



ADRODDIAD BLYNYDDOL AR GYDRADDOLDEB

ANNUAL EQUALITY REPORT

2022-23

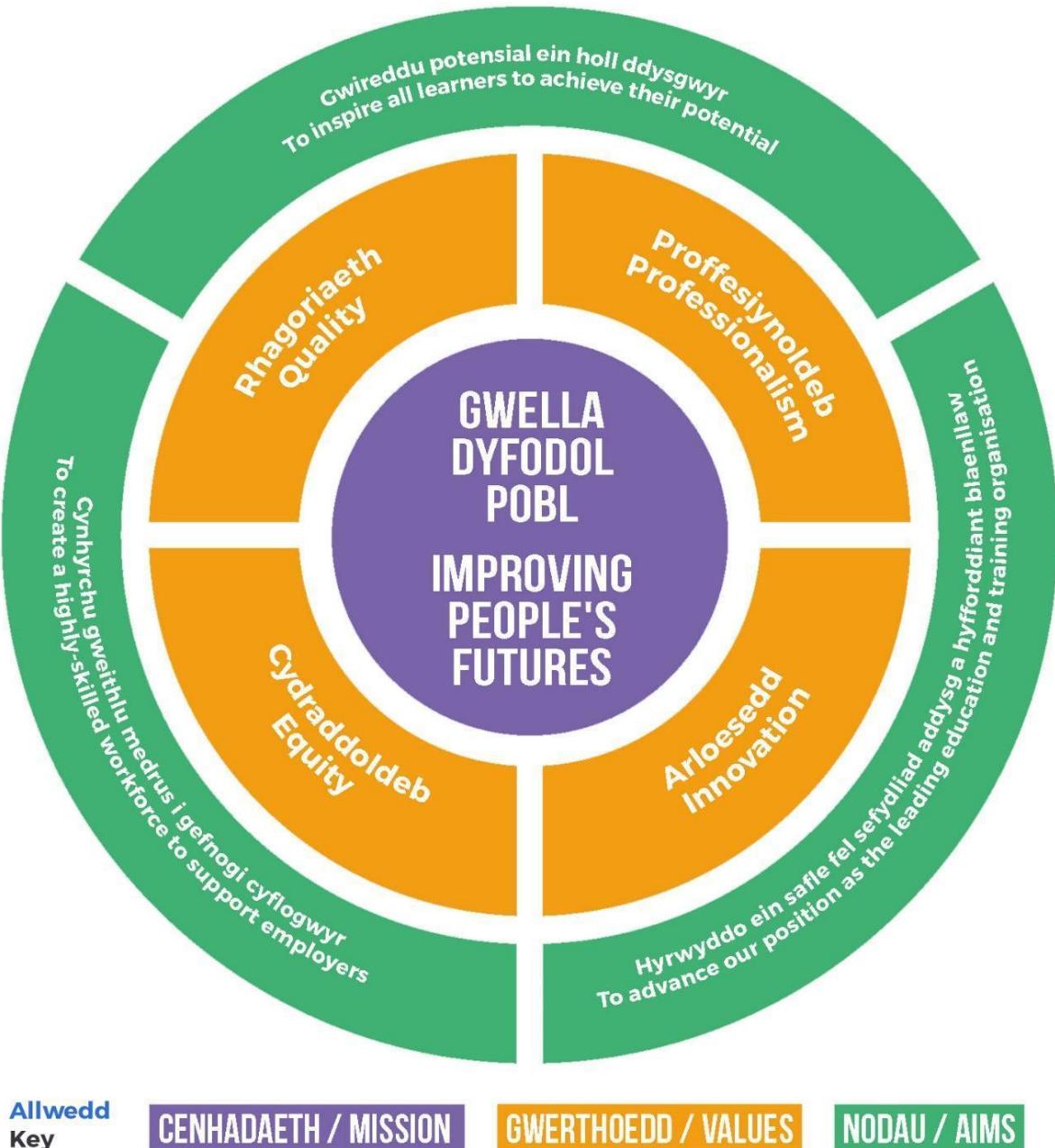
Grŵp Llandrillo Menai

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CENHADAETH A GWERTHOEDD Y GRŴP

THE GRŴP'S MISSION AND VALUES



CYFLWYNIAD

INTRODUCTION

Croeso i adroddiad blynnyddol Grŵp Llandrillo Menai ar gydraddoldeb ac amrywiaeth. O dan Ddeddf Cydraddoldeb 2010 mae'n ddyletswydd ar y Grŵp i gyhoeddi adroddiad ar ei gynydd mewn meysydd sy'n ymwneud â chydreddoldeb.

Mae Strategaeth a Chynllun Gweithredu Grŵp Llandrillo Menai ar Gydraddoldeb yn amlinellu ein hymrwymiad i ddarparu amgylchedd dysgu a gweithio cynhwysol i'r staff a'r dysgwyr, lle mae'r staff yn teimlo eu bod yn cael eu croesawu a'u cynnwys, a lle mae'r dysgwyr yn cael cefnogaeth i gyflawni a rhagori.

Mae ein cynllun yn uchelgeisiol ond mae llawer iawn wedi'i gyflawni eisoes. Mae cyflawniadau diweddar yn cynnwys:

1. Datblygu polisiau newydd, ac adolygu rhai presennol, er mwyn cefnogi cydraddoldeb ac amrywiaeth ymhellach ar draws y Grŵp e.e. Polisi Menopos newydd
2. Cynnydd ardderchog wedi'i wneud tuag at ennill statws Sefydliad Ymwybodol o Awtistiaeth, gyda sawl tîm eisoes wedi cyflawni eu hachrediad Ymwybyddiaeth Awtistiaeth.
3. Penodi Cynrychiolwyr Lles, sy'n gweithio'n agos gyda'r adran AD i wella a mireinio'r gefnogaeth lles sydd ar gael i staff ar draws y Grŵp
4. Fel rhan o'n hymrwymiad i wella iechyd a lles, rydym yn treialu cynnig brecwast am ddim i'n holl staff a dysgwyr.
5. Darpariaeth Dysgu Cyffredinol (CDU) a Darpariaeth Dysgu Ychwanegol (DDdY) wedi'u datblygu i sicrhau bod ein holl ddysgwyr yn cael yr un cyfleoedd i lwyddo, mewn ymateb i'r Ddeddfwriaeth Anghenion Dysgu Ychwanegol newydd.

Rydym wedi ceisio bod mor fanwl â phosibl wrth gyflwyno'r data, ond lle mae'r ffigurau'n ddigon isel i allu adnabod unigolion rydym wedi categoriiddio'r grwpiau.

Mae Grŵp Llandrillo Menai wedi ymrwymo i fynd i'r afael â phob math o wahaniaethau yn ogystal ag

Welcome to Grŵp Llandrillo Menai's annual report on equality and diversity. The Grŵp has a duty under the Equality Act 2010 to publish a report on our progress on equality issues.

Grŵp Llandrillo Menai's Equality Strategy and Action Plan outlines our commitment to provide an inclusive working and learning environment for both staff and learners, a place staff feel welcome and included, and a place learners are supported to achieve and to excel.

Our plan is ambitious but a great deal already been achieved. Recent achievements include:

1. The development of new policies, and revision of existing ones, to further support equality and diversity across the Grŵp e.g. new Menopause Policy
2. Excellent progress made towards achieving Autism Aware Organisation status, with several teams having already achieved their Autism Aware accreditation.
3. The introduction of Wellbeing Reps, who work closely with HR to improve and refine wellbeing support to staff across the Grŵp
4. As part of our commitment to promoting health and wellbeing, we are piloting a free breakfast for all staff and learners
5. Universal Learning Provision (ULP) and Additional Learning Provision (ALP) developed to ensure that all of our learners have the same opportunities to succeed, in response to the new Additional Learning Needs Legislation

We have aimed to be as detailed as possible in presenting the data, but where figures are low enough to identify individuals, we have grouped categories accordingly.

Grŵp Llandrillo Menai is committed to actively addressing all forms of discrimination as well as encouraging, supporting and helping all learners and staff to reach their potential.

annog, cefnogi a helpu pob dysgwr ac aelod o staff i gyrraedd ei botensial.

Mae'r Grŵp yn dathlu ac yn gwerthfawrogi amrywiaeth diwylliannol, cymdeithasol ac ethnig ei staff a'i ddysgwyr. Rydym yn addo trin pob dysgwr ac aelod o staff gyda pharch ac urddas, ac i geisio creu amgylchedd dysgu a gweithio cadarnhaol sy'n rhydd o wahaniaethu, bwlio ac erledigaeth.

