


YOUTH WORK IN WALES: PRINCIPLES AND PURPOSES



INTRODUCTION



This document has been produced for the managers and trustees of youth work organisations, politicians, local authority elected members and officers, practitioners, trainers, and people training to be youth workers. It has also been written for young people, those already involved in youth work organisations as well as those wishing to find out more about the kinds of experience youth work organisations can provide.

The main objective of the document is to set out the key principles which underpin youth work and to provide an overview of its nature, purposes and delivery. The content of the document applies specifically to youth work in Wales but is likely to be consistent with youth work principles, purposes and practice in other parts of the UK and in the Republic of Ireland.

The delivery of youth work, in accordance with the Youth Work National Occupational Standards (NOS – see pages 4, 10 and 12), provides a powerful mechanism for engaging and listening to young people. In Wales, the Rights of Children and Young Persons Measure became law in 2012, strengthening and building on the rights-based approach of the Welsh Government to making policy for children and young people in Wales. Since 1 May 2014, Welsh Ministers must have due regard to the rights of children and young people, as set out in the United Nations Convention on the Rights of the Child (UNCRC) whenever they use any of their legal powers or duties.

The National Youth Work Strategy for Wales (see page 12, 'Signposts to Other Information') sets out national priorities for the Youth Service and for supporting young people in Wales.

The Welsh Language Act 1993 and Measure 2011 provide for both Welsh and English languages to be treated equally. Young people in Wales have rights to access youth work provision in Welsh.

Youth Work in Wales: Principles and Purposes has been produced by representatives of the voluntary and local authority youth work sectors in Wales. A web-based version is available at www.cwvys.org.uk or www.wlga.org.uk

WHAT IS YOUTH WORK?

Youth work is a universal entitlement, available in English and Welsh and open to all young people within the specified age range 11-25.

Youth work respects the views and opinions of young people through their participation in the design, creation and establishment of services and provision which meet their needs and aspirations. Such provision is determined as a result of the participation of young people taking into account their requirements, desires, interests and aspirations.

Youth work provides or facilitates:

- › places and relationships within which young people can enjoy themselves, feel secure, supported and valued, learn to take greater control of their lives, and recognise and resist the damaging influences which may affect them;

- › non-formal, informal and structured educational opportunities and experiences which challenge both the institutions and young people themselves to enhance their personal, social and political development;
- › access to relevant advice, information, support and guidance.

Good youth work provides all young people with opportunities, can support them through significant developments in their lives, assists them to understand their rights and encourages them to develop knowledge and skills.

What is youth work?

The key purpose of youth work is to... *“enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential.”*

Youth Work National Occupational Standards

THE DELIVERY OF YOUTH WORK IN WALES

Youth work is provided in Welsh and English through both the voluntary and local authority sectors and through a variety of youth work settings and methods.

Settings:

- › centre-based work;
- › street-based, outreach and mobile work;
- › virtual engagement;
- › work with a broad range of members of the community, irrespective of age;
- › residential work;
- › targeted provision for specific groups in a variety of environments including, for example, schools, the youth justice system and health environments.

Methods:

- › curriculum specialities like arts and culture, first aid, sport, etc;
- › youth forums and councils;
- › information, advice, guidance and counselling services;
- › project work;
- › group work;
- › one to one work;
- › the use of new technologies and media;
- › opportunities for young people to be involved in decision-making processes;
- › opportunities for volunteering in Wales, the UK and internationally.



Youth work is delivered by both the voluntary and local authority sectors, working together to achieve the best possible outcomes for young people in Wales.

THE PRINCIPLES OF YOUTH WORK IN WALES



- Youth work is based on the voluntary engagement of young people.
- Young people should be empowered partners in the processes and opportunities that youth organisations provide.
- Youth work starts at whatever point young people are in their lives, regardless of circumstance, and recognises their potential.
- Fundamental to youth work are the principles of equality and inclusion.
- Youth work recognises that young people have rights and seeks to work in a rights-based way.
- Youth work recognises that young people have responsibilities and requirements placed upon them. Youth work seeks to help them address those responsibilities and requirements.
- Youth work is essentially focused on activity which is both informal and non-formal. Informal activity seizes opportunities that are not necessarily planned. Non-formal activity provides planned opportunities which lie outside formal systems such as school-based education. Both kinds of activity might lead to accreditation or recognition.
- Young people in Wales have the right to access youth work through the medium of Welsh.
- The identification of youth work as a partnership with young people outside formal or legal requirements is an important element in securing the voluntary engagement of young people.
- Youth work has at its core the importance of providing safe environments for young people and of supporting the safety as well as the development and well-being of young people.

