

The Vale of Glamorgan Council

Standards Committee: 22nd November, 2018

Report of the Monitoring Officer / Head of Legal and Democratic Services

Update Re Advert for Independent Members of Standards Committee Vacancies

Purpose of the Report

1. To provide the Committee with an update on the current advert for Independent Members of the Standards Committee.

Recommendation

THAT the report be noted.

Reason for the Recommendation

To advise Standards Committee Members of the current advertising process for the appointment of Independent Members of the Standards Committee.

Background

2. The Council will have two vacancies for Independent Members of the Standards Committee from 13th March, 2019. Independent Members are appointed for a period of four to six years however can be appointed for a further consecutive term for up to four years.

Relevant Issues and Options

3. Adverts for the two vacant positions which have been placed in the Western Mail and local Gem are attached at Appendix A to this report. Attached at Appendix B is a more detailed advert together with the application form which has been placed on the Council's website. The closing date for all applications is 23rd November, 2018 and the shortlisting of applicants will take place on 26th November, 2018. The interviews will take place in the first two weeks of December 2018. The successful candidates will be expected to take up their appointment from 13th March, 2019.

Resource Implications (Financial and Employment)

4. None as a direct result of this report.

Sustainability and Climate Change Implications

5. None as a direct result of this report.

Legal Implications (to Include Human Rights Implications)

6. Independent Members are to be appointed for a period of not less than four and not more than six years in accordance with the Standards Committee (Wales) Regulations 2001 and maybe reappointed for one further consecutive term not exceeding four years.

Crime and Disorder Implications

7. None as a direct result of this report.

Equal Opportunities Implications (to include Welsh Language issues)

8. None as a direct result of this report.

Corporate/Service Objectives

9. The roles and functions of the Standards Committee are:

- (a) promoting and maintaining high standards of conduct by Councillors, Co-Opted Members and church and parent governor representatives;
- (b) assisting Councillors, Co-Opted Members and church and parent governor representatives to observe the Members' Code of Conduct;
- (c) advising the Council on the adoption or revision of the Members' Code of Conduct;
- (d) monitoring the operation of the Members' Code of Conduct;
- (e) advising, training or arranging to train Councillors, Co-Opted Members and church and parent governor representatives on matters relating to the Members' Code of Conduct;
- (f) granting dispensations to Councillors, Co-Opted Members and church and parent governor representatives from requirements relating to interests set out in the Members' Code of Conduct;
- (g) dealing with any reports from a case tribunal or interim case tribunal, and any report from the Monitoring Officer on any matter referred to that officer by the Public Services Ombudsman;
- (h) the exercise of (a) to (g) above in relation to the Community Councils wholly or mainly in its area and the members of those Community Councils;
- (i) overview of complaints handling and Ombudsman investigations.

Policy Framework and Budget

10. This report does not affect the Council's Policy Framework and Budget.

Consultation (including Ward Member Consultation)

11. This report does not involve any consultations with other parties.

Relevant Scrutiny Committee

12. None.

Background Papers

Standards Committee (Wales) Regulations 2001

Contact Officer

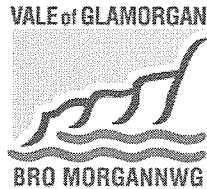
Mrs. K. Bowen
Principal Democratic Services Officer
Tel: 01446 709856
Email: democratic@valeofglamorgan.gov.uk

Officers Consulted

None.

Responsible Officer:

Ms. D. Marles
Monitoring Officer / Head of Legal and Democratic Services



PRESS ADVERT

STANDARDS COMMITTEE APPOINTMENT OF INDEPENDENT MEMBERS

The Vale of Glamorgan Council currently has **two** vacancies for Independent Members of the Standards Committee. This is a statutory Committee which plays a crucial role in maintaining high ethical standards at County and Community Council levels. The role of the Committee briefly is to advise, assist and guide Members in the adoption, monitoring, operation, enforcement and review of various local Codes of Conduct, in particular the Code of Conduct for Members and other ethical guidance.

The Committee meets between four and six times a year for which fees are payable.

Suitable applicants will need to be able to demonstrate the following qualities and characteristics:

- Good listener but inquisitive
- Ability to weigh up conflicting evidence and reach an effective conclusion
- Ability to work as part of a team
- Respect for others with an understanding of and respect for strong ethical values
- Integrity and good character.

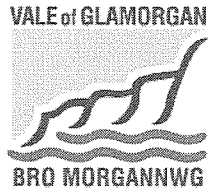
A detailed knowledge of local government is not necessary although it would be an advantage if potential candidates were interested in matters relating to public life and services.

