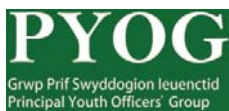


# Youth Work in Wales: Principles and Purposes



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# Introduction

This document has been produced for the managers and trustees of youth 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 organisations as well as those wishing to find out more about the kinds of experience youth 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 services provides a powerful mechanism for engaging with and listening to young people. In Wales, the 'Rights of Children and Young Persons Measure, 2011' strengthens and builds on the rights-based approach of the Welsh Government to making policy for children and young people in Wales. From 1 May 2012 to 30 April 2014, Welsh Ministers must have due regard to the rights in the United Nations Convention on the Rights of the Child (UNCRC) when making decisions about proposed new policies or legislation or about reviewing or changing existing policies. Then, from 1 May 2014, Welsh Ministers must have due regard to the rights in the UNCRC whenever they use any of their legal powers or duties.

The National Youth Service Strategy for Wales (see Section 08, 'Signposts to Other Information') sets out national priorities for the Youth Service and for supporting young people in Wales.

Whilst the youth work sector in Wales recognises and contributes to a number of national policy priorities such as the National Youth Service Strategy for Wales, it seeks to respond to and inform policy on the basis of the values and principles set out in this document.

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, designed primarily for young people, is available at [www.cwvys.org.uk](http://www.cwvys.org.uk) or [www.wlga.org.uk](http://www.wlga.org.uk)



Youth work in Wales is based primarily on a voluntary relationship between young people and youth workers. The Youth Service is a universal entitlement, 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

03

Youth work is provided 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;
- › 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.

Collaboration and partnership between organisations is often a key aspect of delivering youth work.

Although youth work is delivered by two distinct sectors, statutory and voluntary, the sectors work together to achieve the best possible outcomes for young people.



- ▶ 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.

- ▶ 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, gender, sexual identity, language, religion, disability, age, background or personal circumstances;

- ▶ challenge oppression and inequality;
- ▶ support and enable young people in keeping themselves safe.

## Youth work in Wales also:

- ▶ 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 and diversity;
- ✦ heritage;
- ✦ languages and the value of one's own and other languages;
- ✦ citizenship;
- ✦ respect for other people's choices.



Educative

Expressive

Participative

Inclusive

Empowering

## 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 Section 06), 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 seeks to implement these processes whilst ensuring the health, well-being and safety of young people.

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-assessment 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, the Participation Standards and the Information Standards. Links to these standards have been provided in Section 08, Signposts to Other Information.

# Signposts to Other Information

08

## **Children's Commissioner for Wales**

[www.childcomwales.org.uk](http://www.childcomwales.org.uk)

## **Council for Wales of Voluntary Youth Services (CWVYS)**

[www.cwvys.org.uk](http://www.cwvys.org.uk)

## **e-library**

[www.elibrary.com](http://www.elibrary.com)

## **Estyn Framework (for inspections of the youth service in Wales)**

[www.estyn.gov.uk](http://www.estyn.gov.uk)

## **Funky Dragon**

[www.funkydragon.org](http://www.funkydragon.org)

## **National Information and Advice Service for Young People 11-25**

[www.cliconline.co.uk](http://www.cliconline.co.uk)

## **National Occupational Standards**

[www.lsis.org.uk](http://www.lsis.org.uk)

## **National Participation Standards for Children and Young People in Wales**

[www.participationworkerswales.org.uk](http://www.participationworkerswales.org.uk)

## **National Youth Service Strategy for Wales (to be published in 2013)**

[www.wales.gov.uk](http://www.wales.gov.uk)

## **Occupational Code of Ethics for Youth Work in Wales**

[www.ymca-wales.ac.uk](http://www.ymca-wales.ac.uk)

## **The Principal Youth Officers' Group (PYOG)**

[www.wlga.gov.uk](http://www.wlga.gov.uk)

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

[www.childrensrighswales.org.uk](http://www.childrensrighswales.org.uk)

## **Youth Work Strategy Team**

[www.wales.gov.uk](http://www.wales.gov.uk)

## **Clic Online**

[www.cliconline.co.uk](http://www.cliconline.co.uk)

## **Education and Training Standards Wales**

[www.etswales.org.uk](http://www.etswales.org.uk)

## **Learning & Skills Act 2000 (Section 123)**

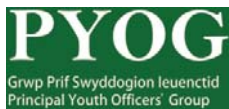
[www.ukstandards.org.uk](http://www.ukstandards.org.uk)

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

[www.wales.gov.uk](http://www.wales.gov.uk)



# Gwaith Ieuenctid yng Nghymru: Egwyddorion a Dibenion



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**09** Nodiadau

# Cyflwyniad

Mae'r ddogfen hon wedi'i llunio ar gyfer rheolwyr ac ymddiriedolwyr sefydliadau 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 ieuenctid ynghyd â'r rhai sydd am gael rhagor o wybodaeth am y gwahanol fathau o brofiadau y gall sefydliadau ieuenctid eu cynnig.