Gellir cael rhagor o wybodaeth am yr ymrwymiad uchod ar wefan y Grŵp. Rydym yn ymfalchiō'n fawr yn ein gwerthoedd gan sicrhau bod pob dysgwr ac aelod o staff yn ymwybodol ohonynt trwy amrywiaeth o ddulliau, e.e. y fideo ar werthoedd y Grŵp a ddefnyddir yn ystod y cyfnod cynefino ac a ddangosir yn y derbynfeydd ar wahanol adegau o'r flwyddyn.

The Grŵp celebrates and values the cultural, social and ethnic diversity amongst our learners and staff. We promise to treat all learners and staff with respect and dignity, and seek to create a positive learning and working environment, free from discrimination, harassment or victimization.

More information on the above commitment can be found on [the Grŵp's website](#). We take great pride in our values ensuring that all learners and staff are aware of them through a variety of methods, e.g. the [Grŵp values video](#) which is used during the induction period and is played in reception areas at different times of the year.

STRATEGAEATH A CHYNLLUN GWEITHREDU CYDRADDOLDEB 2019-24: ADOLYGU CYNNYDD EQUALITY STRATEGY AND ACTION PLAN 2019-24: REVIEW OF PROGRESS

Cyhoeddwyd Cynllun Gweithredu a Strategaeth pum mlynedd Grŵp Llandrillo Menai ar Gydraddoldeb yn 2019 ac mae'n fframwaith i hyrwyddo a chynnal amgylchedd cynhwysol sy'n cynnig cyfle i bawb gyflawni hyd eithaf eu gallu. Mae'r strategaeth yn gosod ein hamcanion yn glir:

- Sicrhau cydraddoldeb gwirioneddol i bobl sy'n defnyddio ein gwasanaethau, unigolion sy'n chwilio am gyfleoedd gwaith a'r rhai sydd eisoes yn gweithio yn y coleg.
- Cyflawni ein cyfrifoldebau cyfreithiol.
- Egluro ein cyfrifoldebau i bobl a nodi sut byddwn yn eu cyflawni.
- Dangos y cysylltiad rhwng ein hamcanion a'n blaenoriaethau cydraddoldeb ehangach.
- Darparu gwybodaeth am ein trefniadau monitro.

Dyma nodau cydraddoldeb cynllun 2019-24:

In 2019 Grŵp Llandrillo Menai's 5-year Equality Strategy and Action Plan was published, which creates a framework for promoting and maintaining an inclusive environment where everyone can achieve. The strategy clearly sets out our intentions to:

- Make equality a reality for people accessing our services, seeking job opportunities and who are currently employed with the college.
- Fulfil our legal responsibilities.
- Inform people of our responsibilities and how we will fulfil them.
- Show how our strategy links to our broader equalities objectives and priorities.
- Provide information about our monitoring arrangements.

The equality aims set out in the 2019-24 plan are as follows:

Nod Cydraddoldeb 1 Equality Aim 1	Nod Cydraddoldeb 2 Equality Aim 2	Nod Cydraddoldeb 3 Equality Aim 3	Nod Cydraddoldeb 4 Equality Aim 4
Datblygu cynnig o gyrsiau cyffrous a chynhwysol	Darparu profiad y dysgwr cynhwysol a theg	Creu amgylchedd gwaith cadarnhaol	Gwella'r amgylchedd corfforol ar draws ein holl gampysau
Develop an exciting and inclusive offer	Provide an inclusive and fair learner experience	Create a positive working environment	Improve the physical environment across all of our campuses

Hyd yma mae'r cynnydd yn erbyn y nodau cydraddoldeb hyn wedi bod yn dda, ac isod fe grynhoir y prif gyflawniadau ar gyfer pob nod.

Progress against these equality aims has been good, and the main achievements thus far for each aim is summarised below.

Nod cydraddoldeb 1: Datblygu cynnig o gyrsiau cyffrous a chynhwysol

Mae Grŵp Llandrillo Menai wedi datblygu map sy'n amlinellu'r ddarpariaeth gefnogol sydd ar gael i ddysgwyr. Prif egwyddorion y Ddeddfwriaeth Anghenion Dysgu Ychwanegol yw y dylai pob person ifanc gael yr un cyfleoedd i lwyddo. Mae'r ddeddfwriaeth yn berthnasol i'r ddarpariaeth addysg bellach a dysgu seiliedig ar waith.

Cyflwynwyd y Ddeddf er mwyn:

- Gwneud trefniadau ar gyfer fframwaith statudol newydd i gefnogi plant a phobl ifanc ag anghenion dysgu ychwanegol (ADY) (0-25 oed).
- Creu proses asesu, cynllunio a monitro integredig a chydweithredol sy'n hwyluso ymyriadau cynnar, amserol ac effeithiol.
- Creu system deg a thryloyw ar gyfer darparu gwybodaeth a chyngor ac i ymdrin â phryderon ac apeliadau.

Bydd y termau canlynol yn dod yn rhan allweddol o'r cod ac yn cysylltu â'r map o'r ddarpariaeth gefnogol a gynigir:

- Y Ddarpariaeth Dysgu Cyffredinol (DDdG) – yn amlinellu'r cymorth sydd ar gael i holl ddysgwyr Grŵp Llandrillo Menai.
- Y Ddarpariaeth Dysgu Ychwanegol (DDdY) – yn amlinellu'r ddarpariaeth sy'n ychwanegol, neu'n wahanol, i'r ddarpariaeth i ddysgwyr eraill o'r un oed.
- Proffil Un Dudalen – yn cynnwys yr holl wybodaeth bwysig am ddysgwyr, gan gynnwys y ffordd orau o gefnogi'r dysgwr.
- Cynllun Datblygu Unigol (CDU) - bydd angen paratoi CDU ar gyfer unrhyw ddysgwyr ag angen a ddynodwyd sy'n gofyn am DDdY.

Mae Llywodraeth Cymru wedi cytuno bod y sector ôl-16 yn rhoi mesurau ar waith fesul cam. Yn ystod blwyddyn academaidd 22/23, disgwylir y bydd sefydliadau Addysg Bellach yn cymryd cyfrifoldeb am ychydig iawn (os o gwbl) o Gynlluniau Dysgu Unigol. Ar hyn o bryd, does dim dysgwyr wedi'u cofnodi sy'n perthyn i'r categori lle byddai angen i'r Grŵp gynnal CDU ar eu cyfer yn 22/23.

Equality Aim 1: Develop an exciting and inclusive offer

Grŵp Llandrillo Menai has developed a provision map outlining the support provision available to learners. The key principles of the Additional Learning Needs Legislation are that all young people should have the same opportunities to succeed. The legislation is applicable to further education and work based learning training provisions.

The Act was introduced to:

- Make provision for a new statutory framework for supporting children and young people with additional learning needs (ALN) (0-25yrs)
- Create an integrated, collaborative process of assessment, planning and monitoring which facilitates early, timely and effective interventions.
- Create a fair and transparent system for providing information and advice and for resolving concerns and appeal.

The following terminology will become key as part of the code and link into the provision map service support offer:

- Universal Learning Provision (ULP) - outlines the support that is available to all learners at Grŵp Llandrillo Menai.
- Additional Learning Provision (ALP) - outlines the provision that is additional to, or different from, that made for others of the same age.
- One Page Profile - captures all the important information about a learner including how best to support learners.
- Individual Development Plan (IDP)- and IDP will need to be prepared for any learners with an identified need that require ALP.

Welsh Government have agreed a phased post 16 implementation. During the 22/23 academic year, it is expected that FEI's will take responsibility for very few (if any) IDP's. Currently there are no learners recorded that fall into the category that would require the Grŵp to maintain an IDP in 22/23.