THE PURPOSES OF YOUTH WORK IN WALES

Youth work in Wales is intended to:

- promote and actively encourage opportunities for all young people in order that they may fulfil their potential as empowered individuals and as members of groups and communities;
- support young people through significant changes in their lives and assist them to understand their responsibilities;
- support young people to be able to understand and exercise their rights;
- encourage young people to gain and develop knowledge, understanding, attitudes and values and to make constructive use of their skills, resources and time;
- promote opportunities and access for all young people whatever their race, sex, gender, sexual identity, language, religion, disability, age, background or personal circumstances;
- challenge oppression and inequality;
- support and enable young people in keeping themselves safe.
- recognises the importance and value of the Welsh language and the need to promote its use;
- recognises that Wales is a country with a diversity of languages and cultures;
- recognises the importance of sustainable development and equips young people with the knowledge and skills to play their part in shaping the future;
- encourages young people as local, national and global citizens to exercise their responsibilities;
- encourages young people to protect their own rights and those of others.

THE FIVE PILLARS OF YOUTH WORK IN WALES

Youth work has a value base which is grounded in respect for young people and in the principles of inclusion and equal opportunity. Through its voluntary relationship with young people it offers opportunities for learning that are:

EDUCATIVE

Enabling young people to gain the skills, knowledge, understanding, attitudes and values needed for their own personal development and fulfilment and as a means of contributing to society as members of groups and communities, locally, regionally, nationally, and internationally.

EXPRESSIVE

Encouraging and enabling young people to express their understanding and knowledge and their ideas, opinions, emotions and aspirations through a broad range of creative and often challenging opportunities.

PARTICIPATIVE

Encouraging and supporting young people to become partners in, and share responsibility for, the opportunities, learning processes and decision-making structures which affect their own and other people's lives and environments.



INCLUSIVE

Enabling young people to develop knowledge, understanding and positive attitudes and behaviour in relation to:

- › racial, social, and cultural identity, disability and diversity;
- › heritage;
- › languages and the value of one's own and other languages;
- › citizenship;
- › respect for other people's choices.

EMPOWERING

Equipping young people with the understanding and skills to enable them to exercise their rights including:

- › recognising that all young people have rights and that this implies respecting the rights of others;
- › supporting young people to carry out their responsibilities as citizens and members of their communities;
- › encouraging young people to engage with the personal, social and political issues which affect their lives and the lives of others and to develop qualities of leadership.

DELIVERING HIGH QUALITY YOUTH WORK

To deliver the Five Pillars of Youth Work (see page 8), organisations and youth workers use a range of processes including:

- › developing relationships and trust;
- › emphasising the role of the young person in the processes of youth work;
- › assessing need;
- › providing information;
- › referring young people to other provision as appropriate whilst offering continued support if required;
- › mentoring;
- › advocating;
- › challenging;
- › building personal and social development and resilience;
- › planning, monitoring and evaluation.

Youth work organisations and all engaged in youth work are expected to assess outcomes and impact and to have systems for the planning, monitoring and evaluation of all aspects of their work with young people. Organisations and individual youth workers should be able to use self-assessment and self-evaluation tools to identify positive benefits for young people and to reflect on and develop their practice.

In developing and evaluating their work, providers should take account of the National Occupational Standards (NOS) for Youth Work and the Participation Standards. Links to these standards have been provided on page 12 ('Signposts to Other Information').

Youth work seeks to implement these processes whilst ensuring the health, well-being and safety of young people.



EWC AND YOUTH WORK

The Education Workforce Council (EWC) is the independent, professional regulator for the education workforce in Wales. Those working as a qualified youth worker or youth support worker must be registered with the EWC.

