



Mid and West Wales Regional Safeguarding Board

Safeguarding Practice Awards 2022

13th May 2022

Categories of Nominations

Exceptional Commitment Demonstrated to the Safeguarding of Adults at Risk During COVID Restrictions

Exceptional Commitment Demonstrated to the Safeguarding of Children During COVID Restrictions

Innovation and Creativity Leading to Improved Safeguarding Practice for Children and Adults at Risk

Outstanding Practice Demonstrated in the Safeguarding of Adults at Risk

Outstanding Practice Demonstrated in the Safeguarding of Children

Participatory Practice Leading to Co-Production in the Safeguarding of Children or Adults at Risk

Loyal and Dedicated Service to the Safeguarding of Children or Adults at Risk

The Halliwell Centre,
Carmarthen, The Cothi Suite

13th May 2022

- | | |
|---------|---|
| 9.00am | Arrival and Refreshments |
| 9.30am | Welcome - DCI Richard Yelland - Dyfed Powys Police |
| 9.35am | Opening address - Jake Morgan - Chair of Mid and West Wales Safeguarding Board for Children - CYSUR |
| 9.45am | Formal address - Julie Morgan - Deputy Minister for Social Services - Welsh Government |
| 9.50am | Presentation of Awards

Exceptional Commitment Demonstrated to the Safeguarding of Adults at Risk during COVID Restrictions

Exceptional Commitment Demonstrated to the Safeguarding of Children during COVID Restrictions

Innovatin and Creativity Leading to Improved Safeguarding Practice for Children or Adults at Risk |
| 10.30am | Break |

10.45am Presentation of Awards

Outstanding Practice Demonstrated in the Safeguarding of Adults at Risk

Outstanding Practice Demonstrated in the Safeguarding of Children

Participatory Practice Leading to Co-Production in the Safeguarding of Children or Adults at Risk

Loyal and Dedicated Service to the Safeguarding of Children or Adults at Risk

11.50am Closing address - Jonathan Griffiths - Chair of the Mid and West Wales Safeguarding Board for Adults - CWMPAS

12.00pm Lunch

Exceptional Commitment Demonstrated to the Safeguarding of Adults at Risk During COVID Restrictions

Helen Harries - Social Care Project Officer - Ceredigion County Council

Through Covid-19 Helen has been the key link coordinating between providers of residential care in Ceredigion. She has provided immense support to the providers throughout the 2 years. This has included daily phone calls and completion of SitReps, co-ordinating planning meetings and following up on actions.

At the heat of winter 2020/2021 there were around 13 homes in incident status. Helen ensured that the wellbeing of the providers was supported and provided additional resources.

Providers have echoed their appreciation towards Helen and the support she has provided throughout the period. This has supported the homes in safeguarding the residents when there were periods of sheer darkness through the intensity of COVID-19.

Helen has been a fundamental factor in the response to COVID-19 in Ceredigion.

Ian Randell/Alison Watkins - Senior Commissioning Managers - Carmarthenshire County Council

The commissioning teams have been instrumental in supporting the care sector, in particular the care home sector, during the pandemic to mitigate the impact of COVID, to safeguard the most vulnerable and to mitigate untimely deaths; a real 'team effort', a demonstration of shared learning, mutual support, collective and creative rapid problem solving. Demonstrating their flexibility and responsiveness, they have worked tirelessly to maintain a 7 days a week support service to respond to crises and continued support over two years of a COVID journey. The teams have: developed multi-agency policies and protocols to assess and monitor risk across the whole system; developed mutual aid to support cross boundary working at times of crisis; and championed and coordinated vaccinations, PPE, infection prevention control measures, practical workforce initiatives and contingency to support our most vulnerable and the care and support sectors. At its peak, the teams faced and mitigated potential home closures, managed multiple COVID outbreaks, supported regulatory interventions and navigated severe pressures in relation to the management of risk.

Nerys Lewis - Corporate Manager Direct Services - Ceredigion County Council

Nerys has worked tirelessly to produce clear and robust guidance and protocols for care homes within very short timescales, detailing specific infection control guidance and supporting the wellbeing of the residents and protecting the health and wellbeing of the staff. She has worked collaboratively with the local County Health Board team in ensuring that all work completed is done in consultation and with an integrated focus.

Nerys has joined weekly calls with all the providers to support them with providing information and sharing all documents produced for the in-house homes, responding to queries and concerns as they have arisen, regardless of the time or day. Most notable is Nerys' approach to supporting her teams and staff. She has supported the home managers and the teams through what have been really challenging times; anxiety levels have been high, but she has made herself available 24/7 to support and work with individuals through specific issues enabling a problem-solving approach and 'can do' attitude across all the teams. Nerys' person-centred approach always has the resident/service user at the forefront of her work.

Tracy Skidmore - Manager - Belvedere Care Home Ltd

The numerous covid tests and general lockdown of the home for the last 2 years has saved many residents' lives, and the amount of COVID deaths are nil. The home was locked down for nearly 2 years and there was internal entertainment installed and zoom was in operation for residents to see their loved ones. Throughout the pandemic, Tracy led the care home through numerous challenges and did so with a continued dedication to the wellbeing of all residents.

Exceptional Commitment Demonstrated to the Safeguarding of Children at Risk During COVID Restrictions

Kizzie Garner Hughes - Nominated Child Protection Officer - Ceredigion County Council

Kizzie's work is always of an excellent standard. Her commitment, tenacity and strong communication skills is always evident in her work. With particular focus on the Covid period Kizzie strategically led and implemented:

- Revised Safeguarding guidance to ensure that schools were implementing procedures robustly in times of lockdown
- Significant contribution to county-wide online learning strategy, to ensure that the implementation of 'live' learning sessions were safe
- Led and worked closely with Inclusion team to ensure that vulnerable pupils were targeted, and communicated with families to ensure that these pupils were present in Hub provision, liaising with transport to facilitate taxis and monitoring attendance on a daily basis and making links with other agencies to identify families in need of food boxes, wellbeing packs and other support and guidance
- Led and worked closely with social workers to ensure that social workers visited hubs for face to face provision with vulnerable pupils
- Ensured robust safeguarding guidance and training for Hub provision
- Constructed a clear 'keep in touch' protocol for schools for wellbeing calls and escalation to Safeguarding if needed, including scripts and prompts for Teaching Assistants and other staff undertaking these calls
- A safeguarding playlist was created for all schools based staff to undertake during periods of lockdown, to maintain safeguarding knowledge and develop Professional Learning
- Kizzie led on the creation of a Teams site for school Safeguarding leads to quickly share resources and information
- Kizzie worked closely with Wellbeing leads on advice and guidance for parents during lockdown periods

Education Inclusion Services – Pembrokeshire County Council

The Education and Social Care Teams, alongside 3rd sector commissioned services, developed a vulnerable children working group. The following processes were implemented as examples of the exceptional work undertaken:

- The Lead Worker role was created for children and young people which the service had identified as 'vulnerable' but who did not have a social worker.
- Ongoing advice and guidance updates continued regularly throughout the periods for schools to upload onto their digital platforms for both parents and pupils. These included signposting topics such as domestic abuse helplines, online safety and radicalisation (PREVENT) guidance for parents which schools could post on their digital platforms. Extra guidance documents were sent to schools on attending virtual child protection conferences and LAC reviews, guidance on child neglect during COVID 19 and online safety advice for parents.
- The youth service partially opened youth centres to enable counselling and direct support for older young people at greater risk of anxiety and self-harm. The 3 main voluntary sector youth centres also adopted this model.

Zoe Ellams – Wellbeing Worker – Powys County Council

During the global Pandemic, a mother died suddenly and unexpectedly leaving one young child and one teenage child having to deal with the sudden loss. This turned the world of these two children upside down and the child who was open to the IDS team found it hard to understand where their mother had gone. Zoe worked relentlessly to support the family to consider next steps, which included the children moving out of the family home due to complicating factors. Zoe supported the child with complex needs to learn to understand what happened and how to process their feelings of loss. Zoe undertook exceptional and considered work in enabling the child to have a voice and to express how they felt following the loss of their mother.

Innovation and Creativity leading to Improved Safeguarding Practice for Children or Adults at Risk

Heather Howells - Lead Safeguarding Adults Practitioner - HDdUHB

During the COVID pandemic, Heather quickly explored a solution to deliver training virtually via Microsoft Teams. She advised and guided other team members across all Teams to embrace this new platform and revise safeguarding training to be delivered virtually. Alongside this, she put in place innovative solutions for collating attendance at training for accurate compliance reporting via Electronic Staff Records and evaluation forms.

As a result of Heather's innovation and diligence in finding solutions to the challenges presented in re-establishing safeguarding training as quickly as possible, HDdUHb were able to start delivering core safeguarding children and adults training with minimal delay, thereby supporting improved knowledge and awareness and improved safeguarding practice in Health Board services. This solution to the challenge we were presented with has had a huge positive impact in that our training compliance figures have improved significantly. More staff attend virtual training sessions than previously when they were delivered face to face.

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Meinir James - Team Manager for Integrated Safeguarding Service-Through Age Model - Ceredigion County Council

Meinir has been inspirational with the dedication that she has shown to the service and her enthusiasm for effecting change, as she helps develop a through-age safeguarding team, works closely with colleagues across the new model to develop a robust early intervention/prevention service, and leads on the transition of the current children's referrals process to the development of a new process of a Children's Triage Model in the Porth Gofal area. Added to this, Meinir has worked extremely hard to develop the Safeguarding team itself, recruiting new staff members into new positions within the team and ensuring that the safeguarding process and procedures are implemented in as an effective and as seamless way as possible, nurturing strong communication with staff across the team who are undertaking children and adult safeguarding and ensuring that the team works in a holistic way.