Blaenoriaethau Medi – Rhagfyr 2022 (Tymor 1)**2022 September - December (Term 1) Priorities**

Dyma'r blaenoriaethau a ddynodwyd yn ystod Tymor 1:

- Cwblhau'r Arlwy ar gyfer y Ddarpariaeth Dysgu Cyffredinol a'r Ddarpariaeth Dysgu Ychwanegol
- Datblygu'r partneriaethau gwaith pontio gyda'r Awdurdodau Lleol ymhellach
- Ailstrwythuro'r gwasanaeth ADY
- System monitro Cynlluniau Dysgu Unigol
- Cynllun Dysgu a Sgiliau a Chynllun Addysg, Iechyd a Gofal
- Trefniadau Arholi Arbennig
- Datblygu Staff

The priorities identified during Term 1 are as follows:

- Finalise the Universal and Additional Learning Provision Offer
- Further develop transition working partnerships with LA's
- ALN service restructure
- IDP monitoring System
- Learning and Skills Plan and EHCP learners
- Exam Access Arrangements
- Staff Development

Nod Cydraddoldeb 2: Darparu profiad dysgwr cynhwysol a theg

Mae'r fframwaith lles wedi'i sefydlu yn y rhaglen diwtorial. Mae'r rhaglen diwtorial yn cynnwys gweithgareddau Cydraddoldeb ac Amrywiaeth amrywiol sy'n gysylltiedig â'r calendr cyfoethogi profiadau. Ar hyn o bryd mae gwaith ar y gweill i sefydlu rhaglen Llysgenhadon lles i ddysgwyr (gobeithio ei lansio yn Hydref 2022). Mae cynnig cyffredinol o frecwast am ddim yn cael ei dreialu ar draws y coleg mewn ffordd sydd ddim yn stigmatised. Mae'r staff lles ar gael i gyfarfod â dysgwyr.

Rydym wedi penodi Hwylusydd Gweithgareddau Lles i ddarparu cyfleoedd cwbl gynhwysol i ddysgwyr gymryd rhan mewn gweithgareddau a gwirfoddoli. Bydd y staff hyn hefyd yn arwain y Rhaglen Llysgenhadon Lles fydd ar gael i bob dysgwr gymryd rhan ynddi fel arweinwyr neu gyfranogwyr.

Cynhelir rhaglen lawn ac amrywiol o weithgareddau'n gysylltiedig â Chydraddoldeb, Amrywiaeth a Chynhwysiant drwy gydol y flwyddyn er mwyn cyfoethogi profiadau dysgwyr AB ac AU. Cynhelir wythnos o weithgareddau'n gysylltiedig â Chydraddoldeb, Amrywiaeth a Chynhwysiant bob mis Mawrth, ac ymhliith gweithgareddau 2021 roedd Cynhadledd Dysgwyr, Gŵyl Amliddiwylliannol ar gampws Bangor a stondinau i dynnu sylw at Droseddau Casineb ar gampws Llandrillo-yn-Rhos. Mae gweithgor wedi cael ei sefydlu i lunio calendr o weithgareddau rhyngweithiol yn gysylltiedig â chydraddoldeb ac amrywiaeth ar gyfer dysgwyr ym Medi 2022. Hyrwyddir y gweithgareddau hyn ar dudalennau eDrac y dysgwyr ac ar galendr rhyngweithiol y dysgwyr.

Mae'r maes Dysgu Seiliedig ar Waith yn tynnu sylw at Gydraddoldeb ac Amrywiaeth mewn cylchlythrau ac fel themâu trawsbynciol mewn adolygiadau.

Data trosglwyddo – Mae gweithgor wedi cael ei sefydlu sy'n cynnwys GLIM, Coleg Cambria a chynrychiolwyr o'r ALI. Y bwriad yw datblygu ymhellach ddull cyson o rannu data trosglwyddo yng Ngogledd Cymru ac o gefnogi'r dysgwyr hynny sy'n trosglwyddo.

Equality Aim 2: Provide an inclusive and fair learner experience

Wellbeing framework is embedded within the tutorial programme. The tutorial programme includes a range of E&D activities and is linked to the enrichment calendar. Work is currently underway to establish a wellbeing ambassadors' programme for learners (launch expected Autumn 2022). A universal offer of free breakfast is being piloted across the college in a non-stigmatised way. Wellbeing staff are on hand to meet with learners.

We have appointed a Wellbeing Activity Facilitator to provide learners with fully inclusive opportunities to participate in activities and volunteering. These staff will also be leading on the Wellbeing Ambassador Programme which will be made available for all learners to engage in as leaders or participants.

A full and varied programme of EDI enrichment events take place throughout the year for both FE and HE learners. An annual EDI week of activities takes place every March, 2021 activities included Learner Conference, Multicultural Festival at Bangor Campus, Hate Crime Awareness information stands at Rhos Campus. A working group has been established to create a new interactive enrichment and diversity calendar for learners in September 2022. This is promoted on the learners' eDrac pages and on the interactive learner calendar.

WBL continues to cover E&D in newsletters and during reviews as cross cutting themes.

Transition data - A working group has been established consisting of GLLM, Coleg Cambria and the LA leads to further develop a consistent North Wales approach of sharing transition data and supporting those learners in transition.

We are into our second year of our Race Equality Action Plan. The actions have now been embedded into our main equality action plan for effective monitoring. The task and finish group continue to monitor the actions with the main bulk of the work in the last academic year focussed on ensuring that we understand the type of

Rydym ar ail flwyddyn ein Cynllun Gweithredu Cydraddoldeb Hiliol. Er mwyn gallu eu monitro'n effeithiol mae'r camau gweithredu bellach wedi'u cynnwys yn ein prif gynllun gweithredu ar gydraddoldeb. Mae'r grŵp gorchwyl a gorffen yn parhau i fonitro'r camau gweithredu ac yn ystod y flwyddyn academaidd ddiwethaf canolbwytwyd yn bennaf ar sicrhau ein bod yn deall y math o iaith (mewn perthynas â hil) sy'n dderbynol i'r staff a'r dysgwyr.

Mae'r panel cydraddoldeb wedi derbyn adroddiad newydd o ganlyniad i'r 'Arolwg Dwi'n lawn'. Rhoddwyd sylw i'r cwestiynau 'baner goch' ar fwlio ac aflonyddu ar rydym bellach yn gallu monitro ymatebion y dysgwyr ar sail eu nodweddion gwarchodedig. Y bwriad yw datblygu system adrodd/dangosfwrdd i allu monitro hyn yn fwy cyson ac er mwyn llywio prosesau ac arferion y coleg.

Sefydliad sy'n Ymwybodol o Awtistaeth – Mae Grŵp Llandrillo Menai wedi ymrwymo i fod yn Sefydliad sy'n Ymwybodol o Awtistaeth. Mae hyfforddiant ar y gweill i'r holl staff ac mae rhai timau eisoes wedi derbyn eu hachrediad Ymwybodol o Anhwylderau'r Sbectwm Awtistaidd.

language (related to race) that is acceptable to our staff and learners.

The equality panel has received a new report as a result of the learner 'I'm OK survey'. Specifically around the 'red flag' questions on bullying and harassment and are now able to monitor learner responses based on their protected characteristics. The aim is to develop a reporting system/dashboard where this can be more routinely monitored to inform college processes and practice.

Autism Aware Organisation - GLLM is committed to becoming an Autism Aware Organisation. Training for all staff is in progress with some teams having already achieved their Autism Aware accreditation.

Nod Cydraddoldeb 3: Creu amgylchedd gwaith cadarnhaol

Rydym wedi llunio cynllun gweithredu newydd ar gydraddoldeb sy'n cynnwys camau gweithredu o gynlluniau gweithredu a oedd yn arfer bod ar wahân. Rydym yn y broses o weithio tuag at achrediad Arweinwyr mewn Amrywiaeth. Anfonwyd arolwg arweinwyr mewn amrywiaeth at y staff cyn yr haf ac mae nifer o gamau gweithredu wedi'u dynodi yn sgil canlyniadau'r arolwg. Caiff ein gwaith i wella ein harferion ym maes cydraddoldeb ei gefnogi gan y Ganolfan Genedlaethol ar gyfer Amrywiaeth. Rydym wedi cyflwyno eu hacronym sef FREDIE (tegwch, parch, cydraddoldeb, amrywiaeth, cynhwysiant ac ymgysylltiad) er mwyn sicrhau ein bod yn gwbl gynhwysol ac yn cynnwys yr holl randdeiliaid perthnasol yn y broses o ddatblygu arferion a pholisiau newydd.

Mae'r uwch arweinwyr wedi cymryd rhan mewn Gweithdy Cydraddoldeb gan ddysgu am ficro ymosodiadau ac adolygu ein polisiau a'n trefnau ar ymddygiad. Bydd yr hyfforddiant hwn yn cael ei ymestyn i'r holl reolwyr yn ystod y flwyddyn academaidd nesaf ac yn cael ei ddefnyddio er mwyn gwybod sut i sefydlu egwyddorion FREDIE yn ein holl bolisiau ac arferion.