The Register

EWC maintains a register of education practitioners eligible to practice in Wales. Members of the public can search the register by visiting www.ewc.wales

Code of Professional Conduct and Practice

All those registered with us must follow our Code of Professional Conduct and Practice. This specifies the standards of professional conduct and practice expected of registrants and is intended to guide their judgements and decisions. It also informs parents, the public, stakeholders, learners, and young people of the standards they can expect from registrants.

How we support youth work registrants

In order to ensure our registrants are able to deliver the highest professional standards, we offer a range of support, guidance, and professional services.

Quality Mark for Youth Work in Wales (QMYW)

The QMYW supports and recognises improving standards in the provision, practice, and performance of organisations that deliver youth work, demonstrating and celebrating the excellence of their work. Support is available to youth work organisations applying for the quality mark including training on the development of quality standards, and self-assessment techniques.

Professional Learning Passport (PLP)

The PLP is an online platform which allows registrants:

- to record and reflect on their professional development
- to engage with the professional standards
- to share practice and learning
- to access the EBSCO research library

Educators Wales

Educators Wales (www.educators.wales) is a free service (funded by Welsh Government) offering support to the education workforce and those aspiring to join the workforce. It includes:

- a careers portal, housing a wealth of information on careers in youth work, including the qualifications and skills needed for specific roles
- a training portal where users can search for, or post, the latest professional learning or training opportunities
- a Wales wide jobs portal providing a one stop shop for those looking for that next dream role, or youth work organisations looking to advertise their vacancies

And more...

We also offer events, good practice guides, and bespoke presentations about our work and services and more.

For more information, visit www.ewc.wales

SIGNPOSTS TO OTHER INFORMATION

Youth Work Strategy Implementation Board

E-mail: youthworkboard@gov.wales

Time to Deliver for Young People in Wales

www.gov.wales

Welsh Government Youth Engagement Branch

www.gov.wales

Council for Wales of Voluntary Youth Services (CWVYS)

www.cwvys.org.uk

Principal Youth Officers' Group (Wales)

www.wlga.wales/principal-youth-officers-group-wales

Education and Training Standards Wales

www.etswales.org.uk

Education Workforce Council

www.ewc.wales

Estyn

www.estyn.gov.uk

Youth Work Resource Base

www.youthworkwales.org.uk

Extending Entitlement (Directions and Guidance, July 2002)

www.gov.wales

National Occupational Standards

www.youthworkwales.org.uk

Quality Mark for Youth Work in Wales

www.ewc.wales

Code of Professional Conduct and Practice for Registrants

www.ewc.wales

United Nations Convention on the Rights of the Child (UNCRC)

www.childrensrights.wales/index.php

National Participation Standards for Children and Young People in Wales

www.gov.wales

Children's Commissioner for Wales

www.childcomwales.org.uk

Learning & Skills Act 2000 (Section 123)

www.legislation.gov.uk/ukpga/2000/21/contents

Welsh Government 'Rights of Children and Young Persons Measure' 2011

www.legislation.gov.uk/mwa/2011/2/contents

Welsh Youth Parliament

www.youthparliament.wales/

National Academy of Educational Leadership

www.nael.cymru

Education Act 1996

www.legislation.gov.uk


Future Generations Commissioner for Wales

www.futuregenerations.wales

GWAITH IEUENCTID YNG NGHYMRU: EGWYDDORION A DIBENION



CYFLWYNIAD



Mae'r ddogfen hon wedi'i llunio ar gyfer rheolwyr ac ymddiriedolwyr sefydliadau gwaith ieuenctid, gwleidyddion, aelodau etholedig a swyddogion awdurdodau lleol, ymarferwyr, hyfforddwyr a phobl sy'n hyfforddi i fod yn weithwyr ieuenctid. Mae wedi'i hysgrifennu hefyd ar gyfer pobl ifanc, y rhai sydd eisoes yn gweithio mewn sefydliadau gwaith ieuenctid ynghyd â'r rhai sydd am gael rhagor o wybodaeth am y gwahanol fathau o brofiadau y gall sefydliadau gwaith ieuenctid eu cynnig.

