice.

Professor Sally Holland
Children's Commissioner for Wales
and Accounting Officer
23rd July 2015

The Certificate and Report of the Auditor General for Wales to the National Assembly for Wales

I certify that I have audited the financial statements of Children's Commissioner for Wales for the year ended 31st March 2015 under paragraph 9(2) of Schedule 2 to the Care Standards Act 2000. These comprise the Statement of Comprehensive Net Expenditure, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Taxpayers' Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer and Auditor

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for preparing the Annual Report, which includes the Remuneration Report and the financial statements, in accordance with the Care Standards Act 2000 and Welsh Ministers' directions made there under and for ensuring the regularity of financial transactions.

My responsibility is to audit the financial statements and the part of the remuneration report to be audited in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Auditing Practice Board's Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to Children's Commissioner for Wales' circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Children's Commissioner for Wales; and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

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Ar ben hynny, mae'n ofynnol fy mod yn casglu tystiolaeth ddigonol i roi sicrwydd rhesymol bod y gwariant a'r incwm wedi cael eu defnyddio at y dibenion a fwriadwyd gan Gynulliad Cenedlaethol Cymru a bod y trafodion ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu. Rwyf hefyd yn darllen yr holl wybodaeth ariannol ac anariannol yn y Rhagair, y Crynodeb o Weithgaredd a Sylwadau'r Rheolwyr, a gynhwysir yn yr Adroddiad Blynyddol er mwyn canfod anghysondebau pwysig â'r datganiadau ariannol a archwiliwyd. Os deuf yn ymwybodol o unrhyw gamddatganiadau ymddangosiadol pwysig neu anghysondebau, byddaf yn ystyried goblygiadau hynny o ran fy adroddiad.

Barn ar y Datganiadau Ariannol

Yn fy marn i mae'r datganiadau ariannol:

- yn rhoi golwg wir a theg ar gyflwr materion Comisiynydd Plant Cymru ar 31ain Mawrth 2015, ynghyd â Datganiad o Wariant Net Cynhwysfawr, Datganiad o'r Sefyllfa Ariannol, Datganiad o Lifoedd Arian, a Datganiad o'r Newidiadau yn Ecwiti Trethdalwyr ar gyfer y flwyddyn a ddaeth i ben bryd hynny; ac
- fe'u paratowyd yn briodol yn unol â chyfarwyddyd Gweinidogion Cymru a gyflwynwyd o dan Ddeddf Safonau Gofal 2000.

Barn ynghylch Rheoleidd-dra

Yn fy marn i, ym mhob ystyr bwysig, defnyddiwyd y gwariant a'r incwm at y dibenion a fwriadwyd gan Gynulliad Cenedlaethol Cymru ac mae'r trafodion ariannol yn cydymffurfio â'r awdurdodau sy'n eu llywodraethu.

Barn ar Faterion Eraill

Yn fy marn i:

- mae'r rhan o'r Adroddiad Taliadau Cydnabyddiaeth sydd i'w harchwilio wedi cael ei pharatoi'n briodol, yn unol â chyfarwyddyd Gweinidogion Cymru a wnaed o dan Ddeddf Safonau Gofal 2000; ac
- mae'r wybodaeth a geir yn y Rhagair, y Crynodeb o Weithgaredd a Sylwadau'r Rheolwyr, a gynhwysir yn yr Adroddiad Blynyddol, yn cyd-fynd â'r datganiadau ariannol.

Materion yr wyf yn Adrodd amynt yn ôl Eithriad

Nid oes gennyf ddim i'w adrodd ynghylch y materion canlynol, lle byddaf yn adrodd i chi os, yn fy marn i:

- nad yw'r Datganiad Llywodraethu Blynyddol yn adlewyrchu cydymffurfiad â chanllawiau Trysorlys EM;
- na chadwyd cofnodion cyfrifo priodol;
- na ddatgelwyd gwybodaeth a bennwyd gan Drysorlys EM ynghylch taliadau a thrafodion eraill; neu
- os nad wyf wedi derbyn yr holl wybodaeth ac esboniadau y mae eu hangen arnaf ar gyfer fy archwiliad.

Adroddiad

Nid oes gennyf unrhyw sylwadau i'w gwneud ar y datganiadau ariannol hyn.

Huw Vaughan Thomas
Archwilydd Cyffredinol Cymru
24 Heol y Gadeirlan, Caerdydd CF11 9LJ
Awst 4ydd 2015

In addition I read all the financial and non-financial information in the Foreword, the Summary of Activity and the Management Commentary, included in the Annual Report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on Financial Statements

In my opinion the financial statements:

- give a true and fair view of the state of the Children's Commissioner for Wales' affairs as at 31st March 2015 and of its Statement of Comprehensive Net Expenditure, the Statement of Financial Position, the Statement of Cash Flows, and the Statement of Changes in Taxpayers' Equity for the year then ended; and
- have been properly prepared in accordance with Welsh Ministers' directions issued under the Care Standards Act 2000.

Opinion on Regularity

In my opinion, in all material respects, the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

Opinion on Other Matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under the Care Standards Act 2000; and
- the information which comprises the Foreword, the Summary of Activity and the Management Commentary, included within the Annual Report is consistent with the financial statements.

Matters on which I Report by Exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- the Annual Governance Statement does not reflect compliance with HM Treasury guidance;
- proper accounting records have not been kept;
- information specified by HM Treasury regarding the remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

Report

I have no observations to make on these financial statements.