Pan fo polisiau'n cael eu hadolygu cynhelir asesiad o'r effaith ar gydraddoldeb er mwyn sicrhau bod pob polisi'n briodol a chaiff unrhyw ddiwygiadau eu prosesu trwy ymgynghoriadau addas.

Mae amrywiaeth eang o gyfleoedd hyfforddi perthnasol wedi bod ar gael i staff, gan gynnwys:

- Cydraddoldeb ac Amrywiaeth
- Rhagfarn Ddiarwybod
- Diogelu
- Rheoli Ymddygiad Dysgwyr
- Cyfathrebu Effeithiol
- Ymdrin â sefyllfaoedd anodd
- Gweithio'n effeithiol mewn tîm
- Gwytnwch
- Lles Meddyliol
- Dulliau Adferol
- Cymorth Cyntaf Iechyd Meddwl
- Ymwybyddiaeth o'r Menopos (Mehefin 2022)

Equality Aim 3: Create a positive working environment

A revised equality action plan has been created which includes actions from previously separate actions. We are in the process of working towards accreditation as Leaders in Diversity. A leaders in diversity survey was sent out to staff before the summer and a number of actions have been identified in response to the outcome of the survey. Through this work we are supported by the National Centre for Diversity to improve our equality practices. We have introduced their **FREDIE** (**fairness, respect, equality, diversity, inclusion and engagement**) acronym in order to ensure we are fully inclusive and engage with all relevant stakeholders in the process of developing new practices and policies.

Senior leaders have taken part in an Equality Workshop where they learned about microaggressions and revised our conduct policies and practices. This training will be rolled out to all managers in the next academic year and will be used to inform how best to embed FREDIE principles across our policies and practices.

When policies are reviewed an equality impact assessment activity is undertaken to ensure all policies are appropriate and any necessary amendments are processed through suitable consultation.

A wide variety of relevant training opportunities have been made available to staff, including:

- Equality & Diversity
- Unconscious Bias
- Safeguarding
- Learner Behaviour Management
- Effective Communication
- Dealing with difficult situations
- Working as an effective team
- Resilience
- Mental Wellbeing
- Restorative Approaches
- Mental Health First Aid
- Menopause Awareness (June 2022)

The Health Hub continues to be available to staff on the Grŵp Portal, and is regularly maintained with recent updates on Care First and Caer Health.

Mae'r Hwb Iechyd ar Borth y Grŵp yn dal i fod ar gael i staff ac mae'n cael ei gynnal a'i ddiweddar u'n rheolaidd gan Care First a Caer Health.

Mae aelodau'r Tîm Polisi wedi cymryd rhan mewn grwpiau ffocws er mwyn cysylltu â staff a monitro tegwch fel a ganlyn:

- Y Gwasanaethau Academaidd: 18 grŵp ffocws
- Y Gwasanaethau Corfforaethol: 21 grŵp ffocws
- Business@:
- Coleg Llandrillo: 15 focus groups: grŵp ffocws
- Coleg Menai & Meirion Dwyfor: 11 grŵp ffocws

Mae adroddiad mis Mawrth 2022 ar y Bwlch Cyflog rhwng y Rhywiaw'u dangos bod merched yn ennill 86c am bob £1 mae dynion yn ei hennill wrth gymharu tâl canolrifol yr awr. Mae eu tâl canolrifol yr awr 14.4% yn is na dynion. Mae hyn 2.8% yn is na chanolrif tâl yr awr merched yn 2021 (17.2%). Wrth gymharu tâl cyfartalog yr awr, mae cyflog cyfartalog merched 10.2% yn is na dynion. Mae hyn 0.2% yn is na 2021. Merched sydd mewn 53.6% o'r swyddi uchaf eu tâl a 72.1% o'r swyddi isaf eu tâl. Mae'r Grŵp wedi ymrwymo i sicrhau bod holl swyddi'r Grŵp yn cefnogi ac yn hyrwyddo cydraddoldeb rhywiol. Cytunwyd ar y camau canlynol i ddatblygu cyfleoedd pellach ar draws y Grŵp.

Mae nifer y staff sydd wedi rhannu gwybodaeth am eu hethnigrwydd â ni wedi cynyddu 10% (dros 200 o staff) wrth i ni barhau â'r nod o gael cynifer o staff â phosibl i rannu eu hethnigrwydd â ni ar ein system AD (MyView). Mae gwybodaeth anhysbys ar gyfer p'un a oes gan staff anabledd neu beidio wedi gostwng o 63.2% i 45.2% ac ar gyfer statws crefyddol staff wedi gostwng o 52.7% i 44.1%.

Cydnabod staff: Rydym yn ystyried ychwanegu adrannau ar salwch terfynol a cholli baban/ffrwythlondeb i'r polisi lechyd a Lles presennol. Cwblhawyd hyfforddiant ar y menopos ac mae hyn bellach yn rhan o'n cynllun hyfforddi blynnyddol. Yn ogystal, mae Polisi Menopos newydd wedi cael ei gymeradwyo gan y Bwrdd. Mae'r Grŵp Llywio Lles Staff yn trefnu digwyddiadau lles ac wedi sicrhau cyllid ar gyfer Cynrychiolwyr Lles. Mae'r Grŵp wedi cadarnhau ei ail ddiwrnod gwirfoddoli.

Y Prosiect Ymwybyddiaeth Llesiant: Mae'r Grŵp Llywio Lles Staff yn edrych ar ddulliau cynaliadwy o hyfforddi, datblygu a chefnogi Cynrychiolwyr Lles. Mae'r Grŵp yn

Members of Tîm Polisi have undertaken focus groups to engage with staff and monitor fairness as follows:

- Academic Services: 18 focus groups
- Corporate Services: 21 focus groups
- Business@:
- Coleg Llandrillo: 15 focus groups
- Coleg Menai & Meirion Dwyfor: 11 focus groups

The March 2022 Gender Pay Gap Report shows that women earn 86p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14.4% lower than men's. This is 2.8% less than women's median hourly wages (17.2%) in 2021. When comparing mean (average) hourly pay, women's mean hourly pay is 10.2% lower than men's. This is 0.2% less than in 2021. Women occupy 54.6% of the highest paid jobs and 72.1% of the lowest paid jobs. The Grŵp is committed to ensuring that all roles across the Grŵp support and promote gender equality. Actions have been agreed to develop further opportunities across the Grŵp.

The number of staff who have shared their ethnicity with us has increased by 10% (over 200 staff) as we continue to aim towards having as many staff as possible opting to share their ethnicity with us on our HR system (MyView). Unknown information for whether staff have a disability or not has reduced from 63.2% to 45.2% and for staff religious status has reduced from 52.7% to 44.1%.

Staff recognition: Terminal Illness and miscarriage/fertility are being considered as additional sections to the current Health & Wellbeing Policy. Menopause training has been completed and is now part of our annual training plan. In addition a new Menopause Policy has been approved by the Board. The new Staff Wellbeing Steering Group has secured funding for Wellbeing Reps and arranges wellbeing events. The Grŵp has confirmed its second volunteering day.

WellAware project: The Staff Wellbeing Steering Group is now looking at sustainable ways to train, develop and support wellbeing Reps. The Group drives activity to support the Staff and Learner Wellbeing Strategy.

trefnu gweithgareddau i gefnogi'r Strategaeth Lles i
Staff a Dysgwyr.

Nod cydraddoldeb 4: Gwella'r amgylchedd ffisegol ar draws ein holl gampysau

Mae'r panel cydraddoldeb yn monitro unrhyw wahaniaethu posibl sy'n digwydd ar sail anabledd yn y Grŵp ac yn derbyn diweddariadau rheolaidd ar brosiectau cyfalaf/ystadau. Mae gan bob maes gynllun wrth gefn ar gyfer sefyllfaoedd pan all ystafelloedd neu fannau achosi anawsterau i bobl ag anableddau.

Mae'r timau Ystadau a SHE wedi gwneud nifer o addasiadau ffisegol ar gyfer dysgwyr, staff ac ymwelwyr yn ystod y cyfnod adrodd hwn, gan gynnwys gosod 'cyrbau isel', parhau i logi cyfleusterau toiledau dibyniaeth fawr, addasu drysau i roi mynediad awtomataidd (botwm gwthio), prynu meinciau picnic hygrych i gadeiriau olwyn, a gosod arwyddion toiledau newydd ar draws y Grŵp (arwyddion dwyieithog, sy'n cynnwys delweddau gweledol a braille). Yn ogystal, mae'r ganolfan chwaraeon newydd yn Llangefni yn gwbl hygrych, gyda thoiledau hygrych, toiled dibyniaeth fawr ac ystafell cymorth cyntaf.

