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| **Asesiad gan gyflogwr ar gyfer cofrestru gweithiwr gofal cymdeithasol**Dylai cyflogwyr ddefnyddio’r canllaw hwn i benderfynu a yw gweithiwr gofal cymdeithasol yn addas i ymarfer ac a oes ganddo’r ddealltwriaeth briodol i wneud cais i gofrestru gyda ni. Mae’r cymwyseddau a restrir wedi’u seilio ar ddealltwriaeth gweithiwr gofal cymdeithasol o egwyddorion gofal cymdeithasol yng Nghymru, y bydd arno eu hangen i gyflawni ei rôl. Dylai cyflogwyr ddarllen y rhestr a chymeradwyo cais y gweithiwr os ydynt yn fodlon bod y gweithiwr yn meddu ar y ddealltwriaeth briodol. **Tystiolaeth** Yn ôl y gyfraith, mae’n ofynnol i weithwyr gofal cymdeithasol ddangos tystiolaeth o’u dealltwriaeth fel rhan o’u cais i gofrestru. Bydd y canllaw hwn yn helpu gweithwyr gofal cymdeithasol a’u cyflogwyr i ddarparu’r dystiolaeth briodol.Caiff Gofal Cymdeithasol Cymru ac Arolygiaeth Gofal Cymru (AGC) weld sampl o’r dystiolaeth a ddefnyddioch i ategu eich penderfyniad, felly dylech sicrhau ei bod ar gael i ni os gofynnwn amdani. Gallwch ddefnyddio’r [cofnod tystiolaeth](https://gofalcymdeithasol.cymru/cms_assets/file-uploads/evidence-log-cy.docx) hwn i gofnodi’ch tystiolaeth.Gallai enghreifftiau o dystiolaeth gynnwys y canlynol (ond nid yw’n gyfyngedig iddynt):* adolygiad o gyfnod prawf a gweithgareddau sefydlu
* cofnodion hyfforddiant neu fynychu cyrsiau
* tystysgrifau a gafwyd trwy hyfforddiant asesedig, fel symud a thrafod, cymorth cyntaf a hylendid bwyd
* nodiadau arsylwi, trafodaethau, goruchwyliaeth a/neu arfarnu
* cyfarfodydd tîm
* cwblhau’r Dyfarniad Egwyddorion a Gwerthoedd neu Fframwaith Sefydlu Cymru Gyfan
* adborth gan gydweithwyr a phobl sy’n defnyddio gofal a chymorth.

**Sut i gadarnhau asesiad gan gyflogwr** Llenwch yr adrannau perthnasol a rhowch dystiolaeth o sut mae’r gweithiwr gofal cymdeithasol wedi dangos ei ddealltwriaeth briodol. Yn rhan o’i gais, gofynnir i’r gweithiwr gofal cymdeithasol nodi ei reolwr o restr ar [GCCarlein](https://www.scwonline.wales/cy/). Cysylltir â’r rheolwr drwy e-bost i gadarnhau’r cais. | **Employer assessment for social care worker registration**Employers should use this guide to decide if a social care worker is fit to practise and has the appropriate understanding to apply for registration with us. The competencies listed are based on a social care worker’s understanding of the principles of social care in Wales, which they need to carry out their role. Employers should read the list and approve the worker’s application if they’re satisfied the worker has the appropriate understanding. **Evidence** Social care workers are legally required to show evidence of their understanding as part of their application to register. This guide will help social care workers and their employers provide the appropriate evidence.Social Care Wales and Care Inspectorate Wales (CIW) may sample the evidence you used to support your decision, so you should make this available to us if we ask you for it. You can use this [evidence log](https://socialcare.wales/cms_assets/file-uploads/evidence-log-en.docx) to record your evidence.Examples of evidence could include (but isn’t limited to):* probationary review and induction activities
* training records or course attendance
* certificates gained through assessed training, such as moving and handling, first aid and food hygiene
* observation, discussions, supervision and/or appraisal notes
* team meetings
* completion of the Principles and Values Award or the All Wales Induction Framework
* feedback from colleagues and people who use care and support.

**How to confirm employer assessment** Complete the relevant sections and provide evidence of how the social care worker has shown their appropriate understanding. As part of their application, the social care worker will be asked to identify their manager from a list on [SCWonline](https://www.scwonline.wales/en/). The manager will be contacted by email to confirm the application. |

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| **Ffurflen asesiad gan gyflogwr** | **Employer assessment form** |
| **Enw’r gweithiwr:** | **Worker’s name:** |
| **Enw’r rheolwr:** | **Manager’s name:** |
| Darllenwch ac adolygwch y rhestr isod.Ticiwch y blwch os ydych yn hyderus bod y gweithiwr gofal cymdeithasol yn meddu ar y ddealltwriaeth briodol.  | Read and review the list below.Tick the box if you’re confident the social care worker has the appropriate understanding.  |
| **Mae gan y gweithiwr gofal cymdeithasol ddealltwriaeth o’r canlynol:** * Côd Ymarfer Proffesiynol Gofal Cymdeithasol
* egwyddorion Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014
* sut i weithio mewn ffyrdd sy’n ymgorffori dulliau wedi’u seilio ar hawliau ac sy’n canolbwyntio ar yr unigolyn/y plentyn mewn arferion dydd i ddydd
* sut i hyrwyddo a pharchu cydraddoldeb, amrywiaeth a chynhwysiant
* sut i ddefnyddio amrywiaeth o ddulliau cyfathrebu ac addasu dulliau cyfathrebu
* pwysigrwydd yr iaith Gymraeg, diwylliant Cymreig a hunaniaeth Gymreig i’r rhai y mae’n eu cynorthwyo
* sut gall credoau, gwerthoedd a phrofiadau’r gweithiwr effeithio ar ei agwedd a’i ymddygiad, a sut gall hyn effeithio ar bobl eraill
* sut i hyrwyddo a chefnogi’r broses o ddiogelu unigolion.
 | **The social care worker has an understanding of:** * the Code of Professional Practice for Social Care

the principles of the Social Services and Well-being (Wales) Act 2014* how to work in ways that embed rights-based and person/child-centred approaches in day to day practice
* how to promote and respect equality, diversity and inclusion
* how to use a range of communication methods and adapt communication approaches
* the importance of the Welsh language, culture and identity for those they are supporting
* how the worker’s beliefs, values and own experiences can affect their attitude and behaviour, and how this can affect others
* how to promote and support the safeguarding of individuals.
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| **Cymeradwyaeth y cyflogwr**  | **Employer endorsement**  |

[ ]  Rwyf yn cadarnhau bod y gweithiwr yn gallu gwneud cais i gofrestru gyda Gofal Cymdeithasol Cymru.

**I confirm the employee can apply for registration with Social Care Wales.**

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| A chithau’n gyflogwr, disgwylir i chi bellach gynorthwyo eich gweithwir i gwblhau [Fframwaith Sefydlu Cymru Gyfan](https://gofalcymdeithasol.cymru/dysgu-a-datblygu/fframweithiau-sefydlu) a chyflawni’r cymwysterau sy’n ofynnol ar gyfer ei rôl o fewn y tair blynedd nesaf. Mae rhagor o wybodaeth ar gael ar ein [gwefan](https://gofalcymdeithasol.cymru/).  | As an employer, you’re now expected to support your employee to complete [the All Wales Induction Framework](https://socialcare.wales/learning-and-development/induction-frameworks) and to complete the required qualifications for their role within the next three years. You can find more information on our [website](https://socialcare.wales).  |