For an application form, or an informal discussion, please contact Debbie Marles, Monitoring Officer on 01446 709402 or email dmarles@valeofglamorgan.gov.uk. Further details on the role and an application form can also be found at www.valeofglamorgan.gov.uk/CommitteeVacancies.

The closing date for applications is: 23rd November, 2018.

It is intended that interviews will take place during the first two weeks of December 2018.

The successful candidate will be expected to take up their appointment from 13th March, 2019.



PWYLLGOR SAFONAU PENODI AELODAU ANNIBYNNOL

Ar hyn o bryd, mae **dwy** sedd wag ar Pwyllgor Safonau Cyngor Bro Morgannwg i Aelodau Annibynnol. Mae hwn yn bwyllgor statudol sy'n chwarae rhan hanfodol o ran cynnal safonau moesegol uchel ar lefel Cyngorau Sirol a Chymuned. Yn fras, rôl y Pwyllgor yw rhoi cyngor, cymorth a chanllawiau i Aelodau o ran mabwysiadu, monitro, gweithredu, gorfodi ac adolygu Codau Ymddygiad Lleol amrywiol, yn benodol Cod Ymddygiad Aelodau a chanllawiau moesegol eraill.

Mae'r Pwyllgor yn cwrdd rhwng pedwar a chwech gwaith y flwyddyn ac y mae ffioedd yn daladwy.

Bydd ymgeiswyr addas yn gallu profi bod y nodweddion a'r priodweddau canlynol ganddynt:

- Gwrando'n dda ond yn chwilfrydig
- Gallu pwyso a mesur tystiolaeth sy'n gwrthdaro gan ddod i ganlyniad effeithiol
- Gallu gweithio'n rhan o dîm
- Parchu eraill gyda dealltwriaeth o a pharch at werthoedd moesegol cryf
- Uniondeb a chymeriad da.

Nid yw gwybodaeth fanwl am lywodraeth leol yn angenrheidiol er y byddai'n fantais pe byddai gan ymgeiswyr posibl ddiddordeb mewn materion yn ymwneud â bywyd cyhoeddus a gwasanaethau.

I gael ffurflen gais, rhagor o wybodaeth neu drafodaeth anffurfiol, cysylltwch â Debbie Marles, Swyddog Monitro ar 01446 709402 neu e-bostiwch dmarles@valeofglamorgan.gov.uk Mae manylion pellach ar y rôl a ffurflen gais hefyd ar gael o www.valeofglamorgan.gov.uk/CommitteeVacancies.

Y dyddiad cau ar gyfer ceisiadau yw: 23 Tachwedd, 2018.

Bwriedir cynnal y cyfweiliadau yn ystod pythefnos gyntaf Rhagfyr 2018.

Bydd disgwyl i'r ymgeisydd llwyddiannus fod yn y swydd o 13 Mawrth, 2019.

WEBSITE ADVERT

STANDARDS COMMITTEE APPOINTMENT OF INDEPENDENT MEMBERS

The Council currently has **two** vacancies for Independent Members of the Standards Committee. This is a statutory Committee which plays a crucial role in maintaining high ethical standards at County and Community Council levels. The role of the Committee briefly is to advise, assist and guide Members in the adoption, monitoring, operation, enforcement and review of various local Codes of Conduct, in particular the Code of Conduct for Members and other ethical guidance. Full details of the Terms of Reference of the Standards Committee can be found in Section 8 of the Council's Constitution published on the Council's website.

Independent Members are appointed for a period of between four and six years and may be appointed for a further consecutive term of up to four years. The Standards Committee meets between four and six times a year, although Independent Members may need to make themselves available for unscheduled meetings at a few days' notice should the need arise.

The Standards Committee comprises five Independent Members, three County Councillors and one Community Council representative. The roles of Chairman and Vice-Chairman are elected from amongst the Independent Members of the Standards Committee.

Suitable applicants will be able to demonstrate the following qualities and characteristics:

- Good listener but inquisitive
- Ability to weigh up conflicting evidence and reach an effective conclusion
- Ability to work as part of a team
- Respect for others with an understanding of and respect for strong ethical values
- Integrity and good character.

A detailed knowledge of local government is not necessary although it would be an advantage if potential candidates were interested in matters relating to public life and services.

The following persons cannot in law be an Independent Member:

- A serving Councillor or Officer (or the spouse or civil partners of a Councillor or Officer) of the Vale of Glamorgan Council, a Fire and Rescue Authority, a National Park Authority, or a Community / Town Council
- Former Councillors or Officers of the Vale of Glamorgan Council
- Former Councillors or Officers of any other County or County Borough Council, Fire and Rescue Authority or National Park Authority until at least one year after ceasing to be a Councillor / Officer of that Authority.