Equality Aim 4: Improve the physical environment across all of our campuses

The equality panel monitors any possible discrimination based on disability across the Grŵp and receives regular updates on capital/estates projects. All areas have a contingency plan in place where rooms/spaces may cause difficulties for individuals with a disability.

The Estates and SHE teams have made a number of physical adaptations for learners, staff and visitors during this reporting period, including installation of 'drop kerbs', continued hire of high dependency toilet facilities, modification of doors to give automated (push button) access, purchase of wheelchair accessible picnic benches, and the roll out of new toilet signage across the Grŵp (bilingual signage which also include visual images and braille). In addition, the new sports centre at Llangefni is fully accessible, with accessible toilets, high dependency toilet and first aid room.

CYFRADDAU LLWYDDO ADDYSG BELLACH

SUCCESSFUL COMPLETION FURTHER EDUCATION

	Anghenion Dysgu Ychwanegol / Additional Learning Needs								
	2021/22			2020/21			2019/20		
	Holl All	ADY ALN	Gwah. Diff.	Holl All	ADY ALN	Gwah. Diff.	Holl All	ADY ALN	Gwah. Diff.
AB (Holl) FE (All)	73.7%	72.1%	-1.6%	75.1%	71%	-4.1%	78.8%	77.9%	-0.9%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	76.5%	+0.5	81.2%	80.1%	-1.1%	80.2%	80.3%	+0.1%
AB (LIA Lefel A) FE (FT Main A level)	86.1%	83.2%	-2.9%	94.6%	94%	0.6%	91.3%	88.4%	-2.9%

Mae cyfraddau'r dysgwyr sy'n cwblhau'n llwyddiannus wedi gostwng ar draws pob grŵp rhwng 2020/21 a 2021/22. Mae dysgwyr ag ADY wedi perfformio 0.5% yn well na dysgwyr y ddarpariaeth alwedigaethol lawn amser yn gyffredinol. Mae dysgwyr Lefel A ag ADY wedi perfformio 2.9% yn is na'r dysgwyr yn gyffredinol.

Successful completion has seen a reduction across all groups of learners between 2020/21 and 2021/22. Learners with an ALN have performed 0.5% better than learners overall in the full time vocational provision. A level learners with an ALN have performed 2.9% below learners overall.

	Rhyw / Gender											
	2021/22				2020/21				2019/20			
	Holl All	Benyw Female	Gwryw Male	Arall Other	Holl All	Benyw Female	Gwryw Male	Arall Other	Holl All	Benyw Female	Gwryw Male	Arall Other
AB (Holl) FE (All)	73.7%	74.2%	73.2%	68.8%	75.1%	77.3%	73%	80.8%	78.8%	76.9%	80.7%	76.3%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	78%	74.2%	66.7%	81.2%	81.5%	81%	72.7%	80.2%	79.1%	81.1%	70%
AB (LIA Lefel A) FE (FT Main A level)	86.1%	88.9%	82%	100%	94.6%	96.4%	91.6%	100%	91.3%	91.5%	90.8%	100%

Yn gyffredinol, mae'r bwlch cyflawniad wedi lleihau rhwng bechgyn a merched (o 4.3% yn 2020/21 i 1% yn 2021/22). Mae bechgyn wedi perfformio'n well na

Overall, the achievement gap has reduced between males and females (from 4.3% in 2020/21 to 1% 2021/22). Males have performed better than females

merched ar gyrsiau galwedigaethol, ond mae merched yn parhau i berfformio'n well na bechgyn ar gyrsiau lefel A. Mae dysgwyr sy'n dewis 'arall' fel eu rhyw wedi perfformio'n sylweddol is na bechgyn a merched ar gyrsiau galwedigaethol. Mae yna nifer fechan iawn o ddysgwyr sy'n dewis 'arall' fel eu rhyw (ewch i dudalen 25).

on vocational courses however, females continue to outperform males on A level courses. Learners who choose 'other' as their gender have performed significantly lower than both males and females on vocational courses. There is a very small number of learners who choose 'other' as their gender (see page 25).

	Difreintiedig / Deprivation								
	2021/22			2020/21			2019/20		
	Holl All	Difr. Depr	Gwah. Diff.	Holl All	Difr. Depr	Gwah. Diff.	Holl All	Difr. Depr	Gwah. Diff.
AB (Holl) FE (All)	73.7%	70.6%	-3.1%	75.1%	71%	-4.1%	78.8%	75.5%	-3.3%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	73.2%	-2.8%	81.2%	79%	-2.2%	80.2%	77.6%	-2.6%
AB (LIA Lefel A FE (FT Main A level)	86.1%	86.8%	+0.7%	94.6%	87.3%	-7.3%	91.3%	87%	-4.3%

Yn gyffredinol, mae'r bwlcwch cyflawniad rhwng yr holl ddysgwyr a dysgwyr o ardaloedd o amddifadedd wedi lleihau 1% rhwng 2020/21 a 2021/22. Bu cynnydd bychan yn y bwlcwch cyflawniad rhwng yr holl ddysgwyr a dysgwyr o ardaloedd o amddifadedd ar raglenni galwedigaethol, ond mae dysgwyr o ardaloedd o amddifadedd ar raglenni Lefel A wedi perfformio 0.7% yn well na dysgwyr yn gyffredinol yn 2021/22. Mae hyn yn wahaniaeth amlwg i'r ddwy flynedd flaenorol lle'r oedd eu proffil llwyddiant yn is na'r holl ddysgwyr ar raglenni Lefel A.

Overall, the achievement gap between all learners and learners from deprived areas has reduced by 1% between 2020/21 and 2021/22. There has been a slight increase in the achievement gap between all learners and learners from deprived areas on vocational programmes, however, learners from deprived areas on A level programmes have performed 0.7% better than learners overall in 2021/22. This is a marked difference to the previous two years where their success profile was lower than all learners on A level programmes.

Ethnigrwydd / Ethnicity										
	Holl All	Holl gwyn All White	Holl Gwyn Prydeinig White Britsh	Gwyn ddim yn Brydeinig White Non-British	Holl Ethnigrw ydd lleiafrifol All Ethnic Minority	Du Black	Asiadd Asian	Cymysg eu hil Mixed Race	Arall Other	Ddim yn gwybod Not Known
2021/22										
AB (Holl) FE (All)	73.7%	73.1%	72.9%	78%	80.8%	75%	84.9%	75.9%	83.2%	80%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	75.4%	75.2%	81.4%	82.8%	71.4%	90.3%	73.8%	85%	83%
AB (LIA Lefel A FE (FT Main A level)	86.1%	86.8%	86.1%	95.5%	71.9%	50%	70%	79.2%	75%	87.3%
2020/21										
AB (Holl) FE (All)	73.7%	73.1%	72.9%	78%	80.8%	75%	84.9%	75.9%	83.2%	80%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	75.4%	75.2%	81.4%	82.8%	71.4%	90.3%	73.8%	85%	83%
AB (LIA Lefel A FE (FT Main A level)	86.1%	86.8%	86.1%	95.5%	71.9%	50%	70%	79.2%	75%	87.3%
2019/20										
AB (Holl) FE (All)	78.8%	78.7%	78.7%	80.1%	82.1%	68.9%	84.8%	81.7%	83.1%	77.1%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	80.2%	80.1%	-	82.6%	82.8%	70%	88.9%	75.9%	86.7%	-
AB (LIA Lefel A FE (FT Main A level)	91.3%	91.3%	91.2%	96.4%	90.1%	-	96.4%	85.3%	88.9%	100%

Yn gyffredinol, mae grwpiau lleiafrifoedd ethnig yn perfformio'n well na'r holl ddysgwyr o ran cwblhau'n llwyddiannus. Mae'r data AB (y cyfan) yn cynnwys y ddarpariaeth ran-amser, sef lle mae grwpiau lleiafrifoedd ethnig yn perfformio'n well na'u cyfoedion. Ond, yn y ddarpariaeth alwedigaethol lawn amser, mae cyfraddau cwblhau llwyddiannus dysgwyr du a dysgwyr hil gymysg yn is na'r cyfraddau cyffredinol (4.6% a 2.8% yn is). Mae cyfraddau cwblhau llwyddiannus dysgwyr lleiafrifoedd ethnig yn

Overall, all ethnic minority groups are outperforming all learners on successful completion. The FE (all) data includes part-time provision, which is where ethnic minority groups outperform their peers. However, on full time vocational provision, black and mixed race learners' successful completion is below learners overall (4.6% and 2.8% below). Ethnic minority learners' successful completion is below all learners on A level programmes.

is na chyfraddau cwblhau cyffredinol y dysgwyr ar raglenni Lefel A.