Sian Maynard - Named Safeguarding Midwife - Hywel Dda University Health Board

In 2020, Sian developed and introduced the Sharing of Safeguarding Information in Pregnancy Database within the Health Board. This was the first of its kind in Wales and provided an electronic organisational memory regarding safeguarding concerns identified within the midwifery service. This database ensured up to date safeguarding information was available to qualified midwifery and neonatal staff across the Health Board sites.

Since this time, Sian has developed a SIP Mobile Application (SIP App), which is again a first for Wales. This secure App on Health Board mobile telephones for Community Midwives and Neonatal Outreach Practitioners, ensures that they are able to access timely safeguarding information, even when in the community away from a main hospital site.

Additionally, this innovation is paper free and allows information to be shared electronically with General Practitioners and Health Visitors, therefore closing the loop on the sharing of this vital information.

Victoria Wall/Claire Parker - Detective Sergeant/Senior Probation Officer - Dyfed Powys Police/Probation Service

DS Victoria Wall and Claire Parker have worked together to develop and embed a system to monitor and manage the transfer of offenders in and out of the Dyfed-Powys area which ensures that victims and potential children and adults who may be at risk are protected. The process ensures that the movement of those who may pose a risk to others is tracked and that proposed accommodation is checked and any safeguarding concerns are considered with swift action taken should there be any increased risk.

The positive impact has been both to the service user (such as home visits and referrals to child or adult services), and it has also has potential going forward as a multi-agency model to connect with partnerships in Dyfed Powys and further afield.

INTACT Team - Early intervention and Prevention Work with Children and Young People - Dyfed Powys Police

The team has now been up and running for 12 months, during which time they have received 320 referrals for support, with a takeup rate of around 85%. They have not only safeguarded the individuals at-risk of engaging in serious violence and organised crime, but have also supported their family and friend networks. The team have worked to build trusted relationships with other services such as TAF, youth support and YOT to develop integrated opportunities for all.

Powys Child Exploitation Team – Powys County Council

The team have successfully facilitated a culture of change, including a multi-agency move away from risk assessment models which research and internal audits told us inadvertently resulted in children's behaviour being the issue to prevent and contain, and toward supporting children and targeted for exploitation as in need of protection and support. In Powys, this change has enabled safeguarding responses to exploitation to align with all other forms of child abuse, with a strong and targeted focus on, who is harming the child and what spaces and places are contributing to the harm occurring and the child's individual care and support needs. The team continue to evaluate the change through regular analysis of outcomes, and service user feedback has included children and family members feeling valued and empowered.

In March 2020 the team were proactive in taking the lead to create a meaningful dataset to enable fluid scrutiny of what exploitation in Powys looks like, what is working well and target areas of risk and to date, this has been positively received by all agencies. The data set and its visual layout has been described by the Regional Independent Child Trafficking Guardianship Service as innovative, and subsequently they have requested that such data analysis be implemented within all Local Authorities across Wales as a best practice model. Early indications suggest an improving picture in terms of effective responses to child exploitation, including greater disruption and trauma informed responses to recovery to both children and families.

Outstanding Practice Demonstrated in the Safeguarding of Adults at Risk

Jess Antrobus - Team Manager Adult Safeguarding - Powys County Council

Jess has completed a masters in safeguarding, is a Best Interest Assessor and combines this knowledge diligently. She has developed a suite of training resources to help practitioners and partners understand the role of the safeguarding function. This has included bitesize information sessions about the Wales Safeguarding Procedures to complement other training available. Michael Gray, Head of Adult Services has encouraged this nomination and had this to say about Jess.

"Jess offers a unique blend of human rights-based values, service leadership and relentless commitment to doing what's right for our residents. She undertakes her job with a confidence and humility that has naturally made her a go-to manager in our service when it comes to safeguarding adults at risk (including myself). Her skills set, knowledge and values makes her one of our key members of staff in the service. Powys is very lucky to have someone of Jess's calibre and I'm delighted to see that Jess is being nominated for this award."

Cathy Richards - Senior Manager Adult Safeguarding & DoLS - Carmarthenshire County Council

Despite Cathy's active and ongoing involvement in a variety of regional and national policies, she continues to lead and transform the way Adult Safeguarding and DoLS functions within her team.

Cathy has worked tirelessly to influence others to learn and change practice, making Safeguarding "everyone's business". Cathy drives the ethos relating to making safeguarding personal, to ensure that all adults at risk of abuse or neglect within our region have a voice and are involved as much as possible with any actions that follow. Cathy's extensive experience combined with her creativity has transformed the team in Carmarthenshire, with many other Local Authorities adopting practices and processes implemented by the team.

Outstanding Practice Demonstrated in the Safeguarding of Children

Care and Support South Team, IFST, Intervention and Prevention Team - Children's Services - Powys County Council

A 4 year old child was placed in foster care under a voluntary arrangement with mother's consent. The child had been placed within this care arrangement for over a year and an assessment had been completed recommending that the child's careplan should ultimately be one of adoption. However this assessment and recommendation was reviewed using the Signs of Safety mapping tool and the team were able to build a trusting relationship up with the child's mother, thus enabling the team to understand the situation from her perspective and the triggers which led to the difficulties Mum had had at the time of the commencement of the accommodation.

The Signs of Safety methodology was utilised rigorously to assist the team to recommend a different plan; one of reunification. The team were able to not only look at the worries, but the strengths that were then within the situation.

Then key skills utilised upon reflecting were that of relationship building and being open and honest with the family and their network. The child returned to Mum's care and further support was provided under a care and support plan.

David Preece (IDS) and Fostering Service - Social Worker, Children's Services - Powys County Council

The team have worked alongside a young child with complex health needs which has required significant medical intervention and hospital stays. Practitioners have spent time in hospital to keep the little boy company and provide the carer with a break. Alongside supporting the child and their family, the teams have also been progressing with care planning for reunification back into the family. The little boy is now spending overnights in the care of his step-father, with a plan to returning full time. This is a massive achievement, all whilst the pandemic was happening.

Kieran Wilkins - Senior Family Intervention Worker - Pembrokeshire County Council

The reason for nomination is best summed up by the words of the mother of a young girl that Kieran provided intensive support to during the pandemic, following the young person having attempted suicide:

Feedback letter from a mother:

"When we first met, our daughter had just come out of hospital following a suicide attempt and was at rock bottom rarely leaving the house & sometimes never even getting out of bed let alone attending school.

When you arrived, you brought with you a ray of sunshine and laughter. You helped us to believe as parents we were doing everything we could to help her but more importantly you made her feel special, valued and listened to.

You helped her over time to believe in herself, helped her see the good in all that she did to focus on the positives and deal with the challenges at a pace that suited her. You never wavered, your strength, resilience, and hope for the future kept us going, and we were so very fortunate to have met you. I know she would not be here without your help and support and my life is nothing without her, so I truly mean it when I say you saved us all.

We see the new confidence in herself and in turn, that provides us with confidence that the future is much brighter thanks to you.

You are an amazing Edge of Care Support worker and an all-round wonderful person and we cannot thank you enough for being a part of our lives we will remember you always. I hope there are many more families out there who are lucky enough to benefit from your help & support."

**Paul Regimbal - Senior Social Work Practitioner, Team Around the Family –
Pembrokeshire County Council**

Paul Regimbal has 9 years of post-qualifying experience and is currently a Senior Social Work Practitioner in Pembrokeshire's 'Team Around the Family' (TAF) service, a Welsh Government grant-funded team who consist largely of non-social work qualified staff providing a range of targeted, early intervention and preventative support services to approximately 250 families at any one time across our County. These interventions help to prevent the escalation of need for families to statutory services.

Paul has been with TAF almost three years now having come from children's social care services. He has a range of transferable skills and is an exceptionally supportive and competent social worker who gives his all to his role. Paul is very well respected and held in high esteem; helping to better evidence and take into account the longer-term effects of cumulative harm and in particular recognise the early indicators of neglect. Early on, Paul introduced strengths-based safety and wellbeing planning with families. These plans are child friendly, utilising the child's voice about perceived risk/s whenever possible and are practical in nature focusing on outcomes; helping everyone to better acknowledge and understand the risk factors affecting children's growth, development, safety and wellbeing. To ensure the team have been able to implement this approach, Paul offers supervision and group work sessions to TAF and sometimes to other teams to help build confidence and upskill professionals across social care, education and health services.

There has been a high level of professional anxiety observed during the pandemic. Notably, Paul's approach has consistently aided others in managing risk and reducing risk, assisting everyone to look to the family and wider networks of informal support (where possible) to help address family matters within families.

The Integrated Family Support Service (IFSS) - Edge of Care (EoC) Team - Pembrokeshire County Council

The quantitative and qualitative data evidences that team members are committed to strengthening families and improving relationships within them so children can remain living within the family network safely and sustainably. For example, in the financial year 2020/21; 175 children received support from Edge of Care. 82% of these were supported to remain (or returned to) living within their family network. This equates to just over 4 out of 5 children. This does not happen without the culture set up within the IFSS. The person centred, strength based and solution focussed approach evidently means team members are effectively coming alongside families and supporting them make the changes so children can continue to be safely cared for within their family network.