Huw Vaughan Thomas
Auditor General for Wales
24 Cathedral Road, Cardiff CF11 9LJ
4th August 2015

Datganiad o Wariant Net Cynhwysfawr ar gyfer y flwyddyn a ddaeth i ben ar 31 Mawrth 2015
Statement of Comprehensive Net Expenditure for the year ended 31 March 2015

	Nodyn Note	2014-15 £000	2013-14 £000
Gwariant / Expenditure			
Costau gweinyddo / Administration costs:			
Costau staff / Staff Costs	2	1,149	1,194
Dibrisiant / Depreciation	4	22	20
Costau gweinyddol eraill / Other Administration Costs	4	522	502
		1,693	1,716
Incwm / Income			
Incwm o weithgareddau / Income from Activities	5	-	-
Incwm arall / Other Income		44	24
		44	24
Gwariant net / Net Expenditure		1,649	1,692
Llog taladwy/derbyniadwy / Interest payable/receivable		-	-
Tax payable to HM Revenue & Customs / Tax payable to HM Revenue & Customs		48	-
Gwariant net ar ôl llog / Net Expenditure after interest		1,697	1,692
Gwariant cynhwysfawr arall / Other Comprehensive Expenditure			
Elw/(colled) net ar ailbriso peiriannau a chyfarpar / Net gain/(loss) on revaluation of Plant and Equipment		-	-
Cyfanswm y Gwariant Cynhwysfawr ar gyfer y flwyddyn a ddaeth i ben ar 31 Mawrth 2015 / Total Comprehensive Expenditure for the year ended 31 March 2015		1,697	1,692

Mae'r holl incwm a gwariant yn deillio o weithrediadau parhaus. Nid oes enillion na cholledion ac eithrio'r rhai yr adroddwyd amdanynt yn y Datganiad o Wariant Net Cynhwysfawr. Mae'r Comisiynydd yn derbyn cyllid gan Lywodraeth Cymru ac nid yw'n derbyn unrhyw incwm arall.

All income and expenditure is derived from continuing operations. There are no gains or losses other than those reported in the Statement of Comprehensive Net Expenditure. The Commissioner receives funding from Welsh Government.

Mae'r nodiadau ar dudalennau xx i x yn rhan o'r cyfrifon hyn

The notes on pages xx to xx form part of these accounts

Datganiad o'r Sefyllfa Ariannol ar 31 Mawrth 2015
Statement of Financial Position as at 31 March 2015

	Nodyn Note	2015 £000	2014 £000
Asedau anghyfredol / Non-current assets:			
Eiddo, peiriannau a chyfarpar / Property, plant and equipment	7	26	27
Asedau cyfredol / Current assets:			
Elfennau masnach ac eraill derbyniadwy / Trade and other receivables	8	51	59
Arian parod a'r hyn sy'n cyfateb i arian parod / Cash and cash equivalents	9	583	492
Cyfanswm asedau cyfredol / Total current assets		634	551
Cyfanswm asedau / Total Assets		660	578
Rhwymedigaethau cyfredol / Current liabilities:			
Elfennau masnach ac eraill taladwy / Trade and other payables	10	(120)	(36)
Cyfanswm rhwymedigaethau cyfredol / Total current liabilities		(120)	(36)
Asedau anghyfredol a/llai asedau/ rhwymedigaethau cyfredol net / Non-current assets plus/less net current assets/liabilities		540	542
Rhwymedigaethau anghyfredol / Non-Current liabilities:			
Darpariaeth ar gyfer rhwymedigaethau a thaliadau / Provision for liabilities and charges	16	(132)	(152)
Cyfanswm rhwymedigaethau anghyfredol / Total non-current liabilities		(132)	(152)
Asedau llai cyfanswm rhwymedigaethau / Assets less total liabilities		408	390
Ecwiti trethdalwyr / Taxpayer's equity:			
Cronfa gyffredinol / General fund		408	390

Yr Athro Sally Holland
Comisiynydd Plant Cymru a Swyddog Cyfrifyddu
23 Gorffennaf 2015

Mae'r nodiadau ar dudalennau xx i xx yn rhan o'r cyfrifon hyn

Professor Sally Holland
Children's Commissioner for Wales and Accounting Officer
23 July 2015

The notes on pages xx to xx form part of these accounts

Datganiad o Lifoedd Arian ar gyfer y cyfnod rhwng 1 Ebrill 2012 a 31 Mawrth 2015
Statement of Cash Flows for the period 1st April 2012 to 31st March 2015

	Nodyn Note	2014-15 £000	2013-14 £000
Lifoedd arian o weithgareddau gweithredu Cash flows from operating activities			
Gwariant net / Net Expenditure	2,4	1,697	1,692
Addasiad ar gyfer trafodion nad ydynt yn cynnwys arian parod / Adjustment for non-cash transactions	4	(24)	(20)
(Cynnydd)/Gostyngiad mewn elfennau masnach ac eraill derbyniadwy / (Increase)/Decrease in trade and other receivables	8	(8)	25
Gostyngiad mewn elfennau masnach taladwy / Increase/Decrease in trade payables	10	(84)	6
Defnydd o ddarpariaethau / Use of Provisions	16	22	21
All-lif arian parod net o weithgareddau gweithredui / Net cash outflow from operating activities		1,603	1,724
Lifoedd arian o weithgareddau buddsoddi / Cash flows from investing activities			
Prynu eiddo, peiriannau a chyfarpari / Purchase of property, plant and equipment	7	21	33
All-lif arian parod net o weithgareddau buddsoddi / Net cash outflow from investing activity		21	33
Lifoedd arian o weithgareddau ariannui / Cash flows from financing activities			
Cyllid gan Lywodraeth Cymru / Financing from the Welsh Government		1,715	1,715
Ariannu net / Net Financing		1,624	1,757
(Cynnydd)/gostyngiad net mewn arian parod a'r hyn sy'n cyfateb i arian parod / Net (increase)/decrease in cash and cash equivalents	9	(91)	42
Arian parod a'r hyn sy'n cyfateb i arian parod ar ddechrau'r cyfnod / Cash and cash equivalents at beginning of period		492	534
Arian parod a'r hyn sy'n cyfateb i arian parod ar ddiwedd y cyfnod / Cash and cash equivalents at end of period		583	492