The number of learners in each group can be seen on page 25.

Gellir gweld nifer y dysgwyr ym mhob grŵp ar dudalen 25.

	Holl / All	Dan / Under 16	16 - 18	19 - 24	25 - 49	50 - 64	Dros / Over 65
2021/22							
AB (Holl) FE (All)	73.7%	85.2%	72.9%	69.6%	77.2%	78.1%	88.4%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	76%	-	76.1%	72.4%	80.1%	82.8%	-
AB (LIA Lefel A FE (FT Main A level)	86.1%	-	87.2%	60.7% (56)	75% (4)	-	-
AB (Rhan amser) FE (Part-Time)	79.5%	84.6%	92.9%	78.2%	77.2%	78.9%	88.4%
2020/21							
AB (Holl) FE (All)	75.1%	50%	76%	68.6%	77.1%	75.3%	67.6%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	81.2%	-	82.7%	74.8%	80.4%	76.9%	-
AB (LIA Lefel A FE (FT Main A level)	94.6%	-	95.5%	70.2%	100%	-	-
AB (Rhan amser) FE (Part-Time)	77.3%	50%	89.5%	73.2%	77.5%	75.3%	67.6%
2019/20							
AB (Holl) FE (All)	78.8%	66.7%	81.2%	74.2%	75.3%	74.9%	79.5%
AB (LIA Galwedigaethol) FE (FT Main Vocational)	80.2%	100%	80.4%	77.6%	82.8%	72.2%	100%
AB (LIA Lefel A FE (FT Main A level)	91.3%	-	92.5%	73.8%	-	-	-
AB (Rhan amser) FE (Part-Time)	74.1%	0%	80.4%	72%	73.3%	75.1%	79.3%

Mae canlyniadau dysgwyr 16-18 oed wedi gostwng rhwng 2020/21 a 2021/22, ond mae canlyniadau'r holl grwpiau oedran eraill wedi gwella. Yn 2021/22, mae cyfraddau cwblhau llwyddiannus dysgwyr dros 25 oed yn uwch na'r cyfartaledd. Ond, nid yw dysgwyr dros 19 oed wedi perfformio cystal â dysgwyr 16-18 oed ar raglenni Lefel A (er bod y niferoedd yn fach).

16 to 18 year old learner outcomes have reduced from 2020/21 to 2021/22, however all other age groups have **improved** outcomes. In 2021/22 learners over the age of 25 have higher successful completion rates than the average. However, those over the age of 19 have not performed as well as 16-18 year olds on A level programmes (although the numbers are small).

Y COLEGAU

THE COLLEGES

Busnes@ (Coleg Glynllifon)

Yng Ngholeg Glynllifon mae cyfraddau cwblhau llwyddiannus bechgyn, siaradwyr Cymraeg rhugl a dysgwyr 16-18 oed yn uwch na'r cyfartaledd. Ond mae cyfraddau cwblhau llwyddiannus merched, dysgwyr 19 oed a hŷn a dysgwyr o ardaloedd o amddifadedd yn is na'r dysgwyr yn gyffredinol.

Coleg Llandrillo

Dengys y cyfraddau llwyddo bod Coleg Llandrillo wedi llwyddo i gynnal cyfradd gyflawniad gymharol gyson i ddysgwyr ar draws y rhan fwyaf o grwpiau. Dysgwyr lleiafrifoedd ethnig yw'r unig grŵp sydd â chyfraddau cwblhau llwyddiannus is.

Coleg Meirion-Dwyfor

Yng Ngholeg Meirion-Dwyfor, mae cyfraddau cwblhau llwyddiannus merched, dysgwyr 16-18 oed a siaradwyr Cymraeg rhugl yn uwch o lawer na'r cyfartaledd. Ond mae cyfraddau cwblhau llwyddiannus bechgyn, dysgwyr 19 oed a hŷn, dysgwyr o ardaloedd o amddifadedd a dysgwyr lleiafrifoedd ethnig yn is na'r dysgwyr yn gyffredinol.

Coleg Menai

Mae dysgwyr lleiafrifoedd ethnig a dysgwyr sy'n 19 oed a hŷn wedi perfformio'n llawer uwch na'r cyfartaledd yng Ngholeg Menai. Ond mae cyfraddau cwblhau llwyddiannus dysgwyr o ardaloedd o amddifadedd a dysgwyr 16-18 oed yn is na'r dysgwyr yn gyffredinol.

Business@ (Coleg Glynllifon)

Males, fluent Welsh speakers and those aged 16-18 have successful completion rates above the average in Coleg Glynllifon. However, females, those aged 19 and over and deprived learners have successful completion rates lower than learners overall.

Coleg Llandrillo

Success rates show that Coleg Llandrillo has successfully maintained a relatively consistent achievement rate for learners across most groups. Ethnic minority learners are the only group that have lower successful completion rates.

Coleg Meirion Dwyfor

Female learners, those aged 16-18 and fluent Welsh speakers have successful completion rates well above the average at Coleg Meirion Dwyfor. However, males, those who are aged 19 and over, learners from deprived areas and ethnic minority learners have successful completion rates lower than learners overall.

Coleg Menai

Ethnic minority learners and those who are aged 19 and over have performed well above the average at Coleg Menai. However, learners from deprived areas and learners aged 16-18 have successful completion rates lower than learners overall.

Cofrestriadau / Enrolments 2021/22												
	Holl All	Benyw Female	Gwryw Male	Arall Other	<16	16 - 18	>18	Non-BAME	BAME	ALN	Rhugl yn Gymraeg Fluent Welsh	Difrein tiedig Deprived
Busnes@ (Glynllifon)	85%	78.8%	89.4%	-	-	86.3%	72.2%	84.8%	100% (2)	82.2%	87.8%	76.7%
Coleg Llandrillo	74.4%	74.5%	74.3%	83.3% (30)	100% (1)	74.8%	74%	74.5%	71.3%	74.4%	76%	74.6%
Coleg Meirion-Dwyfor	82.8%	86.8%	77.9%	0% (2)	-	84.6%	68.1%	82.5%	76.7% (43)	78.9%	85.6%	77.2%
Coleg Menai	74.8%	75.3%	74.3%	57.1% (7)	100% (1)	70.6%	81.4%	72.9%	85.8% (302)	73%	73.8%	70.5%

CYFRADDAU LLWYDDO DYSGU YN Y GWEITHLE

WORK BASED LEARNING SUCCESS RATES

Mae'r tabl isod yn dangos y cyfraddau llwyddiant ar gyfer dysgwyr ar draws prentisiaethau Consortiwm Grŵp Llandrillo Menai.

The table below shows the success rates for learners across Grŵp Llandrillo Menai Consortium apprenticeships.

Cyfraddau Llwyddo DdyG / WBL Success Rates										
	Prentisiaethau Sylfaen Foundation Apprenticeships			Prentisiaethau Apprenticeships			Prentisiaethau Uwch Higher Apprenticeships			
	21/22	20/21	Gwah. Diff.	21/22	20/21	Gwah. Diff.	21/22	20/21	Gwah. Diff.	
Holl Overall	65.04%	72.62%	-7.58%	68.14%	86.27%	-18.13%	75.61%	80.58%	-4.97%	
Rhyw Gender	Gwryw Male	71.02%	74.58%	-3.56%	69.32%	85.63%	-16.31%	78.05%	82.14%	-4.09%
	Benyw Female	58.03%	74.58%	-16.55%	67.18%	85.63%	-18.45%	75.41%	82.14%	-6.73%
	Arall Other	50.00%	100%	-50.00%	-	-	-	-	-	
Oed Age	16-18	69.73%	66.96%	+2.77%	67.24%	80.77%	-13.53%	-	-	-
	19-24	61.37%	73.43%	-12.06%	65.58%	88.02%	-22.44%	68.18%	77.78%	-9.60%
	25+	63.73%	75.70%	-11.97%	70.03%	86.55%	-16.52%	76.76%	81.45%	-4.96%
Ethnigrwydd Ethnicity	Gwyn White	65.28%	72.87%	-7.59%	68.10%	86.53%	-18.43%	76.54%	80.59%	-4.05%
	Ethnigrwydd Eraill Other Ethnicities	50.00%	63.64%	-13.64%	70.00%	72.22%	-2.22%	-	75.00%	-
	Ddim yn gwybod Not Known	25.00%	50.00%	-25.00%	-	100.00%	-	0.00%	100.00%	-100.00%
	Difreintiedig Deprived	58.94%	70.20%	-11.26%	68.36%	88.07%	-19.71%	65.91%	79.45%	-13.54%
	ADY ALN	56.36%	58.76%	-2.40%	46.27%	85.29%	-39.02%	90.91%	55.56%	+35.35%