Prif amcan y ddogfen hon yw gosod yr egwyddorion allweddol sy'n sylfaen i waith ieuenctid a hefyd roi trosolwg o'i natur, dibenion a chyflenwi. Mae cynnwys y ddogfen yn gweithredu'n benodol i waith ieuenctid yng Nghymru ond mae'n debygol o fod yn gydnaws gydag egwyddorion, dibenion ac ymarfer gwaith ieuenctid mewn rhannau eraill o'r Deyrnas Unedig a Gweriniaeth Iwerddon.

Mae darparu gwaith ieuenctid, yn unol â Safonau Galwedigaethol Cenedlaethol Gwaith Ieuenctid (NOS – gweler tudalennau 4, 10 a 12, yn rhoi dull grymus ar gyfer ymgysylltu a gwrando ar bobl ifanc. Daeth Mesur Hawliau Plant a Phobl Ifanc i rym yng Nghymru yn 2012, gan gryfhau ac adeiladu ar ddull gweithredu seiliedig ar hawliau Llywodraeth Cymru i wneud polisi ar gyfer plant a phobl ifanc yng Nghymru. Ers 1 Mai 2014 mae'n rhaid i Weinidogion Cymru roi ystyriaeth ddyladwy i hawliau plant a phobl ifanc, fel y'u nodir yng Nghonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (UNCRC) pryd bynnag y defnyddiant unrhyw rai o'u pwerau neu ddylestwyddau cyfreithiol.

Mae'r Strategaeth Genedlaethol ar gyfer y Gwasanaeth Ieuenctid yng Nghymru (gweler tudalen 12, 'Cyfeiriadau at Ffynonellau Gwybodaeth Eraill') yn nodi blaenoriaethau cenedlaethol ar gyfer y Gwasanaeth Ieuenctid ac ar gyfer cefnogi pobl ifanc yng Nghymru.

Mae Deddf yr Iaith Gymraeg 1993 a Mesur y Gymraeg 2011 yn ei gwneud yn ofynnol i'r Gymraeg a'r Saesneg gael eu trin yn gyfartal. Mae gan bobl ifanc yng Nghymru hawliau i gael mynediad i ddarpariaeth gwaith ieuenctid yn Gymraeg.

Cafodd Gwaith Ieuenctid yng Nghymru: Egwyddorion a Dibenion ei llunio gan gynrychiolwyr y sectorau gwaith ieuenctid gwirfoddol ac awdurdodau lleol yng Nghymru. Mae fersiwn ar y we ar gael yn www.cwvys.org.uk neu www.wlga.org.uk

BETH YW GWAITH IEUENCTID?

Mae gwaith ieuenctid yn hawl i bawb, ar gael yn Gymraeg ac yn Saesneg ac yn agored i bob person ifanc o fewn ystod oedran penodol 11-25.

Mae gwaith ieuenctid yn parchu safbwyntiau a barn pobl ifanc drwy eu cael nhw i gyfrannu at y gwaith o gynllunio, creu a sefydlu gwasanaethau a darpariaeth sy'n diwallu eu hanghenion a bodloni eu dyheadau. Mae'r ddarpariaeth yn dibynnu ar gyfranogiad pobl ifanc gan ystyried eu gofynion, eu dymuniadau, eu diddordebau a'u dyheadau.

Mae gwaith ieuenctid yn darparu a hwyluso:

- › lleoedd a pherthnasau lle gall y bobl ifanc fwynhau eu hunain, teimlo'n ddiogel, derbyn cefnogaeth a chael eu gwerthfawrogi a chael mwy o reolaeth dros eu bywydau, a chydabod a gwrthsefyll y dylanwadau niweidiol a all effeithio arnynt;

- › cyfleoedd a phrofiadau addysgol heb fod yn ffurfiol, anffurfiol a strwythuredig sy'n herio'r sefydliadau ar bobl ifanc eu hunain i wella eu datblygiad personol, cymdeithasol a gwleidyddol;
- › mynediad i gyngor, gwybodaeth, cymorth ac arweiniad perthnasol.

Bydd gwaith ieuenctid da yn rhoi cyfleoedd i bob person ifanc, yn eu cefnogi drwy ddatblygiadau pwysig yn eu bywydau, yn eu cynorthwyo i ddeall eu hawliau ac yn eu hannog i ddatblygu eu gwybodaeth a'u sgiliau.

Beth yw gwaith ieuenctid?