Prif amcan y ddogfen yw nodi'r egwyddorion allweddol sydd wrth wraidd gwaith ieuenctid a bwrw golwg gyffredinol ar ei ddibenion ac ar y gwaith o'i ddarparu. Mae cynnwys y ddogfen yn ymwneud yn benodol â gwaith ieuenctid yng Nghymru, ond mae'n debyg y bydd yn cyd-fynd ag egwyddorion, dibenion ac ymarfer gwaith ieuenctid mewn rhannau eraill o'r DU a Gweriniaeth Iwerddon.

Mae darparu gwasanaethau ieuenctid yn ffordd rymus o ymgysylltu â phobl ifanc a gwranddo arnynt. Yng Nghymru, mae 'Mesur Hawliau Plant a Phobl Ifanc 2011' yn cryfhau a meithrin dull seiliedig ar hawliau Llywodraeth Cymru o lunio polisïau ar gyfer plant a phobl ifanc yng Nghymru. Rhwng 1 Mai 2012 a 30 Ebrill 2014, mae'n rhaid i Weinidogion Cymru roi sylw dyledus i'r hawliau yng Nghonfensiwn y Cenedloedd Unedig ar Hawliau'r Plentyn (CCUHP) wrth wneud penderfyniadau am bolisïau neu ddeddfwriaeth newydd neu wrth adolygu neu newid polisïau sy'n bodoli'n barod. Yna, o 1 Mai 2014, mae'n rhaid i Weinidogion Cymru roi sylw dyledus i'r hawliau yn y Confensiwn pryd bynnag y byddant yn defnyddio eu pwerau neu eu dyletswyddau cyfreithiol.

Mae'r Strategaeth Genedlaethol ar gyfer y Gwasanaeth Ieuenctid yng Nghymru (gweler Adran 08, 'Cyfeiriadau at Ffynonellau Gwybodaeth Eraill') yn nodi ein blaenoriaethau cenedlaethol

ar gyfer y Gwasanaeth Ieuenctid ac ar gyfer cefnogi pobl ifanc yng Nghymru.

Er bod y sector gwaith ieuenctid yng Nghymru yn cydnabod ac yn cyfrannu at nifer o flaenoriaethau polisi cenedlaethol fel y Strategaeth Genedlaethol ar gyfer y Gwasanaeth Ieuenctid yng Nghymru, mae'n ceisio ymateb i bolisïau a dylanwadu arnynt ar sail y gwerthoedd a'r egwyddorion a nodir yn y ddogfen hon.

Mae'r ddogfen Gwaith Ieuenctid yng Nghymru: Egwyddorion a Dibenion, wedi'i llunio gan gynrychiolwyr y sectorau gwaith ieuenctid gwirfoddol ac awdurdodau lleol yng Nghymru. Mae fersiwn ar y we, sydd ar gyfer pobl ifanc yn bennaf, ar gael yn [www.cwvys.org.uk](http://www.cwvys.org.uk) neu [www.wlga.org.uk](http://www.wlga.org.uk)



Mae gwaith ieuenctid yng Nghymru yn seiliedig yn bennaf ar berthynas wirfoddol rhwng pobl ifanc a gweithwyr ieuenctid. Mae'r Gwasanaeth Ieuenctid yn hawl cyffredinol sydd ar gael i bob person ifanc rhwng 11 a 25 oed.

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 Nghymru

03

Mae'r sector gwirfoddol ac awdurdodau lleol yn darparu gwaith ieuenctid, a hynny trwy leoliadau gwaith ieuenctid a dulliau amrywiol.

## Lleoliadau:

- › gwaith mewn canolfannau;
- › gwaith ar y stryd, gwaith allgymorth a gwaith symudol;
- › 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, ysgolion, y system cyfiawnder ieuenctid ac amgylcheddau iechyd.

## Dulliau:

- › arbenigeddau cwricwlwm fel y celfyddydau a diwylliant, cymorth cyntaf, chwaraeon ac ati;
- › fforymau a chynghorau ieuenctid;
- › gwasanaethau gwybodaeth, cyngor, arweiniad a chwrsela;
- › 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.

Mae cydweithio a phartneriaeth rhwng sefydliadau yn aml yn elfen allweddol o ddarparu gwaith ieuenctid.

Er bod gwaith ieuenctid yn cael ei gynnig gan ddau sector penodol - statudol a gwirfoddol - mae'r sectorau yn gweithio gyda'i gilydd i sicrhau'r canlyniadau gorau posibl ar gyfer pobl ifanc.