CYFRADDAU LLWYDDO ADDYSG UWCH

HE SUCCESS RATES

Mae'r tabl isod yn amlinellu cyfraddau llwyddo myfyrwyr ar draws y grwpiau a dangynrychiolir yn ein darpariaeth AU dros dair blynedd. Mae'r data'n dangos gwelliant rhwng 20/21 a 21/22 yn y rhan fwyaf o'r proffiliau. Yn gyffredinol, bu i gyfraddau llwyddo GLIM wella 1.37% ac mae'n dda nodi bod chwech o'r grwpiau blaenoriaeth wedi dangos cyfradd welliant uwch na'r ffigur cyffredinol.

Yn ogystal â'r gefnogaeth gyffredinol bresennol trwy'r Tiwtor Personol a'r Gwasanaethau i Ddysgwyr, bydd pob Dysgwr sydd â Phrofiad o fod mewn Gofal yn cael cynnig cyfweliad gyrfaoedd ychwanegol gyda chynghorydd myfyrwyr i drafod symud ymlaen i lefel nesaf ei raglen yn GLIM. Bydd hyn yn cynnwys atgyfeiriad at Gyrfa Cymru os yw dysgwr am adael GLIM i chwilio am waith. Bydd y gefnogaeth hon yn cael ei chynnal yn ystod Tymor 2 ac yn rhan o weithgareddau'r wythnos Ymlaen i'r Dyfodol.

The table below outlines success rates for students across under-represented groups in our HE provision over 3 years. The data shows an improving trend from 20/21 to 21/22 across most profiles. Overall GLIM success rates improved by 1.37% and it is pleasing to note that six of the priority groups posted a greater rate of improvement than the overall figure.

Moving forward in addition to our current universal offer of support via the Personal Tutor and Learner Services, each Care Experienced Learner will be offered an additional careers interview with a student advisor to discuss progressing with GLIM to the next level of their programme. This will include a referral to Careers Wales should the learner express a wish to leave GLIM to find work. This support will be offered on or around Term 2 Future Options week.

	Gorffen / Finish 21/22	Llwyddo AU / HE Success			
		21/22	20/21	19/20	Gwah. / Diff. 20/21-21/22
Holl / Overall	734	79.97%	78.6%	80.7%	1.37%
Gwryw / Male	267	80.77%	76.1%	78.8%	4.67%
Benyw / Female	464	79.61%	79.4%	81.8%	0.21%
23+	473	80.97%	77%	82.7%	3.97%
Siaradwyr Cymraeg Rhugl / Fluent Welsh Speakers	221	80.37%	78%	80.2%	2.37%
BAME	27	83.33%	70%	86.4%	13.33%
Mynegai Amddifadedd Lluosog Cymru (MALIC) / Welsh Index of Multiple Deprivation (WIMD)	245	73.88%	70.9%	77.0%	2.98%
ADY / ALN	36	81.40%	73.2%	91.8%	8.20%

Ar sail canlyniadau 2021/2022, amcanion Addysg Uwch yng Ngrŵp Llandrillo Menai yw:

- Cynnal % y myfyrwyr sy'n cael eu recriwtio o'r ddua chwartel isaf, o sefyllfa bresennol GLIM o 34%.
- Maintain % recruitment for those in the bottom 2 quintiles, from the current GLIM position of 34%.

Based on the 2021/2022 outcomes, objectives for Grŵp Llandrillo Menai's Higher Education are to:

- Cynyddu nifer y dysgwyr ag ADY sy'n cwblhau'n llwyddiannus.
- Cynyddu nifer y myfyrwyr AU sy'n manteisio ar gyllid a bwrsariaethau ar gyfer astudio trwy gyfrwng y Gymraeg.
- Ailgysylltu â rhaglenni Ymestyn yn Ehangach, yn enwedig er mwyn targedu disgyblion ysgol a dysgwyr rhaglenni mynediad.
- Cyrraedd targedau modiwlau unigol.
- Canolbwyntio ar bresenoldeb a gwahaniaethu, yn enwedig dysgwyr â phrofiad o fod mewn gofal a dysgwyr o ddau chwarterl isaf MALIC (5% a mwy o dan gyfartaledd y Grŵp).
- Gwella cyfraddau cadw dysgwyr AU rhan-amser a dysgwyr sy'n perthyn i grwpiau ethnig lleiafrifol.
- Gwella cyfraddau cadw a chyrhaeddiad dysgwyr o ddau chwarterl isaf MALIC.
- Gwella cyfraddau cadw dysgwyr ag ADY ar fodiwlaau AU unigol.
- Cynyddu nifer y dysgwyr â phrofiad o fod mewn gofal sy'n cael eu recriwtio i AU.
- Increase the number of learners with ALN successfully completing.
- Increase the number of HE students accessing Welsh medium funding and bursaries.
- Re-engage in Reaching Wider programmes, particularly targeting school learners and Access learners.
- Meet standalone module targets.
- Focus on attendance and differentiation of present and excused, particularly care experienced and WIMD lowest 2 quintiles (5% or more under the Grwp average).
- Improve retention rates for PT-HE BAME learners.
- Improve retention and attainment rates for learners in the bottom 2 quintiles of WIMD 40
- Improve retention of ALN learners on standalone HE modules.
- Improve recruitment to HE for care experienced learners.

PROFFIL DYSGWYR

LEARNER PROFILE

Holl Ddysgwyr (heblaw am DSW, AU ac DOCh) / All Learners (excluding WBL, HE and ACL)

Oed / Age	21/22	20/21	19/20
Dan 16 / Under 16	12.0%	12.2%	10.2%
16-18	32.1%	33.3%	32.2%
19-24	11.6%	12.7%	12.3%
25-49	32.2%	32.0%	32.6%
50-64	9.8%	8.5%	10.6%
65+	2.2%	1.4%	2.1%

Rhyw / Gender	21/22	20/21	19/20
Benyw / Female	47.2%	46.8%	47.2%
Gwryw / Male	52.5%	53.1%	52.7%
Arall / Other	0.3%	0.1%	0.1%

Ethnigrwydd / Ethnicity	21/22	20/21	19/20
Gwyn Prydeinig / White British	90.1%	91%	91.5%
Gwyn arall / White other	4.2%	3.2%	2.7%
Du / Black	0.4%	0.6%	0.3%
Asiaidd / Asian	1.1%	1.3%	1.5%
Cymysg / Mixed	0.9%	0.9%	1.0%
Arall / Other	1.1%	1.1%	1.1%
Anhysbys / Unknown	2.0%	1.9%	1.9%

ADY, Difreintiedig, LCA ac mewn gofal / ALN, Deprived, EMA and looked after children (LAC)	21/22	20/21	19/20
ADY / ALN	16.5%	16.4%	19.0%
CDY / ALS	2.5%	2.7%	7.4%
Difreintiedig / Deprived	31.1%	32.4%	33.9%
Derbyn LCA / In receipt of EMA		34.7%	37%
Plant mewn gofal / LAC	2.1%	2.3%	1.8%

*Dysgu'n Seiliedig ar Waith (Consortiwm GLLM) / Work based Learning (GLLM
Consortium)*

Oed / Age	21/22	20/21	19/20
16-19	31.6%	24.6%	25.7%
20-24	24.5%	21.6%	19.1%
25+	43.9%	53.8%	55.2%

Rhyw / Gender	21/22	20/21	19/20
Benyw / Female	53.3%	61.4%	59.9%
Gwryw / Male	46.6%	38.5%	40.1%
Arall / Other	0.1%	0.1%	0.0%

Anableddau, CDY a Difreintiedig / Disability, ALS and Deprived	21/22	20/21	19/20
Anabledd / Disability	15.3%	14.4%	9.9%
CDY / ALS	15.3%	14.4%	9.9%
Difreintiedig / Deprived	33.7%	31.1%	33.1%