As a result, the Edge of Care provision is positively contributing to the Pembrokeshire Children's Services' Young Person Looked After Reduction Strategy.

Philip Davies - Social Worker - Carmarthenshire County Council

Phillip is an extremely committed and dedicated social worker who not only supports the families he is allocated, but also his team members and the families they support. Phil has managed several complex cases and his conduct with families, the care he affords the children and young people and the passion in which he advocates for each one of the children, as well as his written work and comprehensive care planning for the families, has received high praise from Judges, barristers, independent reviewing officers as well as his colleagues. More significantly the families who are supported by Phillip are also complimentary of the support he offers. The therapeutic direct work Phil has delivered to children and young people during very challenging times in their lives has been invaluable.

Shevaughn Williams - Support Worker - Pembrokeshire Youth Service

Shevaughn's practice has had a transformational impact on the life of a traumatised young person who was at serious risk of further significant harm.

Through building a positive, supportive relationship and subsequently being alert to concerning behaviours of the young person, a coercive boyfriend, a controlling mother and a sexually inappropriate male adult relative, Shevaughn submitted a series of MARFs and worked closely with agencies and the young person to support her to follow a risk plan to safeguard her.

Shevaughn has subsequently brokered continuation of social care support, counselling support and encouraged participation in activities such as upcycling and regular swimming and walking. She has also been there to listen and support the young person to keep a feelings journal and encouraged her to participate in house meetings and to be fully involved in the decisions that affect her life.

Linda Elias - Exploitation Co-ordinator - Dyfed Powys Police

Linda goes above and beyond to safeguard children at risk of Child Sexual Exploitation. She has been integral part of the embedding of the MACE meetings and has worked with each Local Authority to ensure that there is consistency within each area. Linda has overcome data reporting issues by arranging meetings with local authorities such as Powys to ensure that they have the appropriate data in readiness for the MACE meetings.

Linda constantly strives to identify gaps and areas of improvement. Recently, she identified lack of knowledge from various agencies on the National Referral Mechanism (NRM) and has proceeded to arrange regional training for partners on the submissions of NRM. This will be discussed at the next training sub-group.

Joint Nomination:

Michael McAteer - Team Around the Family Worker/Gillian Richards - Team Around the Family Worker/Fiona John - Youth Worker - Youth Justice Team/Alexis Cook - West Wales Domestic Abuse

Pembrokeshire County Council

Team Around the Family Workers work in Early Intervention and Prevention Parenting Support to enable parents and carers to develop resilience and skills necessary to parent their children and bring about a suitable level of wellbeing through use of positive parenting strategies.

Youth Justice Team Youth Worker support young people to modify their behaviours and attitude to reduce risk of recidivism through improving wellbeing, social opportunities and engagement.

West Wales Domestic Abuse Service Support Worker supports family experiencing aggression within the family home, to raise awareness of the impacts of different types of domestic abuse and support families to modify behaviours to reduce risks.

Participatory Practice leading to Co-production in the Safeguarding of Children or Adults at Risk

Dr Sion James/ Dr Catherine Burrell - Deputy Medical Director, Primary and Community Services Clinical Director / Deputy Associate Medical Director, Primary and Community Care Services - HDdUHB

The corporate safeguarding team receives exceptional engagement and support from Sion and Cath in all areas of safeguarding work. From attending the Community and Primary Care Service Safeguarding Delivery Group, to supporting statutory Child and Adult Practice Reviews, attending Domestic Homicide Review (DHR) panels and facilitating meetings with General Practice as part of the DHR, respectfully challenging safeguarding practice, improving training uptake and disseminating safeguarding messages and learning to all Practices, the importance they place on safeguarding is clear. They are always approachable and accessible in responding to safeguarding issues and requests despite their broad portfolios and significant workloads.

Ruth Harrison - Lead Nurse Safeguarding Children - HDdUHB

Ruth took the lead in drafting the Regional Procedure for the Management of Injuries in Non Mobile Children. Drafting a regional procedure is a challenging process. Ruth role modelled collaborative working to resolve different views. As with all regional policies and procedures, the positive impact is providing a consistent approach across the Mid and West Wales Region.

Ruth was able to demonstrate her multi-agency leadership skills in working across agencies to draft such an important procedure. She demonstrated tenacity and patience which resulted in endorsement across all partners within the Regional Safeguarding Board.

In addition to the above, Ruth has worked diligently and collaboratively with a Safeguarding Manager in Pembs Local Authority to draft Guidance on Working with People who are Uncooperative.

Loyal and Dedicated Service to the Safeguarding of Children or Adults at Risk

Raquel Bennett - Senior Nurse Safeguarding - Powys Teaching Health Board

The role of the Senior Nurse Safeguarding is an integral part of the Safeguarding Team and supports the Assistant Director of Nursing Safeguarding to lead the safeguarding agenda across Powys Teaching Health Board (PTHB), in accordance with legislation, best practice and regulatory requirements, to ensure delivery of a robust, system wide approach to safeguarding.

The Senior Nurse represents PTHB at local, regional, and national safeguarding meetings, working with partner agencies to ensure a collaborative and integrated approach to safeguarding governance and quality. The Senior Nurse is the Lead Practitioner for the procedural response to unexpected deaths in childhood (PRUDiC).

The Senior Nurse is a specialist resource for the organisation and for partner agencies in safeguarding situations that concern PTHB.

As well as her continued dedication to her role as a Senior Nurse in Safeguarding, Raquel has contributed significantly to a number of Safeguarding Board Sub-Groups and their workstreams, offering valuable insight and new ideas to support the Board in its ongoing efforts to achieve best practice and support safeguarding practitioners across the region.

Stefan Smith - Head of Children's Services - Carmarthenshire County Council

Stefan Smith has been an officer of Carmarthenshire County Council for more than 25 years and in that time has worked diligently for the benefit of our children, young people and their families. Stefan is a key supporter and advocate of the integrated Education and Children's Services approach as he realises the value of the overlap between the different services which benefit our children and young people. Without this real integration, much of what has been achieved under Stefan's astute leadership, would not have been possible.

For the past 10 years Stefan has successfully led Carmarthenshire's Children's Service division. His professional approach and strong leadership skills have been a key influence in developing the forward thinking workforce who are at the heart of delivering excellent, innovative services across the whole spectrum of children's social care.

He has led the implementation of the Signs of Safety model to work with families, creating hubs of practice across the county where he has been able to provide supportive environments for social workers to reflect, manage risk and plan interventions in a supportive environment.

It is Stefan's broad view and understanding of services that impact on safeguarding of children that has meant that his influence is far reaching. He has had a significant personal impact on leading the Service for over 10 years to be the strong and resilient Children's Service in place in Carmarthenshire today.

Bwrdd Diogelu Rhanbarthol
Canolbarth
a Gorllewin Cymru

Gwobrau Ymarfer Diogelu 2022

13 Mai 2022

Categorïau Enwebiadau

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Oedolion mewn Perygl yn ystod Cyfyngiadau COVID

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Plant yn ystod Cyfyngiadau COVID

Arloesedd a Chreadigrwydd sy'n Arwain at Well Arferion Diogelu i Blant ac Oedolion mewn Perygl

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Oedolion mewn Perygl

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Plant

Ymarfer Cyfranogol sy'n Arwain at Gyd-gynhyrchu o ran Diogelu Plant neu Oedolion mewn Perygl

Gwasanaeth Ffyddlon ac Ymroddedig i Ddiogelu Plant neu Oedolion mewn Perygl

Canolfan Halliwell, Caerfyrddin, Ystafell Cothi

13 Mai 2022

- | | |
|---------|---|
| 9.00am | Cyrraedd a Lluniaeth |
| 9.30am | Croeso - Ditectif Brif Arolygydd Richard Yelland - Heddlu
Dyfed-Powys |
| 9.35am | Anerchiad Agoriadol - Jake Morgan - Cadeirydd Bwrdd
Diogelu Plant Canolbarth a Gorllewin Cymru - CYSUR |
| 9.45am | Anerchiad Ffurfiol - Julie Morgan - Y Dirprwy Weinidog
dros Wasanaethau Cymdeithasol - Llywodraeth Cymru |
| 9.50am | Cyflwyno Gwobrau

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Oedolion
mewn Perygl yn ystod Cyfyngiadau COVID

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Plant yn
ystod Cyfyngiadau COVID

Arloesedd a Chreadigrwydd sy'n Arwain at Well Arferion
Diogelu i Blant neu Oedolion mewn Perygl |
| 10.30am | Egwyl |

10.45am Cyflwyno Gwobrau

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Oedolion mewn Perygl

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Plant

Ymarfer Cyfranogol sy'n Arwain at Gyd-gynhyrchu o ran Diogelu Plant neu Oedolion mewn Perygl

Gwasanaeth Ffyddlon ac Ymroddedig i Ddiogelu Plant neu Oedolion mewn Perygl

11.50am Anerchiad i Gloi - Jonathan Griffiths - Cadeirydd Bwrdd Diogelu Oedolion Canolbarth a Gorllewin Cymru - CWMPAS

12.00pm Cinio

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Oedolion mewn Perygl yn ystod Cyfyngiadau COVID

Helen Harries - Swyddog Prosiect Gofal Cymdeithasol - Cyngor Sir Ceredigion

Trwy Covid-19 mae Helen wedi bod yn gyswilt allweddol rhwng darparwyr gofal preswyl yng Ngheredigion. Mae wedi rhoi cefnogaeth aruthrol i'r darparwyr drwy gydol y ddwy flynedd. Mae hyn wedi cynnwys galwadau ffôn dyddiol a chwblhau adroddiadau ar y sefyllfa, cydlynu cyfarfodydd cynllunio a mynd ar drywydd camau gweithredu.