Mae'r nodiadau ar dudalennau xx i xx yn rhan
o'r cyfrifon hyn

The notes on pages xx to xx form part of these accounts

Datganiad o Newidiadau i Ecwiti Trethdalwyr ar gyfer y flwyddyn a ddaeth i ben ar 31 Mawrth 2015
Statement of Changes in Taxpayers' Equity for the year ended 31st March 2015

	Nodyn Note	Cronfa Cyffredinol / General Fund £000 *Wed'i ailddatgan / Restated
Balans ar 31 Mawrth 2014 / Balance at 31 March 2014		390
Newidiadau i Ecwiti Trethdalwyr 2014-2015 / Changes in Taxpayers' Equity 2014-2015		
Cyllid gan Lywodraeth Cymru / Funding from Welsh Government		1,715
Gwariant cynhwysfawr am y flwyddyn / Comprehensive expenditure for the year		(1,697)
Balans ar 31 Mawrth 2015 / Balance at 31 March 2015		408

Mae'r nodiadau ar dudalennau xx i xx yn rhan
o'r cyfrifon hyn

The notes on pages xx to xx form part of these accounts

Nodiadau ar y Cyfrifon Adnoddau

1. Datganiad o Bolisiau Cyfrifo

Paratowyd y datganiadau ariannol hyn yn unol â Llawlyfr Adroddiadau Ariannol y Llywodraeth (FReM) a gyflwynwyd gan Drysorlys Ei Mawrhydi. Mae'r polisiau cyfrifo a geir yn yr FReM yn cymhwyso Safonau Cyfrifo Rhyngwladol (IFRS), fel y'u mabwysiadwyd neu y'u dehonglwyd ar gyfer cyd-destun y sector cyhoeddus. Lle mae'r FReM yn caniatáu dewis o bolisi cyfrifo, dewiswyd y polisi cyfrifo y barnwyd ei fod yn fwyaf priodol ar gyfer amgylchiadau penodol y Comisiynydd, at ddiben rhoi golwg wir a theg. Fe'u defnyddiwyd yn gyson wrth ddelio ag eitemau y barnwyd eu bod yn bwysig yng nghyswllt y cyfrifon. Disgrifir y polisiau cyfrifo penodol a fabwysiadwyd gan Gomisiynydd Plant Cymru isod.

1.1 Confensiwn cyfrifo

Paratowyd y cyfrifon hyn o dan y confensiwn cost hanesyddol gan fod Comisiynydd Plant Cymru yn barnu nad oes pwys i effaith ailbriso asedau sefydlog yn ôl eu gwerth i'r sefydliad trwy gyfeirio at eu cost gyfredol.

1.2 Incwm a chyllido

Yr unig ffynhonnell o gyllid ar gyfer Comisiynydd Plant Cymru yw Llywodraeth Cymru trwy grant blynyddol, sy'n cael ei gredydu i'r gronfa gyffredinol pan dderbynnir y grant. Cydnabyddir y grant yn y cyfnod pryd y darperir y gwasanaethau.

Ceir yr unig ffynhonnell incwm yng nghyswllt adennill costau cyflog mewn achos o secondiad, a chredydir yr incwm hwnnw i'r gronfa gyffredinol pan dderbynnir ef.

1.3 Eiddo, Peiriannau a Chyfarpar

Mae'r Comisiynydd wedi priso'r holl asedau anghyfredol yn ôl eu cost hanesyddol, gan nad yw unrhyw addasiadau ailbriso, ym marn y Comisiynydd, yn bwysig. Y lefel isaf ar gyfer cyfalafiad asedau unigol yw £1,000. Grwpwyd niferoedd mawr o'r un math o asedau gyda'i gilydd wrth bennu a ydynt uwchben neu o dan y trothwy.

1.4 Dibrisiad

Darperir dibrisiad ar gyfraddau y cyfrifir y byddant yn diddymu gwerth asedau nad ydynt yn gyfredol mewn rhandaliadau cyfartal dros y cyfnod a amcangyfrifir ar gyfer eu hoes ddefnyddiol, fel a ganlyn:

Offer TG	3 blynedd
Celfi	5 mlynedd
Cyfarpar Swyddfa	5 mlynedd
Gosodiadau a Ffitiadau	5 mlynedd
Cerbydau	5 mlynedd

Codir am ddibrisiad blwyddyn lawn yn y flwyddyn gaffael.

1.5 Datganiad o'r Gwariant Net Cynhwysfawr

Incwm a gwariant gweithredu yw'r hyn sy'n uniongyrchol gysylltiedig â gweithgareddau gweithredu y Comisiynydd. Mae'n cynnwys taliadau am nwyddau a gwasanaethau a ddarparwyd ar sail cost lawn. Dosbarthir yr holl wariant fel gwariant gweinyddu.

1.6 Treth ar Werth

Nid yw'r Comisiynydd wedi'i gofrestru ar gyfer TAW. Cyfrifir gwariant a phwrcasau asedau sefydlog gyda TAW wedi'i gynnwys, gan na ellir adennill TAW.

1.7 Pensiynau

Mae staff y Comisiynydd wedi'u cynnwys o dan ddarpariaethau Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS). Mae'r PCSPS yn gynllun buddion diffiniedig. Cydnabyddir cost elfen buddion diffiniedig y cynllun yn systematig a rhesymegol dros y cyfnod pryd y bydd yn crynhoi buddion o wasanaethau cyflogaion trwy dalu symiau a gyfrifir ar sail gronol i'r PCSPS. Mae'r atebolrwydd am dalu buddion yn y dyfodol yn gyfrifoldeb ar y PCSPS. Yng nghyswllt elfennau cyfraniad diffiniedig y cynllun, mae'r Comisiynydd Plant yn cydnabod y cyfraniadau sy'n daladwy am y flwyddyn; codir y symiau hyn ar y Datganiad o Wariant Net Cynhwysfawr ym mlyddyn eu talu.