Prif ddiben gwaith ieuenctid yw... *"galluogi pobl ifanc i ddatblygu'n gyfannol, gan weithio gyda nhw i hwyluso eu datblygiad personol, cymdeithasol ac addysgol, er mwyn eu galluogi i ddatblygu eu llais, eu dylanwad a'u lle mewn cymdeithas a gwireddu eu llawn botensial."*

Safonau Galwedigaethol Cenedlaethol Gwaith Ieuenctid

DARPARU GWAITH IEUENCTID YNG NGHYMURU

Caiff gwaith ieuencid ei ddarparu yn Gymraeg a Saesneg gan y sector gwirfoddol ac awdurdodau lleol a thrwy amrywiaeth o leoliadau a dulliau gwaith ieuencid.

Lleoliadau:

- gwaith mewn canolfannau;
- gwaith ar y stryd, gwaith allgymorth a gwaith symudol;
- ymgysylltu rhithiol;
- gweithio gydag ystod eang o aelodau'r gymuned o bob oedran;
- gwaith preswyl;
- darpariaeth sy'n targedu grwpiau penodol mewn amgylcheddau amrywiol, gan gynnwys, er enghraifft,

Dulliau:

- arbenigeddau cwricwlwm fel y celfyddydau a diwylliant, cymorth cyntaf, chwaraeon ac ati;
- fforymau a chynghorau ieuencid;
- gwasanaethau gwybodaeth, cyngor, arweiniad a chwmsela;
- gwaith prosiect;
- gwaith grŵp;
- gwaith un i un;
- defnyddio technolegau newydd a'r cyfryngau;
- cyfleoedd i bobl ifanc gymryd rhan mewn prosesau gwneud penderfyniadau;
- cyfleoedd ar gyfer gwirfoddoli yng Nghymru, y DU ac yn rhyngwladol.



Caiff gwaith ieuencid ei gyflwyno gan y sector gwirfoddol a hefyd awdurdodau lleol, gan gydweitho i sicrhau'r canlyniadau gorau posibl ar gyfer pobl ifanc yng Nghymru.

EGWYDDORION GWAITH IEUENCTID YNG NGHYMURU



- Mae gwaith ieuencid yn seiliedig ar ymgysylltiad gwirfoddol pobl ifanc.
- Dylai pobl ifanc fod yn bartneriaid â grym yn y prosesau a'r cyfleoedd y mae sefydliadau ieuencid yn eu darparu.
- Mae gwaith ieuencid yn dechrau ym mha bynnag gyfnod y mae pobl ifanc yn eu bywydau, beth bynnag fo'u hamgylchiadau, ac mae'n cydnabod eu llawn potensial.
- Mae egwyddorion cydraddoldeb a chynhwysiant yn hollbwysig i waith ieuencid.
- Mae gwaith ieuencid yn cydnabod bod gan bobl ifanc hawliau ac yn ceisio gweithredu ar sail hawliau.
- Mae gwaith ieuencid yn cydnabod bod gan bobl ifanc gyfrifoldebau a bod gofynion arnynt. Mae gwaith ieuencid yn ceisio'u helpu i fynd i'r afael â'r cyfrifoldebau a'r gofynion hynny.
- Mae gwaith ieuencid yn canolbwyntio yn y bôn ar weithgareddau ffurfiol a heb fod yn ffurfiol. Mae gweithgareddau anffurfiol yn manteisio ar gyfleoedd nad ydynt wedi'u cynllunio o reidrwydd. Mae gweithgareddau heb fod yn ffurfiol yn darparu cyfleoedd sydd wedi'u cynllunio y tu allan i systemau ffurfiol fel addysg yn yr ysgol. Gall y naill a'r llall arwain at achrediad neu gydnabyddiaeth.
- Mae gan bobl ifanc yng Nghymru yr hawl i gael mynediad i waith ieuencid drwy gyfrwng y Gymraeg.
- Mae gweld gwaith ieuencid fel partneriaeth â phobl ifanc y tu hwnt i ofynion ffurfiol neu gyfreithiol yn elfen bwysig o sicrhau bod pobl ifanc yn ymgysylltu o ddewis.
- Mae pwysigrwydd darparu amgylcheddau diogel ar gyfer pobl ifanc a chefnogi diogelwch yn ogystal â datblygiad a lles pobl ifanc wrth wraidd gwaith ieuencid.