Yng nghanol gaeaf 2020/2021 roedd gan tua 13 o gartrefi statws 'digwyddiad'. Sicrhaodd Helen fod llesiant y darparwyr yn cael ei gefnogi gan ddarparu adnoddau ychwanegol.

Mae darparwyr wedi adleisio eu gwerthfawrogiad tuag at Helen a'r gefnogaeth y mae wedi'i darparu drwy gydol y cyfnod. Bu hyn o gymorth i'r cartrefi ddiogelu'r preswylwyr yn ystod cyfnodau o dywyllwch llwyr pan oedd y sefyllfa COVID-19 yn ddwys.

Mae Helen wedi bod yn ffactor sylfaenol yn yr ymateb i COVID-19 yng Ngheredigion.

Ian Randell/Alison Watkins - Uwch Reolwyr Comisiynu - Cyngor Sir Caerfyrddin

Mae'r timau comisiynu wedi bod yn allweddol wrth gefnogi'r sector gofal, yn enwedig y sector cartrefi gofal, yn ystod y pandemig i liniaru effaith COVID, i ddiogelu'r rhai mwyaf agored i niwed ac i liniaru marwolaethau cynamserol; 'ymdrehch tîm' go iawn, arddangosiad o ddysgu ar y cyd, cydgefngogaeth, datrys problemau'n gyflym ar y cyd ac yn greadigol. Gan ddangos eu hyblygrwydd a'u hymatebolrwydd, maent wedi gweithio'n ddiflino i gynnal gwasanaeth cymorth 7 diwrnod yr wythnos i ymateb i argyfyngau a pharhau i gefnogi dros ddwy flynedd o COVID. Mae'r timau wedi: datblygu polisiau a phrotocolau amlasantaeol i asesu a monitro risg ar draws y system gyfan; datblygu cyd-gymorth i gefnogi gweithio trawsffiniol ar adegau o argyfwng; a hyrwyddo a chydgylltu brechiadau, cyfarpar diogelu personol, mesurau rheoli atal heintiau, mentrau ymarferol yn y gweithlu a chynlluniau wrth gefn i gefnogi ein sectorau mwyaf agored i niwed a gofal a chymorth. Ar ei anterth, roedd y timau'n wynebu ac yn lliniaru'r posibilrwydd o gau cartrefi, yn rheoli nifer o achosion o COVID, yn cefnogi ymyriadau rheoleiddio ac yn ymdrin â phwysau difrifol mewn perthynas â rheoli risg.

Nerys Lewis - Rheolwr Corfforaethol Gwasanaethau Uniongyrchol - Cyngor Sir Ceredigion

Mae Nerys wedi gweithio'n ddiflino i gynhyrchu canllawiau a phrotocolau clir a chadarn ar gyfer cartrefi gofal o fewn amserlenni byr iawn, gan fanylu ar ganllawiau penodol ar reoli heintiau a chefnogi llesiant y preswylwyr a diogelu iechyd a llesiant y staff. Mae hi wedi cydweithio â thîm y Bwrdd Iechyd Sirol Lleol i sicrhau bod yr holl waith a gwblhawyd yn cael ei wneud drwy ymgynghori a chyda ffocws integredig.

Mae Nerys wedi ymuno â galwadau wythnosol gyda'r holl ddarparwyr i'w cefnogi i ddarparu gwybodaeth a rhannu'r holl ddogfennau a gynhyrchrir ar gyfer y cartrefi mewnol, gan ymateb i ymholaiddau a phryderon wrth iddynt godi, waeth beth fo'r amser neu'r diwrnod. Yn fwyaf nodedig yw dull Nerys o gefnogi ei thimau a'i staff. Mae wedi cefnogi rheolwyr y cartrefi a'r timau drwy'r hyn sydd wedi bod yn gyfnod heriol iawn; mae lefelau gorbryder wedi bod yn uchel, ond mae hi wedi sicrhau ei bod ar gael 24/7 i gefnogi a gweithio gydag unigolion drwy faterion penodol gan alluogi dull datrys problemau ac agwedd gadarnhaol ar draws yr holl dimau. Mae dull Nerys sy'n canolbwytio ar yr unigolyn bob amser yn golygu mai'r preswylydd/defnyddiwr gwasanaeth sydd bwysicaf yn ei gwaith.

Tracy Skidmore - Rheolwr - Belvedere Care Home Ltd

Mae'r profion covid niferus a'r cyfyngiadau cyffredinol y bu'r cartref yn destun iddynt dros y ddwy flynedd ddiwethaf wedi achub bywydau llawer o breswylwyr, ac ni chafwyd dim marwolaethau a oedd yn gysylltiedig â COVID. Bu'r cartref dan gyfyngiadau llym am bron i 2 flynedd. Cafwyd adloniant mewnol a defnyddiwyd Zoom i breswylwyr gael gweld eu hanwyliaid. Drwy gydol y pandemig, arweiniodd Tracy y cartref gofal drwy nifer o heriau a gwnaeth hynny gydag ymroddiad parhaus i lesiant yr holl breswylwyr.

Ymrwymiad Eithriadol a Ddangoswyd i Ddiogelu Plant mewn Perygl yn ystod Cyfyngiadau COVID

Kizzie Garner Hughes - Swyddog Amddiffyn Plant Enwebedig - Cyngor Sir Ceredigion

Mae gwaith Kizzie bob amser o safon rago. Mae ei hymrwymiad, ei chryfder a'i sgiliau cyfathrebu cryf bob amser yn amlwg yn ei gwaith. Gan ganolbwytio'n benodol ar gyfnod Covid, arweiniodd Kizzie yn strategol gan weithredu:

- Canllawiau Diogelu Diwygiedig er mwyn sicrhau bod ysgolion yn rhoi gweithdrefnau ar waith mewn modd cadarn yn ystod y cyfyngiadau symud
- Cyfraniad sylweddol tuag at strategaeth dysgu ar-lein ledled y sir, er mwyn sicrhau bod y broses o weithredu sesiynau dysgu 'byw' yn ddiogel.
- Arwain a gweithio'n agos gyda'r Tîm Cynhwysiant i sicrhau bod disgylion sy'n agored i niwed yn cael eu targedu, a chyfathrebu â theuloedd i sicrhau bod y disgylion hyn yn bresennol yn narpariaeth Hwb, gan gysylltu â chludiant i hwyluso tacsis a monitro presenoldeb yn ddyddiol a gwneud cysylltiadau ag asiantaethau eraill i nodi teuluoedd sydd angen bocsys bwyd, pecynnau llesiant a chymorth ac arweiniad arall.
- Arwain a gweithio'n agos gyda gweithwyr cymdeithasol er mwyn sicrhau bod gweithwyr cymdeithasol yn ymweld â hybiau er mwyn darparu cyswllt wyneb yn wyneb i ddisgyblion agored i niwed.
- Sicrhau hyfforddiant a chanllawiau diogelu cadarn ar gyfer darpariaeth Hwb.
- Llunio protocol 'cadw mewn cysylltiad' clir i ysgolion ar gyfer galwadau llesiant a'u huwchgyfeirio i'r Tîm Diogelu os oes angen, gan gynnwys scriptiau ac awgrymiadau ar gyfer Cynorthwywyr Addysgu a staff eraill sy'n ymgymryd â'r galwadau hyn.
- Crëwyd rhestr chwarae diogelu i'r holl staff wedi'u lleoli mewn ysgolion allu ymgymryd â hi yn ystod cyfnodau o gyfyngiadau symud, er mwyn cynnal gwybodaeth am ddiogelu a datblygu Dysgu Proffesiynol.
- Arweiniodd Kizzie ar greu safle Teams er mwyn i Arweinwyr Diogelu Ysgolion rannu adnoddau a gwybodaeth yn gyflym.
- Gweithiodd Kizzie yn agos gydag Arweinwyr Llesiant ar gyngor ac arweiniad i rieni yn ystod y cyfnodau clo.
- Mae arweinwyr ysgolion wedi barnu mewn holiadur bod y gwaith uchod yn rhagorol.

Gwasanaethau Cynhwysiant Addysg - Cyngor Sir Penfro

Datblygodd y Timau Addysg a Gofal Cymdeithasol, ochr yn ochr â gwasanaethau a gomisiynwyd gan y trydydd sector, weithgor plant sy'n agored i niwed. Rhoddwyd y prosesau canlynol ar waith fel enghreifftiau o'r gwaith eithriadol a wnaed:

- Crëwyd rôl y Gweithiwr Arweiniol ar gyfer plant a phobl ifanc yr oedd y gwasanaeth wedi nodi eu bod yn 'agored i niwed' ond nad oedd ganddynt weithiwr cymdeithasol.
- Parhaodd y diweddariadau parhaus o ran cyngor ac arweiniad yn rheolaidd drwy gydol y cyfnodau er mwyn i ysgolion eu llwytho i fyny ar eu platformau digidol ar gyfer rhieni a disgyblion. Roedd y rhain yn cynnwys cyfeirio at bynciau fel llinellau cymorth cam-drin domestig, canllawiau diogelwch ar-lein a radicaleiddio (PREVENT) i rieni y gallai ysgolion eu postio ar eu llwyfannau digidol. Anfonwyd dogfennau canllaw ychwanegol at ysgolion am fynychu cynadleddau rhithwir yngylch amddiffyn plant ac adolygiadau plant sy'n derbyn gofal, canllawiau ar esgeuluso plant yn ystod COVID 19 a chyngor ar ddiogelwch ar-lein i rieni.
- Agorodd y gwasanaeth ieuenciad ganolfannau ieuenciad yn rhannol i alluogi cwnsela a chymorth uniongyrchol i bobl ifanc hŷn sydd mewn mwy o berygl o ddioddef gorbryder a hunan-niweidio. Mabwysiadodd 3 prif ganolfan ieuenciad y sector gwirfoddol y model hwn hefyd.