Notes to the Resource Accounts

1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the Government's Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Accounting Standards (IFRS) as adopted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which has been judged to be most appropriate to the particular circumstances of the Commissioner for the purpose of giving a true and fair view has been selected. They have been applied consistently in dealing with items considered material in relation to the accounts. The particular accounting policies adopted by the Children's Commissioner for Wales are described below.

1.1 Accounting Convention

These accounts have been prepared under the historical cost convention as in the opinion of the Children's Commissioner for Wales the effect of the revaluation of fixed assets at their value to the organisation by reference to their current cost is considered to be immaterial.

1.2 Income and Funding

The only source of funding for the Children's Commissioner for Wales is from the Welsh Government via an annual grant, which is credited to the general fund when the grant is received. The grant is recognised in the period in which services are provided.

The only source of income is in relation to recover of salary costs related to a secondment, which is credited to the general fund when the income is received.

1.3 Property, Plant and Equipment

The Commissioner has valued all non-current assets at historic cost as any revaluation adjustments are, in the Commissioner's opinion, not material. The minimum level for capitalisation of individual assets is £1,000. Large numbers of the same type of asset have been grouped together in determining if they fell above or below the threshold.

1.4 Depreciation

Depreciation is provided at rates calculated to write off the value of non-current assets by equal instalments over their estimated useful lives, as follows:

IT Equipment	3 years
Furniture	5 years
Office Equipment	5 years
Fixtures & Fittings	5 years
Vehicles	5 years

A full year's depreciation is charged in the year of acquisition.

1.5 Statement of Comprehensive Net Expenditure

Operating income and expenditure is that which relates directly to the operating activities of the Commissioner. It comprises charges for goods and services provided on a full cost basis. All expenditure is classed as administration expenditure.

1.6 Value Added Tax

The Commissioner is not registered for VAT. Expenditure and fixed asset purchases are accounted for VAT inclusive, as VAT is irrecoverable.

1.7 Pensions

The Commissioner's staff are covered by the provisions of the Principal Civil Service Pension Scheme (PCSPS). The PCSPS is a defined benefit scheme. The cost of the defined benefit element of the scheme is recognised on a systematic and rational basis over the period during which it derives benefit from employees' services by payment to the PCSPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS. In respect of the defined contribution elements of the scheme, the Children's Commissioner recognises the contributions payable for the year; these amounts are charged to the Statement of Comprehensive Net Expenditure in the year of payment.

1.8 Prydlesi

Dosbarthir prydlesi asedau lle mae holl risgiau a manteision perchnogaeth ar ased wedi'i phrydlesu i bob pwrpas yn nwylo'r Comisiynydd fel prydlesi cyllidol. Cofnodir yr ased fel ased sefydlog diriaethol a chofnodir dyled i'r prydleswr o isafswm y taliadau prydles. Codir y taliadau ar y Datganiad o Wariant Net Cynhwysfawr, a chodir tâl cyllid ar sail y gyfradd llog sy'n ddealliedig yn y brydles.

Codir taliadau rhentu prydlesi gweithredol ar y Datganiad o Wariant Net Cynhwysfawr fesul symiau cyfartal ar hyd cyfnod y brydles.

1.9 Adroddiadau Segmentol

Mae swyddfa'r Comisiynydd yn gweithredu yng Nghymru ac yn delio â materion sy'n effeithio ar blant a phobl ifanc yng Nghymru. Mae'r Datganiad o Wariant Net Cynhwysfawr a'r nodiadau cysylltiedig yn adlewyrchu'r segmentau lle'r adroddir am y canlyniadau gweithredu.

1.10 Treuliau Staff

Mae'r Comisiynydd yn darparu ar gyfer absenoldebau tymor byr adferedig sydd heb eu defnyddio ar ddiwedd y flwyddyn.

1.11 Darpariaethau

Mae'r Comisiynydd yn darparu ar gyfer rhwymedigaethau cyfreithiol neu gontractiol y mae eu hamseru neu eu symiau'n ansicr ar ddyddiad y fantolen, ar sail yr amcangyfrif gorau o'r gwariant y bydd ei angen ar gyfer y rhwymedigaeth.

1.12 Arian Parod a'r hyn sy'n cyfateb iddo

Mae'r Comisiynydd yn cadw arian parod, sy'n cael ei adneuo mewn cyfrif banc masnachol wrth ei dderbyn. Hefyd cedwir arian mân ym mhob un o swyddfeydd y Comisiynydd.

1.8 Leases

Leases of assets where substantially all risks and rewards of ownership of a leased asset are borne by the Commissioner are classified as finance leases. The asset is recorded as a tangible fixed asset and a debt is recorded to the lessor of the minimum lease payments. Payments are charged to the Statement of Comprehensive Net Expenditure and a finance charge is made based upon the interest rate implicit in the lease.

Operating lease rentals are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the lease term.

1.9 Segmental Reporting

The Commissioner's Office operates in Wales and deals with issues that impact upon children and young people in Wales. The Statement of Comprehensive Net Expenditure and associated notes reflects the segments that the operating results are reported.

1.10 Staff Expenses

The Commissioner provides for short term compensated absences unused at the year-end.

1.11 Provisions

The Commissioner provides for legal or contractual obligations which are of uncertain timing or amounts at the balance sheet date, on the basis of best estimate of the expenditure required to settle the obligation.

1.12 Cash and Cash Equivalent

The Commissioner holds cash which is deposited in a commercial bank account upon receipt. Petty cash is also held at each of the Commissioner's offices.