# Egwyddorion Gwaith Ieuentid yng Nghymru

04

- › Mae gwaith ieuentid yn seiliedig ar ymgysylltiad gwirfoddol pobl ifanc.
- › Dylai pobl ifanc fod yn bartneriaid â grym yn y prosesau a'r cyfleoedd y mae sefydliadau ieuentid yn eu darparu.
- › Mae gwaith ieuentid yn dechrau ym mha bynnag gyfnod y mae pobl ifanc yn eu bywydau, beth bynnag fo'u hamgylchiadau, ac mae'n cydnabod eu llawn botensial.
- › Mae egwyddorion cydraddoldeb a chynhwysiant yn hollbwysig i waith ieuentid.
- › Mae gwaith ieuentid yn cydnabod bod gan bobl ifanc hawliau ac yn ceisio gweithredu ar sail hawliau.
- › Mae gwaith ieuentid yn cydnabod bod gan bobl ifanc gyfrifoldebau a bod gofynion arnynt. Mae gwaith ieuentid yn ceisio'u helpu i fynd i'r afael â'r cyfrifoldebau a'r gofynion hynny.
- › Mae gwaith ieuentid 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 gweld gwaith ieuentid 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 ieuentid.



# Dibenion Gwaith Ieuenctid yng Nghymru

05

## 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.

## Mae gwaith ieuenctid yng Nghymru hefyd yn:

- › 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, emosiynau 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:

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

Addysgol

Mynegiannol

Cyfranogol

Cynhwysol

Grymusol

## 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 Ieuentid o Ansawdd Uchel

07

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

- meithrin perthynas ac ymddiriedaeth;
- pwysleisio rôl y person ifanc ym mhrosesau gwaith ieuentid;
- 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.

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

Disgwylir i sefydliadau gwaith ieuentid a phawb sy'n ymwneud â gwaith ieuentid 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 ieuentid unigol allu defnyddio dulliau humanasesu i nodi sut mae pobl ifanc yn elwa a myfyrio ar eu hymarfer a'i ddatblygu.

Wrth ddatblygu a gwerthuso eu gwaith, dylai darparwyr ystyried y Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Ieuentid, y Safonau Cyfranogi a'r Safonau Gwybodaeth. Ceir dolenni i'r safonau hyn yn Adran 8, Cyfeiriadau at Ffynonellau Gwybodaeth Eraill.

# Cyfeiriadau at Ffynonellau Gwybodaeth Eraill

08

**Comisiynydd Plant Cymru**  
[www.childcomwales.org.uk](http://www.childcomwales.org.uk)

**Cyngor Cymreig y  
Gwasanaethau Ieuentid  
Gwirfoddol**

[www.cwvys.org.uk](http://www.cwvys.org.uk)

**e-library**  
[www.elibrary.com](http://www.elibrary.com)

**Fframwaith Estyn (ar gyfer  
arolygiadau o'r gwasanaeth  
ieuentid yng Nghymru)**  
[www.estyn.gov.uk](http://www.estyn.gov.uk)

**Y Ddraig Ffyni**  
[www.draigffyni.org](http://www.draigffyni.org)

**Gwasanaeth Gwybodaeth a  
Chyngor Cenedlaethol i Bobl  
Ifanc rhwng 11 a 25 oed yng  
Nghymru**  
[www.clicarlein.co.uk](http://www.clicarlein.co.uk)

**Safonau Galwedigaethol  
Cenedlaethol**  
[www.lsis.org.uk](http://www.lsis.org.uk)

**Y Safonau Cenedlaethol ar  
gyfer Gweithwyr Cyfranogi  
Plant a Phobl Ifanc**  
[www.participationworkerswales.org.uk](http://www.participationworkerswales.org.uk)

**Strategaeth Genedlaethol ar  
gyfer y Gwasanaeth Ieuentid  
yng Nghymru (i'w chyhoeddi  
yn 2013)**  
[www.cymru.gov.uk](http://www.cymru.gov.uk)

**Occupational Code of Ethics  
for Youth Work in Wales**  
[www.ymca-wales.ac.uk](http://www.ymca-wales.ac.uk)

**Grŵp Prif Swyddogion  
Ieuentid (PYOG)**  
[www.wlga.gov.uk](http://www.wlga.gov.uk)

**Confensiwn y Cenhedloedd  
Unedig ar Hawliau'r Plentyn  
(CCUHP)**  
[www.childrensrightswales.org.uk](http://www.childrensrightswales.org.uk)

**Tîm Strategaeth Gwaith Ieuentid**  
[www.wales.gov.uk](http://www.wales.gov.uk)

**Clic Ar-lein**  
[www.clicarlein.co.uk](http://www.clicarlein.co.uk)

**Safonau Addysg a  
Hyfforddiant Cymru**  
[www.etswales.org.uk](http://www.etswales.org.uk)

**Deddf Dysgu a Sgiliau 2000  
(Adran 123)**  
[www.ukstandards.org.uk](http://www.ukstandards.org.uk)

**Mesur Hawliau Plant a Phobl  
Ifanc 2011 Llywodraeth Cymru**  
[www.cymru.gov.uk](http://www.cymru.gov.uk)