Zoe Ellams - Gweithiwr Llesiant - Cyngor Sir Powys

Yn ystod y Pandemig byd-eang, bu farw mam yn sydyn ac yn annisgwyl gan adael un plentyn ifanc ac un plentyn yn ei arddegau i orfod delio â'r golled sydyn. Newidiodd hyn fywydau'r ddau blentyn yn llwyr dros nos ac roedd y plentyn a oedd yn agored i Dîm y Gwasanaeth Anabledd Integredig yn ei chael hi'n anodd deall ble roedd eu mam wedi mynd. Gweithiodd Zoe yn ddiflino i gefnogi'r teulu i ystyried y camau nesaf, a oedd yn cynnwys y plant yn symud allan o gartref y teulu oherwydd ffactorau cymhleth. Gwnaeth Zoe gefnogi'r plentyn ag anghenion cymhleth i ddysgu deall beth ddigwyddodd a sut i brosesu ei deimladau o golled. Gwnaeth Zoe waith eithriadol ac ystyriol i alluogi'r plentyn i gael llais ac i fynegi sut roedd yn teimlo ar ôl colli ei fam.

Arloesedd a Chreadigrwydd sy'n arwain at Well Arferion Diogelu i Blant neu Oedolion mewn Perygl

Heather Howells - Ymarferydd Arweiniol Diogelu Oedolion - Bwrdd Iechyd Prifysgol Hywel Dda

Yn ystod pandemig COVID, aeth Heather ati yn gyflym i ddod o hyd i ddatrysiaid i ddarparu hyfforddiant yn rhithwir drwy Microsoft Teams. Cynghorodd ac arweiniodd aelodau eraill o'r tîm ar draws yr holl Dimau i groesawu'r platform newydd hwn a diwygio hyfforddiant diogelu i'w ddarparu'n rhithwir. Ochr yn ochr â hyn, rhoddodd atebion arloesol ar waith ar gyfer coladu presenoldeb mewn hyfforddiant ar gyfer adroddiadau cydymffurfio cywir drwy Gofnodion Staff Electronig a ffurflenni gwerthuso.

O ganlyniad i arloesedd a diwydrwydd Heather wrth ddod o hyd i atebion i'r heriau a gyflwynwyd wrth ailsefydlu hyfforddiant diogelu cyn gynted â phosibl, llwyddodd Bwrdd Iechyd Prifysgol Hywel Dda i ddechrau darparu hyfforddiant craidd mewn diogelu plant ac oedolion heb fawr o oedi, gan gefnogi gwell gwybodaeth ac ymwybyddiaeth a gwell arferion diogelu yng ngwasanaethau'r Bwrdd Iechyd. Mae'r ateb hwn i'r her a gyflwynwyd i ni wedi cael effaith gadarnhaol enfawr gan fod ein ffigurau cydymffurfio â hyfforddiant wedi gwella'n sylweddol. Mae mwy o staff yn mynychu sesiynau hyfforddiant rhithwir nag o'r blaen pan oeddent yn cael eu cyflwyno wyneb yn wyneb.

O ganlyniad i arloesedd a diwydrwydd Heather wrth ddod o hyd i atebion i'r heriau a gyflwynwyd wrth ailsefydlu hyfforddiant diogelu cyn gynted â phosibl, llwyddodd Bwrdd Iechyd Prifysgol Hywel Dda i ddechrau darparu hyfforddiant craidd mewn diogelu plant ac oedolion heb fawr o oedi, gan gefnogi gwell gwybodaeth ac ymwybyddiaeth a gwell arferion diogelu yng ngwasanaethau'r Bwrdd Iechyd. Mae mwy o staff bellach yn mynychu sesiynau hyfforddiant

Meinir James - Rheolwr Tîm ar gyfer Gwasanaeth Diogelu Integredig - Model Gydol Oes - Cyngor Sir Ceredigion

Mae Meinir wedi bod yn ysbrydoledig gyda'r ymroddiad y mae wedi'i ddangos i'r gwasanaeth a'i brwd frydedd dros roi newid ar waith, wrth iddi helpu i ddatblygu tîm diogelu gydol oes, gweithio'n agos gyda chydweithwyr ar draws y model newydd i ddatblygu gwasanaeth ymyrraeth gynnar/atol cadarn, ac arwain y gwaith o drawsnewid y broses atgyfeirio plant bresennol i ddatblygu proses Model Brysbennu Plant newydd ym maes Porth Gofal. Yn ogystal â hyn, mae Meinir wedi gweithio'n eithriadol o galed i ddatblygu'r Tîm Diogelu ei hun, gan recriwtio aelodau o staff newydd i swyddi newydd o fewn y tîm a sicrhau bod y broses a'r gweithdrefnau diogelu yn cael eu gweithredu mewn ffordd mor effeithiol a di-dor â phosibl, gan feithrin cyfathrebu cryf â staff ar draws y tîm sy'n ymgymryd â diogelu plant ac oedolion a sicrhau bod y tîm yn gweithio mewn ffordd gyfannol.

Sian Maynard - Bydwraig Diogelu a Enwir - Bwrdd Iechyd Prifysgol Hywel Dda

Yn 2020, datblygodd a chyflwynodd Sian y Gronfa Ddata Diogelu - Rhannu Gwybodaeth yn ystod Beichiogrwydd o fewn y Bwrdd Iechyd. Dyma'r cyntaf o'i bath yng Nghymru ac roedd yn darparu cof sefydliadol electronig ynghylch pryderon diogelu a nodwyd yn y gwasanaeth bydwreigiaeth. Roedd y gronfa ddata hon yn sicrhau bod y wybodaeth ddiweddaraf am ddiogelu ar gael i fydwragedd cymwysedig a staff newydd-enedigol ar draws safleoedd y Bwrdd Iechyd.

Ers hynny, mae Sian wedi datblygu Ap Rhannu Gwybodaeth yn ystod Beichiogrwydd, sydd eto y cyntaf o'i fath i Gymru. Mae'r Ap diogel hwn ar ffonau symudol y Bwrdd Iechyd ar gyfer Bydwragedd Cymunedol ac Ymarferwyr Allgymorth Newydd-enedigol yn sicrhau eu bod yn gallu cael gafaol ar wybodaeth amserol ar ddiogelu, hyd yn oed pan fyddant yn y gymuned i ffwrdd o brif safle'r ysbtyt.

Yn ogystal, mae'r cam arloesol hwn yn ddi-bapur ac yn caniatáu i wybodaeth gael ei rhannu'n electronig gyda Meddygon Teulu ac Ymwelwyr Iechyd, gan felly ddiogelu'r wybodaeth hanfodol hon sy'n cael ei rhannu.

Victoria Wall/Claire Parker - Ditectif Ringyll/Uwch Swyddog Prawf - Heddlu Dyfed-Powys/Gwasanaeth Prawf

Mae'r Ditectif Ringyll Victoria Wall a Claire Parker wedi gweithio gyda'i gilydd i ddatblygu a sefydlu system i fonitro a rheoli'r broses o drosglwyddo troseddwyr i mewn ac allan o ardal Dyfed-Powys sy'n sicrhau bod dioddefwyr a darpar blant ac oedolion a allai fod mewn perygl yn cael eu diogelu. Mae'r broses yn sicrhau bod symudiadau'r rhai a allai beri risg i eraill yn cael eu holrhain a bod llety arfaethedig yn cael ei wirio a bod unrhyw bryderon diogelu yn cael eu hystyried gyda chamau cyflym yn cael eu cymryd pe bai unrhyw risg gynyddol.

Mae hyn wedi cael effaith gadarnhaol ar y defnyddiwr gwasanaeth (megis ymweliadau cartref ac atgyfeiriadau i wasanaethau plant neu oedolion) ac wrth edrych tuag at y dyfodol, potensial fel model amlasiantaeth i gysylltu â phartneriaethau yn ardal Dyfed-Powys a thu hwnt.

Tîm INTACT - Ymyrraeth Gynnar a Gwaith Atal gyda Phlant a Phobl Ifanc - Heddlu Dyfed-Powys

Bellach, mae'r tîm wedi bodoli ers 12 mis, ac yn ystod y cyfnod hwnnw maent wedi derbyn 320 o atgyfeiriadau am gymorth, gyda chyfradd ddefnyddio o tua 85%. Yn ogystal â diogelu'r unigolion mewn perygl o gymryd rhan mewn trais difrifol a throseddau cyfundrefnol, maent hefyd wedi cefnogi eu rhwydweithiau teuluol a ffrindiau. Mae'r tîm wedi gweithio i feithrin perthynas ddibynadwy â gwasanaethau eraill fel Tîm o Amgylch y Teulu, cymorth ieuenctid a Thîm Troseddau Ieuenctid i ddatblygu cyfleoedd integredig i bawb.