2. Niferoedd staff a chostau cysylltiedig
Staff Numbers and Related Costs

a) Ar gyfer y flwyddyn, roedd y costau staff yn cynnwys y canlynol /
For the year staff costs consist of:

	Permanently Employed Staff / Permanently Employed Staff	Other / Other	2014-2015 £000	2013-2014 £000
			Total / Total	Total / Total
Tâl a chyflogau / Wages and Salaries	944	4	948	963
Costau nawdd cymdeithasol / Social security costs	78	-	78	70
Costau pensiwn / Pension costs	167	4	167	161
Is-gyfanswm / Sub total	1,189	-	1,193	1,194
Llai adenillion mewn perthynas â secondiadau allanol / Less recoveries in respect of outward secondments	(44)	-	(44)	(24)
Cyfanswm Costau Net / Total Net Costs	1,145	4	1,149	1,170

Mae Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS) yn gynllun buddion diffiniedig heb ei ariannu i lawer o gyflogwyr, ond ni all y sefydliadau cyfranogol nodi eu cyfran o'r asedau a'r rhwymedigaethau gwaelodol. Cafodd y cynllun ei brisio ddiwethaf gan actiwari ar 31 Mawrth 2007, ond ers y dyddiad hwn, ataliwyd prisiau actiwaraidd o'r Cynllun gan ddisgwyl gweithrediad argymhellion Adolygiad Hutton. Ceir manylion yng Nghyfrifon Adnoddau Swyddfa'r Cabinet: Blydd-dal Ymddeol Sifil – www.civilservice-pensions.gov.uk

Ar gyfer 2014-15, roedd cyfraniadau cyflogwr o £153,777 yn daladwy i PCSPS (2013-14: £154,286) ar un o bedair cyfradd rhwng 16.7 y cant a 24.3 y cant o'r tâl pensiynadwy, ar sail bandiau cyflog. Mae Actiwari'r Cynllun yn adolygu cyfraniadau'r cyflogwr, fel arfer bob pedair blynedd, yn dilyn prisiau llawn o'r cynllun. Pennir cyfraddau'r cyfraniadau i dalu am gost y buddion a dalwyd i bensiynwyr cyfredol yn ystod y cyfnod hwn.

Gall gweithwyr ddewis agor cyfrif pensiwn partneriaeth, neu bensiwn rhanddeiliad gyda chyfraniad cyflogwr. Talwyd cyfraniadau cyflogwr o £10,866 i un neu fwy o banel o ddarparwyr pensiwn rhanddeiliad penodedig (2013-14: £4,256). Mae cyfraniadau cyflogwr yn gysylltiedig ag oed, ac yn amrywio o 3 i 12.5 y cant o'r cyflog pensiynadwy (2013-14: 3 i 12.5 y cant). Mae cyflogwyr hefyd yn gwneud tâl sy'n cyfateb i gyfraniadau'r gweithwyr, hyd at 3 y cant o'r cyflog pensiynadwy. Ar ben hynny, roedd cyfraniadau cyflogwr o £1,107 neu 0.8 y cant o'r cyflog pensiynadwy, yn daladwy i PCSPS i dalu am gost darparu buddion cyfandaliad yn y dyfodol yn sgîl marwolaeth yn ystod gwasanaeth ac ymddeoliad gweithwyr oherwydd afiechyd (2013-14: £772 neu 0.8 y cant). Roedd cyfraniadau o £1,851 yn ddyledus i ddarparwyr pensiwn y bartneriaeth ar 31 Mawrth 2015. (2013 14: £5,494). Cynhwysir yr holl gyfraniadau hyn yn y costau Pensiwn yn Nodyn 2a uchod.

The Principal Civil Service Pension Scheme (PCSPS) is an unfunded multi-employer defined benefit scheme but the participating organisations are not able to identify their share of the underlying assets and liabilities. The scheme was last actuarially valued as at 31 March 2007 but since this date, actuarial valuations of the Scheme were suspended pending the implementation of the Hutton Review recommendations. Details can be found in the Resource Accounts of the Cabinet Office: Civil Superannuation – www.civilservice-pensions.gov.uk

For 2014-15, employer's contributions of £153,777 were payable to the PCSPS (2013-14: £154,286) at one of four rates in the range 16.7 percent to 24.3 percent of pensionable pay, based on salary bands. The Scheme Actuary reviews employer contributions usually every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employer's contributions of £10,866 were paid to one or more of a panel of appointed stakeholder pension providers (2013-14: £4,256). Employer contributions are age-related and range from 3 to 12.5 percent of pensionable pay (2013-14: 3 to 12.5 percent). Employers also match employee contributions up to 3 percent of pensionable pay. In addition, employer contributions of £1,107 or 0.8 percent of pensionable pay, were payable to the PCSPS to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of employees (2013-14: £772 or 0.8 percent). Contributions of £1,851 were due to the partnership pension providers at 31st March 2015. (2013 14: £5,494). All these contributions are included in Pension costs in Note 2a above.

b) Roedd nifer cyfartalog y personau cyfwerth amser llawn a gyflogwyd (gan gynnwys uwch reolwyr) yn ystod y cyfnod fel a ganlyn / The average number of whole-time equivalent persons employed (including senior management) for the period was as follows:

	Permanently Employed Staff / Permanently Employed Staff	Other / Other	2014-2015 £000	2013-2014 £000
			Total / Total	Total / Total
Gweithwyr a gyflogir yn uniongyrchol / Directly Employed	25	0.1	25.1	25.7
Arall / Other	-	-	-	-
Staff a gyflogir ar brosiectau cyfalaf / Staff employed on capital projects	-	-	-	-
Cyfanswm / Total	25	-	25.1	25.7

3. Adroddiadau ar gynllun iawndal y Gwasanaeth Sifil a chynlluniau iawndal eraill – pecynnau gadael
Reporting of Civil Service and Other compensation schemes – exit packages