DIBENION GWAITH IEUENCTID YNG NGHYMURU

Bwriad gwaith ieuenctid yng Nghymru yw:

- › hyrwyddo ac annog yn frwd gyfleoedd i bob person ifanc er mwyn iddynt gyflawni eu potensial fel unigolion â grym ac aelodau o grwpiau a chymunedau;
- › cefnogi pobl ifanc drwy newidiadau pwysig yn eu bywydau a'u cynorthwyo i ddeall eu cyfrifoldebau;
- › cefnogi pobl ifanc i allu deall ac arfer eu hawliau;
- › annog pobl ifanc i ddysgu a datblygu gwybodaeth, dealltwriaeth, agweddau a gwerthoedd ac i wneud defnydd adeiladol o'u sgiliau, eu hadnoddau a'u hamser;
- › hyrwyddo cyfleoedd a mynediad i bob person ifanc beth bynnag fo'u hil, rhyw, hunaniaeth rywiol, iaith, crefydd, anabledd, oedran, cefndir neu amgylchiadau personol;
- › herio gormes ac anghydraddoldeb;
- › cefnogi a galluogi pobl ifanc i fod yn ddiogel.
- › cydnabod pwysigrwydd a gwerth y Gymraeg a'r angen i hyrwyddo ei defnydd;
- › cydnabod bod Cymru yn wlad sydd ag ieithoedd a diwylliannau amrywiol;
- › cydnabod pwysigrwydd datblygu cynaliadwy a rhoi'r wybodaeth a'r sgiliau i bobl ifanc er mwyn iddynt allu dylanwadu ar y dyfodol;
- › annog pobl ifanc fel dinasyddion lleol, cenedlaethol a byd-eang i arfer eu cyfrifoldebau;
- › annog pobl ifanc i amddiffyn eu hawliau eu hunain a hawliau eraill.

PUM PILER GWAITH IEUENCTID YNG NGHYMRU

Mae gan waith ieuenctid sail gwerthoedd sy'n seiliedig ar barchu pobl ifanc ac ar egwyddorion cynhwysiant a chyfle cyfartal. Mae ei berthynas wirfoddol â phobl ifanc yn golygu ei fod yn cynnig cyfleoedd ar gyfer dysgu sy'n:

ADDYSGOL

Gan alluogi pobl ifanc i ennill y sgiliau, gwybodaeth, dealltwriaeth, agweddau a gwerthoedd sydd eu hangen ar gyfer eu datblygiad a'u boddhad personol eu hunain a chyfrannu at gymdeithas fel aelodau o grwpiau a chymunedau, yn lleol, rhanbarthol, cenedlaethol a rhyngwladol.

MYNEGIANNOL

Gan annog a galluogi pobl ifanc i fynegi eu dealltwriaeth a'u gwybodaeth, ynghyd â'u syniadau, barn, emosïynau a dyheadau drwy amrywiaeth eang o gyfleoedd creadigol a heriol yn aml.

CYFRANOGOL

Gan annog a chefnogi pobl ifanc i fod yn bartneriaid a rhannu cyfrifoldebau am y cyfleoedd, y prosesau dysgu a'r strwythurau gwneud penderfyniadau sy'n effeithio ar eu bywydau ac ar eu hamgylcheddau eu hunain ac ar fywydau ac amgylcheddau eraill.



CYNHWYSOL

Gan alluogi pobl ifanc i ddatblygu gwybodaeth, dealltwriaeth ac agweddau ac ymddygiad cadarnhaol mewn perthynas â:

- › hiliol, cymdeithasol, a hunaniaeth ddiwylliannol, anabledd ac amrywiaeth;
- › treftadaeth;
- › ieithoedd a gwerth eu hiaith eu hunain ac ieithoedd eraill;
- › dinasyddiaeth;
- › parchu dewisiadau pobl eraill.