Tîm Camfanteisio ar Blant Powys – Cyngor Sir Powys

Mae'r tîm wedi llwyddo i hwyluso diwylliant o newid, gan gynnwys symudiad amlasiantaethol oddi wrth fodelau asesu risg a oedd, yn ôl gwaith ymchwil ac archwiliadau mewnol, yn anfwriadol yn dweud wrthym mai ymddygiad plant oedd y broblem, i atal a chynnwys, a thuag at gefnogi plant sy'n destun camfanteisio fel rhai y mae angen eu hamddiffyn a'u cefnogi. Ym Mhowys, mae'r newid hwn wedi galluogi ymatebion diogelu i gamfanteisio sy'n cyd-fynd â'r ymatebion i bob math arall o gam-drin plant, gan roi ffocws cryf a phenodol ar bwy sy'n niweidio'r plentyn a pha leoedd sy'n cyfrannu at y niwed sy'n digwydd ac anghenion gofal a chymorth y plentyn unigol. Mae'r tîm yn parhau i werthuso'r newid drwy ddadansoddi canlyniadau'n rheolaidd, ac mae adborth defnyddwyr gwasanaeth wedi cynnwys plant ac aelodau o'r teulu yn teimlo eu bod yn cael eu gwerthfawrogi a'u grymuso.

Ym mis Mawrth 2020, roedd y tîm yn rhagweithiol wrth arwain y gwaith o greu set ddata ystyrlon i alluogi craffu di-dor ar sut beth yw camfanteisio ym Mhowys, beth sy'n gweithio'n dda a thargedu meysydd risg a hyd yma, mae hyn wedi cael derbyniad cadarnhaol gan bob asiantaeth. Mae'r Gwasanaeth Gwarcheidiaeth Annibynnol Rhanbarthol ar Fasnachu mewn Plant wedi disgrifio'r set ddata a'i chynllun gweledol fel un arloesol, ac o ganlyniad maent wedi gofyn i ddadansoddiad data o'r fath gael ei weithredu ym mhob Awdurdod Lleol ledled Cymru fel model arfer gorau. Mae arwyddion cynnar yn awgrymu darlun sy'n gwella o ran ymatebion effeithiol i gamfanteisio ar blant, gan gynnwys mwy o ymatebion sy'n ymwybodol o drawma a tharfu i adferiad yn achos plant a theuluoedd.

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Oedolion mewn Perygl

Jess Antrobus - Rheolwr Tîm Diogelu Oedolion - Cyngor Sir Powys

Mae Jess wedi cwblhau gradd meistr mewn diogelu, mae'n Asesydd Budd Pennaf ac yn cyfuno'r wybodaeth hon yn ddiwyd. Mae hi wedi datblygu cyfres o adnoddau hyfforddiant i helpu ymarferwyr a phartneriaid ddeall rôl y swyddogaeth ddiogelu. Mae hyn wedi cynnwys sesiynau gwybodaeth bitesize am Weithdrefnau Diogelu Cymru i ategu'r hyfforddiant arall sydd ar gael. Mae Michael Gray, Pennaeth y Gwasanaethau i Oedolion, wedi annog yr enwebiad hwn ac wedi dweud hyn am Jess:

"Mae Jess yn cynnig cyfuniad unigryw o werthoedd sy'n seiliedig ar hawliau dynol, arweinyddiaeth gwasanaeth ac ymrwymiad diflino i wheud yr hyn sy'n iawn i'n preswylwyr. Mae'n ymgymryd â'i swydd gyda hyder a gostyngeiddrwydd sydd, yn naturiol, wedi ei gwneud hi'n rheolwr y mae pobl yn mynd ati yn ein gwasanaeth o ran diogelu oedolion sydd mewn perygl (gan gynnwys fi fy hun). Mae ei sgiliau, ei gwybodaeth a'i gwerthoedd yn ei gwneud hi'n un o'n haelodau staff allweddol yn y gwasanaeth. Mae Powys yn lwcus iawn o gael rhywun o safon Jess ac rwy'n falch iawn o weld bod Jess yn cael ei enwebu ar gyfer y wobr hon."

Cathy Richards - Uwch Reolwr Diogelu Oedolion a Threfniadau Diogelu Rhag Colli Rhyddid - Cyngor Sir Caerfyrddin

Er gwaethaf cyfranogiad gweithredol a pharhaus Cathy mewn amrywiaeth o bolisiau rhanbarthol a chenedlaethol, mae'n parhau i arwain a thrawsnewid y ffordd y mae Diogelu Oedolion a Threfniadau Diogelu Rhag Colli Rhyddid yn gweithredu o fewn ei thîm.

Mae Cathy wedi gweithio'n ddiflino i ddylanwadu ar eraill i ddysgu a newid arferion, gan wneud Diogelu yn "fater i bawb". Mae Cathy yn gyrru'r ethos sy'n ymwneud â gwneud diogelu'n bersonol, er mwyn sicrhau bod gan yr holl oedolyn sydd mewn perygl o gael eu cam-drin neu eu hesgeuluso yn ein rhanbarth lais a'u bod yn rhan o unrhyw gamau sy'n dilyn gymaint â phosibl. Mae profiad helaeth Cathy ynghyd â'i chreadigrwydd wedi trawsnewid y tîm yn Sir Gaerfyrddin, gyda llawer o Awdurdodau Lleol eraill yn mabwysiadu arferion a phrosesau a weithredir gan y tîm.

Ymarfer Rhagorol a Ddangoswyd o ran Diogelu Plant

Tîm Gofal a Chymorth y De, Tîm Integredig Cymorth i Deuluoedd, Tîm Ymyrraeth ac Atal - Gwasanaethau Plant - Cyngor Sir Powys

Cafodd plentyn 4 oed ei roi mewn gofal maeth o dan drefniant gwirfoddol gyda chaniatâd y fam. Roedd y plentyn wedi'i leoli yn y trefniant gofal hwn ers dros flwyddyn ac roedd asesiad wedi'i gwblhau yn argymhell y dylai mabwysiadu fod yn rhan o gynllun gofal y plentyn yn y pen draw. Fodd bynnag, adolygwyd yr asesiad a'r argymhelliaid hwn gan ddefnyddio'r offeryn mapio *Signs of Safety* ac roedd y tîm yn gallu meithrin perthynas ymddiriedus gyda mam y plentyn, gan alluogi'r tîm i ddeall y sefyllfa o'i safbwyt hi a'r sbardunau a arweiniodd at yr anawsterau yr oedd y Fam wedi'u cael pan gafodd y llety am y tro cyntaf.

Defnyddiwyd methodoleg *Signs of Safety* yn drylwyr i gynorthwyo'r tîm i argymhell cynllun gwahanol; un o ailuno. Roedd y tîm nid yn unig yn gallu edrych ar y pryderon, ond hefyd ar y cryfderau a oedd bryd hynny yn rhan o'r sefyllfa.

Yna, y sgiliau allweddol a ddefnyddiwyd i fyfyrio oedd meithrin perthynas a bod yn agored ac yn onest gyda'r teulu a'u rhwydwaith. Dychwelodd y plentyn i ofal y Fam a darparwyd cymorth pellach o dan gynllun gofal a chymorth.

**David Preece (Gwasanaeth Anabledd Integredig) a'r Gwasanaeth Maethu -
Gweithiwr Cymdeithasol, Gwasanaethau Plant - Cyngor Sir Powys**

Mae'r tîm wedi gweithio ochr yn ochr â phlentyn ifanc ag anghenion iechyd cymhleth sydd wedi gofyn am ymyrraeth feddygol sylweddol ac arosiadau mewn ysbytai. Mae ymarferwyr wedi treulio amser yn yr ysbyty yn cadw cwmni i'r bachgen bach a rhoi seibiant i'r gofalwr. Ochr yn ochr â chefnogi'r plentyn a'i deulu, mae'r timau hefyd wedi bod yn symud ymlaen gyda chynllunio gofal ar gyfer ailuno yn ôl i'r teulu. Mae'r bachgen bach bellach yn aros dros nos yng ngofal ei lys-dad, gyda bwriad i ddychwelyd yn llawn amser. Mae hyn yn gyflawniad enfawr, a'r cyfan tra'r oedd y pandemig yn digwydd.

Kieran Wilkins - Uwch Weithiwr Ymyriadau Teuluol - Cyngor Sir Penfro

Y ffordd orau o grynhai'r rheswm dros enwebu Kieran yw geiriau mam merch ifanc y rhoddodd Kieran gymorth dwys iddi yn ystod y pandemig, ar ôl i'r person ifanc geisio cyflawni hunanladdiad:

Llythyr adborth gan fam:

"Pan wnaethon ni gyfarfod am y tro cyntaf, roedd ein merch newydd ddod allan o'r ysbty yn dilyn ymgais i gyflawni hunanladdiad ac roedd yn isel iawn. Prin roedd yn gadael y tŷ ac weithiau nid oedd yn codi o'r gwely heb sôn am fynd i'r ysgol.