Band cost y pecyn gadael / Exit package cost bands £000	Dileu swydd gorfodol / Number of compulsory redundancies	Nifer y bobl eraill a gytunodd i adael / Number of other departures agreed	2014-2015		2013-2014	
			Cyfanswm nifer y pecynnau gadael fesul band cost / Total number of exit packages by cost band	Dileu swydd gorfodol / Number of compulsory redundancies	Nifer y bobl eraill a gytunodd i adael / Number of other departures agreed	Cyfanswm nifer y pecynnau gadael fesul band cost / Total number of exit packages by cost band
< £10	-	1	1	-	-	-
£10-£25	-	-	-	-	-	-
£25-£50	-	-	-	-	-	-
£50-£100	-	-	-	-	-	-
£100-£150	-	-	-	-	-	-
£150-£200	-	-	-	-	-	-
Cyfanswm nifer y pecynnau gadael fesul math / Total number of exit packages by type	-	1	1	-	-	-
Cyfanswm costau adnoddau / Total resource cost £000	-	1	1	-	-	-

Talwyd costau dileu swyddi a chostau ymadael eraill yn unol â darpariaethau Cynllun Iawndal y Gwasanaeth Sifil, cynllun statudol a luniwyd o dan Ddeddf Blwydd-daliadau 1972. Cyfrifir y costau ymadael yn llawn ym mlwyddyn yr ymadawiad. Lle bo'r Comisiynydd wedi cytuno ar ymddeoliadau cynnar, telir am y costau ychwanegol gan y Comisiynydd, ac nid gan gynllun pensiwn y Gwasanaeth Sifil. Telir am gostau ymddeoliad oherwydd afiechyd gan y cynllun pensiwn, ac nid ydynt wedi eu cynnwys yn y tabl.

Redundancy and other departure costs have been paid in accordance with the provisions of the Civil Service Compensation Scheme, a statutory scheme made under the Superannuation Act 1972. Exit costs are accounted for in full in the year of departure. Where the Commissioner has agreed early retirements, the additional costs are met by the Commissioner and not by the Civil Service pension scheme. Ill-health retirement costs are met by the pension scheme and not included in the table.

Codir costau llawn yr ymadawiad ar y Datganiad o Wariant Net Cynhwysfawr ym mlwyddyn gwneud y penderfyniad. Credyd yr ymiau sy'n daladwy mewn blynyddoedd i ddod i ddarpariaeth a ddefnyddir pan wneir y taliadau (gweler nodyn 16).

The full costs of departure are charged to the Statement of Comprehensive Net Expenditure in the year that the decision is made. Amounts payable in future years are credited to a provision which is utilised when the payments are made (see note 16).

4. Costau gweinyddu eraill
Other administration costs

	2014-2015 £000	2013-2014 £000
4.1 Rhentu o dan brydlesi gweithredol Rental under operating leases:		
- cerbydau / vehicles	4	5
- llety / accommodation	71	71
- llungopiwr / photocopier	4	4
	79	80
4.2 Costau gweinyddu Administration costs:		
Eiddo / Premises	53	47
Swyddfa / Office	86	85
Hyfforddi a recriwtio / Training and recruitment	31	31
Teithio a chynhaliaeth / Travel and subsistence	33	39
Taliad cydnabyddiaeth archwilydd allanol / External auditors' remuneration	19	19
Taliad cydnabyddiaeth archwilydd mewnol / Internal auditors' remuneration	12	9
Cyfathrebu / Communication	72	71
Cyfrifiadur / Computer	56	35
Arall / Other	59	51
Ffioedd cyfreithiol a phroffesiynol / Legal and professional fees	20	35
	441	422
4.3 Eitemau heblaw arian parod Non-cash items:		
- tâl dibrisiant asedau cyffredin / depreciation charge on ordinary assets	22	20
- colled gwaredu asedau sefydlog / loss on disposal of fixed assets	-	-
- darpariaeth o fewn y flwyddyn / in year provision made	2	-
	24	20
	544	522

5. Incwm
Income

	2014-2015 £000	2013-2014 £000
Incwm o secondiad / Income from secondment	44	24
	44	24

Mae'r unig ffynhonnell o incwm a dderbyniwyd gan y Comisiynydd yn ymwneud ag adennill cyflog a chostau cysylltiedig â secondiad rhwng swyddfa'r Comisiynydd a chorff arall.

The only source of income received by the Commissioner relates to the recovery of salary and related costs associated with a secondment between the Commissioner's office and another organisation.

6. Gwybodaeth segmentol
Segmental information

	2014-2015 £000	2013-2014 £000 *Wed'i ailddatgan / Restated
	Segment i'w adrodd / Reportable segment £000	Segment i'w adrodd / Reportable segment £000
Gwariant gros / Gross expenditure	1,693	1,716
Tax payable to HM Revenue and Customs / Tax payable to HM Revenue and Customs	48	-
Incwm / Income	(44)	(24)
Gwariant net / Net expenditure	1,697	1,692
Gwybodaeth arall a adroddir i'r Prif Benderfynwr Gweithredol / Other information reported to the Chief Operating Decision Maker	-	-
Cyfanswm asedau / Total assets	660	578
Asedau net / Net assets	408	390

Mae swyddfa'r Comisiynydd yn gweithredu yng Nghymru ac yn delio â materion sy'n effeithio ar blant a phobl ifanc yng Nghymru. Seilwyd yr wybodaeth fisol a gyflwynir i'r fîm rheoli ar fantolenni'r cyfriflyfr. Cadarnheir yr wybodaeth hon yn ôl llinellau'r gyllideb ac mae'n cyfateb i linellau'r gyllideb a gyflwynwyd i Lywodraeth Cymru fel rhan o'r broses amcangyfrif. Nid yw'r wybodaeth yn gwahaniaethu rhwng gwahanol weithgareddau yn swyddfa'r Comisiynydd. Nid yw dadansoddiad pellach o'r wybodaeth yn nodi gwahanol weithgareddau na segmentau. Barn y Comisiynydd, felly, yw mai mewn un segment yn unig y mae ei swyddfa'n gweithredu, fel yr adroddwyd.

The Commissioner's office operates in Wales and deals with issues that impact upon children and young people in Wales. The monthly information presented to the Management Team is based upon the ledger balances. This information is consolidated into the budget lines and matches the budget lines presented to the Welsh Government as part of the estimate process. The information does not differentiate between different activities within the Commissioner's office. Further analysis of the information does not identify different activities or segments. It is therefore the Commissioner's opinion that his office only operates in one segment as reported.