GRYMUSOL

Gan roi'r ddealltwriaeth a'r sgiliau i bobl ifanc er mwyn iddynt allu arfer eu hawliau, gan gynnwys:

- › cydnabod bob gan bob person ifanc hawliau a bod hyn yn cynnwys parchu hawliau eraill;
- › cefnogi pobl ifanc i gyflawni eu cyfrifoldebau fel dinasyddion ac aelodau o'u cymunedau;
- › annog pobl ifanc i ymddiddori yn y materion personol, cymdeithasol a gwleidyddol sy'n effeithio ar eu bywydau ac ar fywydau eraill a datblygu rhinweddau eraill.

CYFLAWNI GWAITH IEUENCTID O ANSAWDD UCHEL

Er mwyn cyflawni Pum Piler Gwaith Ieuenctid (gweler Adran 06), mae sefydliadau a gweithwyr ieuenctid yn defnyddio prosesau amrywiol, gan gynnwys:

- meithrin perthynas ac ymddiriedaeth;
- pwysleisio rôl y person ifanc ym mhrosesau gwaith ieuenctid;
- asesu anghenion;
- darparu gwybodaeth;
- cyfeirio pobl ifanc at ddarpariaeth arall fel sy'n briodol, tra'n cynnig cefnogaeth barhaus yn ôl y gofyn;
- mentora;
- eirioli;
- herio;
- meithrin datblygiad personol a chymdeithasol a chadernid;
- cynllunio, monitro a gwerthuso.

Disgwylir i sefydliadau gwaith ieuenctid a phawb sy'n ymwneud â gwaith ieuenctid asesu canlyniadau ac effaith a gweithredu systemau ar gyfer cynllunio, monitro a gwerthuso pob agwedd ar eu gwaith gyda phobl ifanc. Dylai sefydliadau a gweithwyr ieuenctid unigol allu defnyddio dulliau hunanasesu i nodi sut mae pobl ifanc yn elwa a myfyrio ar eu hymarfer a'i ddatblygu.

Wrth ddatblygu a gwerthuso eu gwaith, dylai darparwyr roi ystyriaeth i'r Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Ieuenctid a'r Safonau Cyfranogiad. Rhoddir dolenni i'r safonau hyn ar dudalen 12, Cyfeiriadau at Wybodaeth Arall.



Mae gwaith ieuenctid yn ceisio rhoi'r prosesau hyn ar waith tra'n sicrhau iechyd, lles a diogelwch pobl ifanc.

CGA A GWAITH IEUENCTID

Cyngor y Gweithlu Addysg (CGA) yw'r rheoleiddiwr annibynnol proffesiynol ar gyfer y gweithlu addysg yng Nghymru. Mae'n rhaid i bobl sy'n gweithio fel gweithiwr ieuencid cymwys neu weithiwr cymorth ieuencid gofrestru gyda CGA.

Y Gofrestr

Mae CGA yn cynnal cofrestr o ymarferwyr addysg sy'n gymwys i weithio yng Nghymru. Gall aelodau o'r cyhoedd chwilio'r gofrestr drwy fynd i www.cga.cymru

Cod Ymddygiad ac Ymarfer Proffesiynol CGA

Mae'n rhaid i bawb sydd wedi cofrestru gyda ni ddilyn ein Cod Ymddygiad ac Ymarfer Proffesiynol. Mae'n nodi'r safon ymddygiad ac ymarfer proffesiynol a ddisgwyllir gan yr ymarferwyr cofrestredig, a'r bwriad yw llywio eu dewisiadau a'u penderfyniadau. Mae hefyd yn rhoi gwybod i rieni, y cyhoedd, rhanddeiliaid, dysgwyr a phobl ifanc pa safon gallant ddisgwyl gan gofrestreion.

Sut ydym ni'n cefnogi cofrestreion gwaith ieuencid

Er mwyn sicrhau bod ein cofrestreion yn gallu cyflawni'r safonau proffesiynol uchaf, rydym yn cynnig ystod o gefnogaeth, canllawiau a gwasanaethau proffesiynol.

Marc Ansawdd ar gyfer Gwaith Ieuencid yng Nghymru

Mae'r Marc Ansawdd yn cefnogi ac yn cydnabod gwella safonau o ran darpariaeth, arfer a pherfformiad sefydliadau sy'n darparu gwaith ieuencid, gan arddangos a dathlu rhagoriaeth eu gwaith. Mae cefnogaeth ar gael i sefydliadau gwaith ieuencid sy'n gwneud cais am y marc ansawdd, gan gynnwys hyfforddiant ar ddatblygu safonau ansawdd a thechnegau hunanasesu.