Pan gyrhaeddoch chi, gwnaethoch i ni chwerthin a daethoch â llygedyn o obaith i ni. Gwnaethoch ein helpu i gredu fel rhieni ein bod yn gwneud popeth o fewn ein gallu i'w helpu hi ond yn bwysicach fyth fe wnaethoch iddi deimlo'n spesial, ei bod yn cael ei gwerthfawrogi a bod pobol yn gwrando arni.

Gwnaethoch ei helpu dros amser i gredu ynddo'i hun, ei helpu hi i weld y da ym mhopeth a wnaeth, i ganolbwytio ar y pethau cadarnhaol ac i ddelio â'r heriau ar gyflymder a oedd yn addas iddi hi. Wnaethoch chi fyth betruso. Roedd eich cryfder, eich gwydnwch, a'ch gobaith ar gyfer y dyfodol yn ein cadw ni i fynd, ac roeddem mor ffodus o fod wedi cwrdd â chi. Rwy'n gwybod na fyddai hi yma heb eich help a'ch cefnogaeth chi ac nid yw fy mywyd yn ddim hebddi, felly rwy' wir yn ei olygu wrth ddweud eich bod wedi ein hachub ni i gyd.

Rydym yn gweld yr hyder newydd ynddi ac yn ei dro, mae hynny'n rhoi hyder i ni fod y dyfodol yn llawer mwy disgrair a hynny diolch i chi.

Rydych chi'n Weithiwr Cymorth Ar Ffiniau Gofal anhygoel ac yn berson gwych yn gyffredinol ac ni allwn ddiolch digon i chi am fod yn rhan o'n bywydau. Byddwn yn cofio amdanoch am byth. Rwy'n gobeithio bod llawer mwy o deuluoedd allan yna sy'n ddigon ffodus i elwa o'ch help a'ch cefnogaeth."

Paul Regimbal - Uwch Ymarferydd Gwaith Cymdeithasol, Tîm o Amgylch y Teulu - Cyngor Sir Penfro

Mae gan Paul Regimbal 9 mlynedd o brofiad ôl-gymhwys o ar hyn o bryd mae'n Uwch Ymarferydd Gwaith Cymdeithasol yng ngwasanaeth 'Tîm o Amgylch y Teulu' Sir Benfro, tîm a ariennir gan grant wrth Lywodraeth Cymru sy'n cynnwys staff nad ydynt yn gymwysedig mewn gwaith cymdeithasol yn bennaf sy'n darparu ystod o wasanaethau cymorth ataliol ac ymyrraeth gynnar wedi'u targedu i oddeutu 250 o deuluoedd ar unrhyw un adeg ar draws ein Sir. Mae'r ymyriadau hyn yn helpu i atal uwchgyfeirio anghenion teuluoedd at wasanaethau statudol.

Mae Paul wedi bod gyda'r Tîm o Amgylch y Teulu am bron i dair blynedd bellach wedi iddo symud o wasanaethau gofal cymdeithasol i blant. Mae ganddo ystod o sgiliau trosglwyddadwy ac mae'n weithiwr cymdeithasol eithriadol o gefnogol a chymwys sy'n rhoi cant y cant i'w rôl. Mae Paul yn uchel ei barch ac mae pobl yn meddwl dipyn ohono; ac mae'n helpu i ddangos gwell dystiolaeth a chymryd i ystyriaeth effeithiau hir dymor niwed cronnol ac yn arbennig cydnabod y dangosyddion cynnar o ran esgeulustod. Yn gynnar, cyflwynodd Paul gynlluniau diogelwch a llesiant ar sail cryfderau gyda theuluoedd. Mae'r cynlluniau hyn yn addas i blant, gan ddefnyddio llais y plentyn am risg/risgiau canfyddedig lle bynnag y bo modd ac maent yn ymarferol eu natur gan ganolbwytio ar ganlyniadau; a helpu pawb i gydnabod a deall yn well y ffactorau risg sy'n effeithio ar dwf, datblygiad, diogelwch a llesiant plant. Er mwyn sicrhau bod y tîm wedi gallu gweithredu'r dull hwn, mae Paul yn cynnig sesiynau goruchwyliau a gwaith grŵp i'r Tîm o Amgylch y Teulu ac weithiau i dimau eraill er mwyn helpu i fagu hyder ac uwchsgilio gweithwyr proffesiynol ar draws y gwasanaethau gofal cymdeithasol, addysg ac iechyd.

Gwelwyd lefel uchel o orbryder yn gysylltiedig â'r gwaith yn ystod y pandemig. Mae'n werth nodi bod dull Paul wedi helpu eraill yn gyson i reoli risg a lleihau risg, gan gynorthwyo pawb i edrych at y teulu a rhwydweithiau ehangach o gymorth anffurfiol (lle bo'n bosibl) i helpu i fynd i'r afael â materion teuluol o fewn teuluoedd.

Gwasanaeth Integredig Cymorth i Deuluoedd - Tîm Ar Ffiniau Gofal - Cyngor Sir Penfro

Mae'r data meintiol ac ansoddol yn dangos bod aelodau'r tîm wedi ymrwymo i gryfhau teuluoedd a gwella perthnasoedd oddi mewn iddynt fel y gall plant barhau i fyw o fewn y rhwydwaith teuluol yn ddiogel ac yn gynaliadwy. Er enghraifft, ym mlwyddyn ariannol 2020/21; Cafodd 175 o blant gymorth gan Ar Ffiniau Gofal. Cefnogwyd 82% o'r rhain i aros (neu ddychwelyd i) fyw o fewn eu rhwydwaith teuluol. Mae hyn yn cyfateb i ychydig dros 4 o bob 5 plentyn. Nid yw hyn yn digwydd heb y diwylliant a sefydlwyd o fewn y Gwasanaethau Integredig Cymorth i Deuluoedd. Mae'n amlwg bod y dull sy'n canolbwytio ar yr unigolyn, sy'n seiliedig ar gryfderau ac sy'n canolbwytio ar atebion yn golygu mewn gwirionedd bod aelodau'r tîm yn dod ochr yn ochr â theuluoedd ac yn eu cefnogi i wneud y newidiadau fel y gall plant barhau i dderbyn gofal yn ddiogel o fewn eu rhwydwaith teuluol.

O ganlyniad, mae'r ddarpariaeth Ar Ffiniau Gofal yn cyfrannu'n gadarnhaol at Strategaeth Lleihau Pobl Ifanc sy'n Derbyn Gofal Gwasanaethau Plant Sir Benfro.

Philip Davies - Gweithiwr Cymdeithasol - Cyngor Sir Caerfyrddin

Mae Phillip yn weithiwr cymdeithasol ymrwymedig ac ymroddgar sydd nid yn unig yn cefnogi'r teuluoedd sydd wedi'u dyrannu iddo, ond hefyd aelodau ei dîm a'r teuluoedd y maent yn eu cefnogi. Mae Phil wedi rheoli sawl achos cymhleth ac mae ei ymddygiad gyda theuluoedd, y gofal y mae'n ei roi i'r plant a'r bobl ifanc a'r angerdd sydd ganddo wrth eirioli dros bob un o'r plant, yn ogystal â'i waith ysgrifenedig a chynllunio gofal cynhwysfawr i'r teuluoedd, wedi cael canmoliaeth uchel gan farnwyr, bargyfreithwyr, swyddogion adolygu annibynnol yn ogystal â'i gydweithwyr. Yn fwy arwyddocaol, mae'r teuluoedd sy'n cael eu cefnogi gan Phillip hefyd yn canmol y gefnogaeth y mae'n ei chynnig. Mae'r gwaith uniongyrchol therapiwtig y mae Phil wedi'i ddarparu i blant a phobl ifanc yn ystod cyfnod heriol iawn yn eu bywydau wedi bod yn amhrisiadwy.

Shevaughn Williams - Gweithiwr Cymorth - Gwasanaeth Ieuenciad Sir Benfro

Mae ymarfer Shevaughn wedi cael effaith drawsnewidiol ar fywyd person ifanc a oedd wedi dioddef trawma ac a oedd mewn perygl difrifol o niwed sylweddol pellach.

Drwy adeiladu perthynas gadarnhaol, gefnogol ac o ganlyniad bod yn effro i ymddygiad sy'n peri gofid gan y person ifanc, sboner sy'n gorfodi, mam sy'n rheoli a pherthynas gwrywaidd sy'n ymddwyn yn amhriodol yn rhywiol, cyflwynodd Shevaughn gyfres o Atgyfeiriadau Amlasiantaeth a gweithiodd yn agos gydag asiantaethau a'r person ifanc i'w chefnogi i ddilyn cynllun risg i'w diogelu.

Ers hynny, mae Shevaughn wedi broceru parhad cymorth gofal cymdeithasol, cymorth cwnsela ac wedi annog pobl i gymryd rhan mewn gweithgareddau fel uwchgylchu a nofio a cherdded rheolaidd. Mae hi hefyd wedi bod yno i wrando a chefnogi'r person ifanc i gadw dyddiadur teimladau a'i hannog hi i gymryd rhan mewn cyfarfodydd tŷ ac i gymryd rhan lawn yn y penderfyniadau sy'n effeithio ar ei bywyd.

Linda Elias - Cydlynnydd Camfanteisio - Heddlu Dyfed-Powys

Mae Linda yn mynd y filltir ychwanegol i ddiogelu plant sydd mewn perygl o Gamfanteisio'n Rhywiol ar Blant. Mae hi wedi bod yn rhan annatod o ymgorffori cyfarfodydd MACE ac wedi gweithio gyda phob Awdurdod Lleol i sicrhau cysondeb ym mhob ardal. Mae Linda wedi goresgyn materion adrodd data drwy drefnu cyfarfodydd gydag awdurdodau lleol fel Powys er mwyn sicrhau bod ganddynt y data priodol yn barod ar gyfer cyfarfodydd MACE.