Siaradwyr Cymraeg / Welsh speakers	21/22	20/21	19/20
Cymraeg rhugl / Welsh fluent	33.7%	33.0%	34.9%
Cymraeg Ddim yn rhugl / Welsh Not fluent	30.3%	29.3%	26.4%
DDim yn siaradwr Cymraeg / Not a Welsh speakers	36.0%	37.7%	38.7%

Ethnigrwydd / Ethnicity	21-22	20-21	19-20
Unrhyw Gefndir Gwyn arall / Any other White Background	2.1%	0.9%	1.4%
Arabaidd / Arab	0.0%	0.0%	0.0%
Asiaidd – Bangladeshi / Asian - Bangladeshi	0.0%	0.1%	0.1%
Asiaidd - Indiaidd / Asian - Indian	0.0%	0.0%	0.1%
Asiaidd – Pacistanaidd / Asian - Pakistani	0.0%	0.0%	0.3%
Du – Africanaidd / Black - African	0.1%	0.1%	0.1%
Du – Caribiaidd / Black - Caribbean	0.1%	0.0%	0.0%
Tseiniaidd / Chinese	0.0%	0.0%	0.1%
Sipsi neu Deithiwr Gwyddelig / Gypsy or Irish Traveler	0.1%	0.0%	0.0%
Gwrthodwyd gwybodaeth / Information refused	0.0%	0.1%	0.0
Gwyddelod / Irish	0.1%	0.0%	0.1%
Cymysg - Gwyn ac Asiaidd / Mixed - White and Asian	0.1%	0.0%	0.1%
Cymysg - Gwyn a Du Africanaidd / Mixed - White and Black African	0.1%	0.0%	0.1%
Cymysg - Gwyn a Du Caribiaidd / Mixed - White and Black Caribbean	0.1%	0.1%	0.3%
Anhysbys / Not known	0.4%	0.2%	0.3%
Cefndir Asiaidd arall / Other Asian background	0.1%	0.3%	0.4%
Cefndir Du Arall / Other Black background	0.1%	0.0%	0.1%
Cefndir Ethnig Arall / Other Ethnic background	0.3%	0.0%	0.1%
Cefndir cymysg arall / Other mixed background	0.3%	0.2%	0.1%
Cymraeg/Seisnig/Albanaidd/Gogledd Iwerddon/Prydeinig Welsh / English / Scottish / Northern Irish / British	95.1%	96.9%	95.2%
Gwyn / White	1.0%	1.1%	1.4%

Oedolion a Dysgu Cymunedol / Adult and Community Learning

Oed / Age			
	21/22	20/21	19/20
Dan 16/ Under 16	0.3%	0.0%	0.0%
16-18	4.1%	6.0%	4.0%
19-24	9.8%	11.0%	10.0%
25-49	43.5%	53.0%	46.0%
50-64	25.7%	20.0%	24.0%
65+	16.6%	10.0%	15.0%

ADY, Difreintiedig ac mewn gofal / ALN, Deprived and LAC			
	21/22	20/21	19/20
ADY / ALN	28.2%	20.9%	24.2%
CDY / ALS	1.0%	0.9%	1.3%
Difreintiedig / Deprived	36.2%	41.1%	38.1%
Plant mewn gofal / LAC	2.2%	2.3%	1.0%

Rhyw / Gender			
	21/22	20/21	19/20
Benyw / Female	73.6%	74.7%	71.5%
Gwryw / Male	26.4%	25.3%	28.3%
Arall / Other		0.0%	0.2%

Siaradwyr Cymraeg / Welsh speakers			
	21/22	20/21	19/20
Rhugl / Fluent	27.0%	28.8%	25.8%
Ddim yn rhugl / Not fluent	17.5%	16.6%	14.3%
Dim Cymraeg / No Welsh	55.5%	54.7%	59.9%

Addysg Uwch /: Higher Education

Oed / Age			
	21/22	20/21	19/20
18-22	35.40%	48.30%	43.80%
23+	64.60%	51.70%	56.20%

Rhyw / Gender			
	21/22	20/21	19/20
Benyw / Female	60.90%	59.20%	59.60%
Gwryw / Male	38.80%	40.80%	40.40%
Arall / Other	0.30%	0.00%	0.00%

ADY, Difreintiedig ac mewn gofal / ALN, Deprived, and LAC			
	21/22	20/21	19/20
ADY / ALN		45.50%	6.70%
Difreintiedig / Deprived	33.30%	33.00%	32.30%
Plant mewn gofal / LAC	2.20%	1.10%	0.20%

Ethnigrwydd / Ethnicity			
	21/22	20/21	19/20
Gwyn / White	94.70%	97%	97.60%
BAME	3.60%	2.80%	2.40%
Anhysbys / Unknown	1.70%	-	-

Siaradwyr Cymraeg / Welsh speakers			
	21/22	20/21	19/20
Rhugl / Fluent	30.60%	27.70%	29.60%
Ddim yn rhugl / Not fluent	20.90%	-	-
Dim Cymraeg / No Welsh	48.40%	72.30%	70.40%

CIPOLWG AR STAFF Y GRŴP

GRŴP STAFF AT A GLANCE

RHYW / SEX	2020/21	2021/22
Benyw / Female	937 (61.8%)	821 (61.8%)
Gwryw / Male	580 (38.2%)	507 (38.2%)

ANABLEDD / DISABILITY	2020/21	2021/22
Staff sydd ag anabledd / Staff with a disability	32 (2.1%)	35 (2.6%)
Ddim yn anabl / Not disabled	523 (34.5%)	707 (53.2%)
Anhysbys / Not known	959 (63.2%)	586 (45.2%)

ETHNIGRwyD / ETHNICITY	2020/21	2021/22
Anhysbys / Not known	748	49.3%
Gwell peidio â dweud / Prefer not to say	-	-
Asiaidd/Asiaidd Prydeinig - Tsieineaid / Asian/Asian British - Chinese	2	0.13%
Asiaidd/Asiaidd Prydeinig - Indiaidd / Asian/Asian British - Indian	1	0.07%
Asiaidd/Asiaidd Prydeinig - Pacistanaidd / Asian/Asian British - Pakistani	1	0.07%
Asiaidd/Asiaidd Prydeinig - unrhyw un arall / Asian/Asian British - Any other	-	-
Du/Africanaidd/Caribiaidd/Prydeinig-Caribiaidd / Black/African/Caribbean/British- Caribbean	1	0.07%
Cymysg/Lluosog - Gwyn ac Asiaidd / Mixed/Multiple - White and Asian	1	0.07%
Grwpiau ethnig Cymysg/Lluosog - Unrhyw un arall / Mixed/Multiple ethnic groups - Any other	2	0.13%
Grŵp ethnig arall - Araidaidd / Other ethnic group - Arab	3	0.2%
Gwyn - Unrhyw un arall / White - Any other	40	2.64%
Gwyn - Saesneg/Cymraeg/Albanaidd/Gwyddelig Gogleddol / White - English/Welsh/Scottish/Northern Irish	711	46.9%
Gwyn - Sipsi neu Deithiwr Gwyddelig / White - Gypsy or Irish Traveller	1	0.07%
Gwyn - Gwyddelig / White - Irish	6	0.4%

OED / AGE	2020/21	2021/22
>19	4	0.3%
19 - 25	44	2.9%
26 - 34	180	11.9%
35 - 46	377	24.9%
45 - 54	439	28.9%
55 - 64	454	29.9%
65+	95	6.3%

CREFYDD / RELIGION	2020/21	2021/22
Iddewig / Jewish	1	0.1%
Bwdhaidd / Buddhist	5	0.3%
Mwslemaidd / Muslim	5	0.3%
Crefydd neu gred arall / Other religion or belief	10	0.7%
Gwell peidio â dweud / Prefer not to say	38	2.5%
Dim crefydd / No religion	280	18.5%
Cristion (pob enwad) / Christian (all)	379	25.0%
Anhysbys / Not known	799	52.7%

CYFEIRIADDEDD RHYWIOL / SEXUAL ORIENTATION	2020/21	2021/22
Deurywiol / Bisexual	6	0.4%
Hoyw neu Lesbiaidd / Gay or Lesbian	9	0.6%
Heterorywiol / Heterosexual	584	38.5%
Gwell peidio â dweud / Prefer not to say	49	3.2%
Mae'n well gen i hunan-ddisgrifio / Prefer to self-describe	2	0.1%
Anhysbys / Not known	867	57.2%