7. Eiddo, peiriannau a chyfarpar
Property, plant and equipment

	Cyfarpar TG / IT Equipment	Gosodiadau a Ffidiadau / Fixtures & Fittings	Dodrefn a Chyfarpar Swyddfa / Office Furniture and Equipment	Cyfarpar Cludiant / Transport Equipment	Cyfanswm / Total
	£000	£000	£000	£000	£000
Cost					
Ar 1 Ebrill 2014 / At 1 April 2014	249	205	269	49	772
Ychwanegiadau / Additions	13	6	2	-	21
Gwarediadau / Disposals	-	-	-	-	-
Ar 31 Mawrth 2015 / At 31st March 2015	262	211	271	49	793
Dibrisiant / Depreciation					
Ar 1 Ebrill 2014 / At 1st April 2014	228	202	266	49	745
Yn ystod y flwyddyn / Charged in year	15	5	2	-	22
Gwarediadau / Disposals	-	-	-	-	-
Ar 31 Mawrth 2015 / At 31st March 2015	243	207	268	49	767
Gwerth net ar bapur Ar 31 Mawrth 2014 / Net book value At 31st March 2014	21	3	3	-	27
Gwerth net ar bapur Ar 31 Mawrth 2015 / Net book value at 31st March 2015	19	4	3	-	26
Cyllido asedau / Asset financing:					
Perchen / Owned	19	4	3	-	26
Gwerth net ar bapur Ar 31 Mawrth 2015 / Net book value At 31st March 2015					
Perchen / Owned	19	4	3	-	26
Gwerth net ar bapur Ar 31 Mawrth 2014 / Net book value At 31st March 2014	21	3	3	-	27

Mae'r holl asedau yn eiddo i'r Comisiynydd, nid oes dim asedau'n cael eu cyllido trwy brydles ariannol.

All assets are owned by the Commissioner, there are no assets financed through a finance lease.

8. Eifennau masnachol derbyniadwy ac asedau cyfredol eraill

Trade receivables and other current assets

	2014-2015 £000	2013-2014 £000
Symiau sy'n ddyledus o fewn blwyddyn / Amounts falling due within one year:		
Eifennau masnachol derbyniadwy / Trade receivables	11	11
Rhagdaliadau ac incwm cronedig / Prepayments and accrued income	40	48
	51	59

9. Arian parod a'r hyn sy'n cyfateb i arian parod

Cash and cash equivalents

	2014-2015 £000	2013-2014 £000
Balans ar 1 Ebrill / Balance at 1st April	492	534
Newid net yn y balansau arian parod a'r hyn sy'n cyfateb i arian parod / Net change in cash and cash equivalent balances	91	(42)
Balans ar 31 Mawrth / Balance at 31st March	583	492

Roedd yr holl falansau ar 31 Mawrth 2015 ar ffurf daliadau gyda banc Masnachol ac arian mewn llaw / All balances as at 31 March 2015 were held with a Commercial bank and cash in hand.

10. Eifennau masnachol taladwy a rhwymedigaethau cyfredol eraill

Trade payables and other current liabilities

	2014-2015 £000	2013-2014 £000
Symiau sy'n ddyledus o fewn blwyddyn / Amounts falling due within one year		
Trethi a nawdd cymdeithasol / Taxation and social security	55	6
Eifennau masnachol taladwy / Trade payables	11	17
Croniadau / Accruals	54	13
	120	36

11. Rhwymedigaethau o dan brydlesi

Commitments under leases

Prydlesi gweithredol

Operating leases

Roedd y Comisiynydd wedi ymrwmo i wneud y taliadau canlynol mewn perthynas â phrydlesi gweithredol a oedd yn dod i ben
The Commissioner was committed to making the following payments in respect of operating leases expiring

	2014-2015 £000		2013-2014 £000	
	Tir ac adeiladau / Land & Buildings	Arall / Other	Tir ac adeiladau / Land & Buildings	Arall / Other
Rhwymedigaethau o dan brydlesi gweithredol / Obligations under operating leases:				
Heb fod yn hwyrach na blwyddyn / Not later than one year	59	4	71	9
Ar ôl blwyddyn a chyn pen pum mlynedd / Later than one year and not later than five years	199	-	208	4
Ar ôl pum mlynedd / Later than five years	66	-	116	-
	324	4	395	13

12. Offerynnau ariannol

Mae IFRS7, Offerynnau Ariannol, yn gofyn bod rôl offerynnau ariannol yn ystod y cyfnod yn cael ei datgelu o ran creu neu newid y risgiau mae endid yn eu hwynebu wrth ymgymryd â'i weithgareddau. Oherwydd natur anfasnachol gweithgareddau'r Comisiynydd, a'r dull o gyllido'i weithrediadau, nid yw ei swyddfa'n cael ei gadael yn agored i'r lefel o risg ariannol mae endidau busnes yn eu hwynebu. Ymhellach, mae offerynnau ariannol yn chwarae rôl sy'n llawer mwy cyfyngedig o ran creu neu newid risg nag a fyddai'n nodweddu'r cwmnïau rhestredig y mae IFRS7 yn bennaf berthnasol iddynt. Mae gan y Comisiynydd bwerau cyfyngedig iawn i fenthg y neu fuddsoddi cronfeydd sy'n weddill a chynhyrchir asedau ariannol a rhwymedigaethau gan ei weithgareddau gweithredu o ddydd i ddydd, yn hytrach na'u dal i newid y risgiau y mae'n eu hwynebu wrth ymgymryd â'i weithgareddau.

Risg Hylifedd

Ariannir gofynion y Comisiynydd o ran refeniw net ac adnoddau cyfalaf gan Lywodraeth Cymru. Nid yw ei swyddfa felly yn cael ei gadael yn agored i risgiau hylifedd sylweddol.