Mae Linda yn ymdrechu'n gyson i nodi bylchau a meysydd i'w gwella. Yn ddiweddar, nododd ddiffyg gwybodaeth gan wahanol asiantaethau ar y Mecanwaith Atgyfeirio Cenedlaethol ac mae wedi mynd ati i drefnu hyfforddiant rhanbarthol i bartneriaid ynghylch Cyflwyniadau Mecanwaith Atgyfeirio Cenedlaethol. Trafodir hyn yn yr is-grŵp hyfforddi nesaf.

Enwebiad ar y Cyd:

**Michael McAteer - Gweithiwr Tîm o Amgylch y Teulu/Gillian Richards - Gweithiwr
Tîm o Amgylch y Teulu/Fiona John - Gweithiwr Ieuencid - Tîm Cyfiawnder
Ieuencid/ Alexis Cook - Cam-drin Domestig Gorllewin Cymru**

Cyngor Sir Penfro

Mae Gweithwyr y Tîm o Amgylch y Teulu yn gweithio ym maes Ymyrraeth Gynnar a Chymorth Rhianta Ataliol er mwyn galluogi rhieni a gofalwyr i ddatblygu gwytnwch a sgiliau sy'n angenrheidiol i rianta eu plant a sicrhau lefel addas o lesiant drwy ddefnyddio strategaethau rhianta cadarnhaol.

Mae Gweithiwr Ieuencid y Tîm Cyfiawnder Ieuencid yn cefnogi pobl ifanc i addasu eu hymddygiad a'u hagwedd i leihau'r risg o aildroseddu drwy wella llesiant, cyfleoedd cymdeithasol ac ymgysylltu.

Mae Gweithiwr Cymorth Gwasanaeth Cam-drin Domestig Gorllewin Cymru yn cefnogi teuluoedd sy'n profi ymddygiad ymosodol yng nghartref y teulu, i godi ymwybyddiaeth o effeithiau gwahanol fathau o gam-drin domestig ac i gefnogi teuluoedd i addasu ymddygiadau er mwyn lleihau risgiau.

Ymarfer Cyfranogol sy'n arwain at Gyd-gynhyrchu o ran Diogelu Plant neu Oedolion mewn Perygl

**Dr Sion James/ Dr Catherine Burrell - Dirprwy Gyfarwyddwr Meddygol,
Cyfarwyddwr Clinigol y Gwasanaethau Sylfaenol a Chymunedol / Dirprwy
Gyfarwyddwr Meddygol Cysylltiol, Gwasanaethau Gofal Sylfaenol a Chymunedol -
Bwrdd Iechyd Prifysgol Hywel Dda**

Mae'r tîm diogelu corfforaethol yn derbyn ymgysylltiad a chefnogaeth eithriadol gan Sion a Cath ym mhob maes gwaith ar ddiogelu. O fynychu Grŵp Cyflawni Diogelu Gwasanaethau Gofal Cymunedol a Sylfaenol, i gefnogi Adolygiadau Ymarfer Plant ac Oedolion statudol, mynchy paneli Adolygiadau o Ddynladdiadau Domestig (DHR) a hwyluso cyfarfodydd gyda Meddygon Teulu fel rhan o'r Adolygiadau hyn, herio arferion diogelu yn barchus, gwella'r nifer sy'n manteisio ar hyfforddiant a lledaenu negeseuon diogelu a'r hyn a ddysgwyd am ddiogelu i bob Ymarfer, mae'r pwysigrwydd y maent yn ei roi ar ddiogelu yn glir. Maent bob amser yn hawdd mynd atynt ac yn hygyrch wrth ymateb i faterion a cheisiadau diogelu er gwaethaf eu portffolios eang a'u llwythi gwaith sylweddol.

Ruth Harrison - Nyrs Arweiniol Diogelu Plant - Bwrdd Iechyd Prifysgol Hywel Dda

Cymerodd Ruth yr awenau wrth ddrafftio'r Weithdrefn Ranbarthol ar gyfer Rheoli Anafiadau i Blant Nad ydynt yn Gallu Symud. Mae drafftio gweithdrefn ranbarthol yn broses heriol. Roedd rôl Ruth yn modelu cydweithio i ddatrys safbwytiau gwahanol. Fel gyda phob polisi a gweithdrefn ranbarthol, yr effaith gadarnhaol yw darparu dull gweithredu cyson ar draws Rhanbarth Canolbarth a Gorllewin Cymru.

Roedd Ruth yn gallu dangos ei sgiliau arwain amlasiantaethol wrth weithio ar draws asiantaethau i ddrafftio gweithdrefn mor bwysig. Dangosodd ddycnwch ac amynedd a arweiniodd at gymeradwyaeth ar draws yr holl bartneriaid o fewn y Bwrdd Diogelu Rhanbarthol.

Yn ogystal â'r uchod, mae Ruth wedi gweithio'n ddiwyd ac ar y cyd â Rheolwr Diogelu yn Awdurdod Lleol Sir Benfro i ddrafftio Canllawiau ar Weithio gyda Phobl nad ydynt yn Cydweithredu.

Gwasanaeth Ffyddlon ac Ymroddedig i Ddiogelu Plant neu Oedolion mewn Perygl

Raquel Bennett - Uwch Nyrs Diogelu - Bwrdd Iechyd Addysgu Powys

Mae'r rôl yr Uwch Nyrs Diogelu yn rhan annatod o'r Tîm Diogelu ac mae'n cefnogi'r Cyfarwyddwr Cynorthwyol Diogelu mewn Nyrsio i arwain yr agenda ddiogelu ar draws Bwrdd Iechyd Addysgu Powys, yn unol â deddfwriaeth, arfer gorau a gofynnion rheoliadol, er mwyn sicrhau bod dull diogelu cadarn yn cael ei gyflawni ar draws y system.

Mae'r Uwch Nyrs yn cynrychioli Bwrdd Iechyd Addysgu Powys mewn cyfarfodydd diogelu lleol, rhanbarthol a chenedlaethol, gan weithio gydag asiantaethau partner i sicrhau dull cydweithredol ac integredig o lywodraethu a sicrhau ansawdd y gwaith diogelu. Yr Uwch Nyrs yw'r Ymarferydd Arweiniol ar gyfer yr ymateb gweithdrefnol i farwolaethau annisgwyl yn ystod plentyndod (PRUDiC).

Mae'r Uwch Nyrs yn adnodd arbenigol i'r sefydliad ac i asiantaethau partner mewn sefyllfaedd diogelu sy'n ymwneud â Bwrdd Iechyd Addysgu Powys.

Yn ogystal â'i hymroddiad parhaus i'w rôl fel Uwch Nyrs mewn Diogelu, mae Raquel wedi cyfrannu'n sylweddol at nifer o Is-grwpiau'r Bwrdd Diogelu a'u ffrydiau gwaith, gan gynnig mewnwlediad gwerthfawr a syniadau newydd i gefnogi'r Bwrdd yn ei ymdrechion parhaus i gyflawni arfer gorau a chefnogi ymarferwyr diogelu ledled y rhanbarth.

Stefan Smith - Pennaeth y Gwasanaethau Plant - Cyngor Sir Caerfyrddin

Mae Stefan Smith wedi bod yn swyddog gyda Chyngor Sir Caerfyrddin ers dros 25 mlynedd ac yn y cyfnod hwnnw mae wedi gweithio'n ddiwyd er budd ein plant, ein pobl ifanc a'u teuluoedd. Mae Stefan yn cefnogi ac yn hyrwyddo'r dull Addysg a Gwasanaethau Plant integredig gan ei fod yn sylweddoli gwerth y gorgyffwrdd rhwng y gwahanol wasanaethau sydd o fudd i'n plant a'n pobl ifanc. Heb yr integreiddio gwirioneddol hwn, ni fyddai llawer o'r hyn sydd wedi'i gyflawni o dan arweinyddiaeth graff Stefan wedi bod yn bosibl.

Dros y 10 mlynedd diwethaf mae Stefan wedi arwain Is-adran Gwasanaethau Plant Sir Gaerfyrddin yn llwyddiannus. Mae ei ymagwedd broffesiynol a'i sgiliau arwain cryf wedi bod yn ddylanwad allweddol wrth ddatblygu'r gweithlu blaengar sydd wrth wraidd darparu gwasanaethau rhagorol ac arloesol ar draws holl sbectwm gofal cymdeithasol i blant.

Mae wedi arwain y gwaith o weithredu'r model Signs of Safety i weithio gyda theuluoedd, gan greu canolfannau ymarfer ledled y sir lle mae wedi gallu darparu amgylcheddau cefnogol i weithwyr cymdeithasol adlewyrchu, rheoli risg a chynllunio ymyriadau mewn amgylchedd cefnogol.

Barn a dealltwriaeth eang Stefan o wasanaethau sy'n effeithio ar ddiogelu plant sydd wedi golygu bod ei ddylanwad yn bellgyrhaeddol. Mae wedi cael effaith bersonol sylweddol ar arwain y Gwasanaeth ers dros 10 mlynedd i fod y Gwasanaeth Plant cryf a gwydn sydd ar waith yn Sir Gaerfyrddin heddiw.