Pasbort Dysgu Proffesiynol (PDP)

Mae'r PDP yn blatfform ar-lein sy'n galluogi cofrestreion:

- i gofnodi a myfyrio ar eu datblygiad proffesiynol
- i ymgysylltu a'r safonau proffesiynol
- i rannu arfer a dysgu
- i gael mynediad at lyfrgell ymchwil EBSCO

Addysgwyr Cymru

Mae Addysgwyr Cymru (www.addysgwyr.cymru) yn wasanaeth am ddim (a gyllidir gan Lywodraeth Cymru) sy'n cynnig cefnogaeth i'r gweithlu addysg a'r rheiny sy'n awyddus i ymuno â'r gweithlu. Mae'n cynnwys:

- porthol gyrfaoedd sy'n cynnig llwyth o wybodaeth ar yrfaedd mewn gwaith ieuencid, gan gynnwys y cymwysterau a'r sgiliau sydd eu hanger ar gyfer rolau penodol
- porthol hyfforddi lle gall defnyddwyr chwilio am, neu bostio'r cyfleoedd dysgu proffesiynol neu hyfforddi diweddaraf
- porthol Cymru gyfan sy'n siop un stop i bobl sy'n chwilio am eu rôl nesaf, neu sefydliad gwaith ieuencid sydd am hysbysebu eu swyddi gwag

A llawer mwy...

Rydym hefyd yn cynnig digwyddiadau, canllawiau arfer da a chyflwyniadau arbennig am ein gwaith a'n gwasanaethau a mwy.

Ewch i www.cga.cymru am fwy o wybodaeth.

CYFEIRIADAU AT FFYNONELLAU GWYBODAETH ERAILL

Bwrdd Gweithredu Strategaeth Gwaith Ieuenctid

E-bost: youthworkboard@gov.wales

Mae'n Bryd Cyflawni dros Bobl Ifanc yng Nghymru'

www.gov.wales

Welsh Government Youth Engagement Branch

www.gov.wales

Cyngor Cymreig Gwasanaethau Ieuenctid Cymru (CWVYS)

www.cwvys.org.uk/cy/

Grwp Prif Swyddogion Ieuenctid (Cymru)

www.wlga.cymru/principal-youth-officers-group-wales

Safonau Addysg a Hyfforddiant Cymru

www.etswales.org.uk

Cyngor y Gweithlu Addysg

www.ewc.wales

Estyn

www.estyn.gov.uk

Canolfan Adnoddau Gwaith Ieuenctid

www.youthworkwales.org.uk

Ymestyn Hawliau (Cyfarwyddiadau a Chanllawiau, Gorffennaf 2002)

www.gov.wales

Safonau Galwedigaethol Cenedlaethol

www.youthworkwales.org.uk

Nod Ansawdd ar gyfer Gwaith Ieuenctid yng Nghymru

www.ewc.wales

Cod Ymddygiad ac Ymarfer Proffesiynol ar gyfer Cofrestrion

www.ewc.wales

Confensiwn y Cenedloedd Unedig ar Hawliau'r Plentyn (CCUHP)

www.hawliauplant.cymru/

Safonau Cyfranogiad Cenedlaethol dros Blant a Phobl Ifanc

www.plantynghymru.org.uk

Comisiynydd Plant Cymru

www.complantcymru.org.uk

Deddf Dysgu a Sgiliau 2000 (Adran 123)

www.legislation.gov.uk/ukpga/2000/21/contents

Mesur Hawliau Plant a Phobl Ifanc (Cymru) 2011

www.legislation.gov.uk/mwa/2011/2/contents

Senedd Ieuenctid Cymru

www.seneddieuenctid.cymru/hafan/

Academi Genedlaethol ar gyfer Arweinyddiaeth Addysgol Cymru

www.nael.cymru

Deddf Addysg 1996

www.legislation.gov.uk/cy

Comisiynydd Cenedlaethau'r Dyfodol Cymru

www.futuregenerations.wales