Risg cyfradd llog

Nid yw asedau ariannol a rhwymedigaethau'r Comisiynydd yn cael eu gadael yn agored i risgiau cyfradd llog.

Risg Arian Tramor

Nid yw asedau ariannol a rhwymedigaethau'r Comisiynydd yn cael eu gadael yn agored i risgiau arian tramor.

Gwerthoedd teg

Nid oes gwahaniaeth rhwng llyfrwerthoedd a gwerthoedd teg asedau ariannol a rhwymedigaethau'r Comisiynydd ar 31 Mawrth 2015.

13. Ymrwymadau cyfalaf

Nid oedd unrhyw ymrwymadau cyfalaf ar 31 Mawrth 2015.

14. Rhwymedigaethau Amodol

Nid oedd dim rhwymedigaethau amodol ar 31ain Mawrth 2015.

15. Trafodion Parhion Cysylltiedig

Mae Llywodraeth Cymru yn barti cysylltiedig, a derbyniodd y Comisiynydd ei unig ffynhonnell gyllido oddi wrth Lywodraeth Cymru; derbyniodd £1.715 miliwn yn ystod y cyfnod. Cafodd y Comisiynydd nifer bach o drafodion pwysig yn ystod y cyfnod gyda Chyllid y Wlad (taliadau Treth ac Yswiriant Gwladol); a Swyddfa'r Cabinet (taliadau yng nghyswllt Prif Gynllun Pensiwn y Gwasanaeth Sifil).

Ni chafwyd trafodion o bwys gyda sefydliadau lle roedd gan staff uwch, nac unrhyw aelodau o'u teuluoedd, swyddi dylanwadol.

12. Financial Instruments

IFRS7, Financial Instruments, requires disclosure of the role which financial instruments have had during the period in creating or changing the risks an entity faces in undertaking its activities. Because of the non-trading nature of the Commissioner's activities and the way in which his operations are financed, his office is not exposed to the degree of financial risk faced by business entities. Moreover, financial instruments play a much more limited role in creating or changing risk than would be typical of the listed companies to which IFRS7 mainly applies. The Commissioner has very limited powers to borrow or invest surplus funds and financial assets and liabilities are generated by day-to-day operational activities and are not held to change the risks he faces in undertaking his activities.

Liquidity Risk

The Commissioner's net revenue and capital resource requirements are financed by the Welsh Government. His office is not therefore exposed to significant liquidity risks.

Interest-rate Risk

The Commissioner's financial assets and liabilities are not exposed to interest-rate risks.

Foreign Currency Risk

The Commissioner's financial assets and liabilities are not exposed to foreign currency risks.

Fair Values

There is no difference between the book values and fair values of the Commissioner's financial assets and liabilities as at 31st March 2015.

13. Capital Commitments

There were no capital commitments as at 31st March 2015.

14. Contingent Liabilities

There were no contingent liabilities as at 31st March 2015.

15. Related Party Transactions

The Welsh Government is a related party, the Commissioner received his sole source of funding from the Welsh Government; he received £1.715 million during the period. The Commissioner has had a small number of material transactions during the period with HM Revenue and Customs (Tax and National Insurance payments); and the Cabinet Office (payments in respect of the Principle Civil Service Pension Scheme).

There were no material transactions with organisations in which senior staff, or any of their family, held positions of influence.

16. Darpariaethau ar gyfer Rhwymedigaethau a Thaliadau Provisions for Liabilities and Charges

	Gadael yn gynnar / Early Departure
	£000
Balans ar 1 Ebrill 2014 / Balance as at 1 April 2014	152
Defnydd o'r ddarpariaeth / Use of provision	(22)
Darpariaeth o fewn y flwyddyn / In year provision	2
Balans ar 31 Mawrth 2015 / Balance as at 31 March 2015	132

Dadansoddiad o amserau disgwylidig darpariaethau Analysis of expected timings of provisions

	Gadael yn gynnar / Early Departure
	£000
Heb fod yn hwyrach na blwyddyn / Not later than one year	22
Ar ôl blwyddyn a chyn pen pum mlynedd / Later than one year and not later than five years	110
Ar ôl pum mlynedd / Later than five years	-
Balans ar 31 Mawrth 2014 / Balance as at 31 March 2014	132

Costau Ymadael yn Gynnar

Mae'r Comisiynydd yn talu am gost ychwanegol buddion y tu hwnt i fuddion arferol Prif Gynllun Pensiwn y Gwasanaeth Sifil (PCSPS) yng nghyswllt gweithwyr sy'n ymddeol yn gynnar trwy dalu'r symiau angenrheidiol yn flynyddol i'r PCSPS dros y cyfnod rhwng ymadael yn gynnar ac oedran arferol ymddeol. Mae'r Comisiynydd yn darparu ar gyfer hyn yn llawn pan fydd yr ymadawiad cynnar yn dod yn rhwymol trwy sefydlu darpariaeth ar gyfer y taliadau a amcangyfrifir.

17. Digwyddiadau wedi'r cyfnod adrodd

Nid oedd unrhyw ddigwyddiadau rhwng dyddiad datganiad y sefyllfa ariannol a dyddiad llofnodi'r cyfrifon sy'n effeithio ar y datganiadau hyn. Awdurdododd y Swyddog Cyfrifyddu y datganiadau ariannol hyn i'w rhyddhau ar 23 Gorffennaf 2015.

Early Departure Costs

The Commissioner meets the additional cost of benefits beyond the normal Principal Civil Service Pension Scheme (PCSPS) benefits in respect of employees who retire early by paying the required amounts annually to the PCSPS over the period between early departure and normal retirement age. The Commissioner provides for this in full when the early departure becomes binding by establishing a provision for the estimated payments.

17. Events After the Reporting Period

There were no events between the statement of financial position date and the date the accounts were signed that impact upon these statements. The Accounting Officer authorised these financial statements for issue on 23rd July 2015.



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