The ability to speak Welsh may be considered by the Appointment Panel to be an advantage and the Panel may take into account the need to achieve a balance of

skills, qualities and expertise on the Committee, as well as the need to represent the community as a whole and achieve a geographical spread of representation on the Committee.

An Independent Member should also not have had significant previous dealings with the Council which may compromise their impartiality, nor have a close relationship with any Member or Officer of the Council.

The Council is an equal opportunities employer and provider of services and welcomes applications from all sectors of the community.

Independent Members of the Standards Committee are entitled to claim the following fees as co-opted Members:

Chairman - daily fee £256 (4 hours and over), (£128 up to 4 hours)

Ordinary Member – daily fee £198 (4 hours and over), (£99 up to 4 hours).

These payments are capped at a maximum of the equivalent of 10 full days a year for an individual, payments are for meeting time and include time spent on preparation and travelling. For the purpose of any claim, a half day meeting is defined as up to four hours, a full day meeting is defined as over four hours.

In addition, there is provision for the reimbursement of necessary costs for the care of dependent children and adults (provided by informal or formal carers) up to a maximum of £403 per month. Reimbursement shall only be made where the care was necessary to enable a person whose ability to participate would be limited by their responsibilities as a carer but reimbursement shall only be made on production of receipts from the carer.

For an application form, more information or an informal discussion, please contact Debbie Marles, Monitoring Officer on 01446 709402 or e-mail dmarles@valeofglamorgan.gov.uk.

Further details on the role and an application form can also be found at www.valeofglamorgan.gov.uk/CommitteeVacancies.

The closing date for applications is: 23rd November 2018.

It is intended that interviews will take place during the first two weeks of December 2018.

The successful candidate will be expected to take up their appointment from 13th March, 2019.

PWYLLGOR SAFONAU PENODI AELODAU ANNIBYNNOL

Ar hyn o bryd, mae **dwy** sedd wag ar y Pwyllgor Safonau i Aelodau Annibynnol. Mae hwn yn bwyllgor statudol sy'n chwarae rhan hanfodol o ran cynnal safonau moesegol uchel ar lefel Cyngorau Sirol a Chymuned. Yn fras, rôl y Pwyllgor yw rhoi cyngor, cymorth a chanllawiau i Aelodau o ran mabwysiadu, monitro, gweithredu, gorfodi ac adolygu Codau Ymddygiad Lleol amrywiol, yn benodol Cod Ymddygiad Aelodau a chanllawiau moesegol eraill. Mae manylion llawn Cylch Gorchwyl y Pwyllgor Safonau yn Adran 8 o Gyfansoddiad y Cyngor a gyhoeddwyd ar wefan y Cyngor.

Caiff Aelodau Annibynnol eu penodi am gyfnod rhwng pedwar a chwech mlynedd a gallent gael eu penodi am dymor arall pellach o hyd at 4 blynedd. Mae'r Pwyllgor Safonau'n cwrdd rhwng pedwar a chwech gwaith y flwyddyn, er y bydd angen i'r Aelodau Annibynnol o bosibl fod ar gael ar gyfer cyfarfodydd nas trefnwyd ar ddim ond ychydig ddyddiau o rybudd pe byddai angen.

Mae'r Pwyllgor Safonau'n cynnwys pum Aelod Annibynnol, tri Cyngorydd Sirol ac un cynrychiolydd o'r Cyngor Cymuned. Caiff y Cadeirydd a'r Is-gadeirydd eu hethol o blith Aelodau Annibynnol y Pwyllgor Safonau.

Bydd ymgeiswyr addas yn gallu profi bod y nodweddion a'r priodweddau canlynol ganddynt:

- Gwranddo'n dda ond yn chwilfrydig
- Gallu pwysu a mesur tystiolaeth sy'n gwrthdaro gan ddod i ganlyniad effeithiol
- Gallu gweithio'n rhan o dîm
- Parchu eraill gyda dealltwriaeth o a pharch at werthoedd moesegol cryf
- Uniondeb a chymeriad da.

Nid yw gwybodaeth fanwl am lywodraeth leol yn angenrheidiol er y byddai'n fantais pe byddai gan ymgeiswyr posibl ddiddordeb mewn materion yn ymwneud â bywyd cyhoeddus a gwasanaethau.

Yn ôl y gyfraith, ni all y bobl ganlynol fod yn Aelod Annibynnol:

- Cyngorydd neu Swyddog presennol (na phriod neu bartner sifil Cyngorydd neu Swyddog) o Gyngor Bro Morgannwg, Awdurdod Tân ac Achub, Awdurdod Parc Cenedlaethol, neu Gyngor Cymuned / Tref.
- Cyn-Gynghorwyr neu Swyddogion Cyngor Bro Morgannwg
- Cyn-Gynghorwyr neu Swyddogion unrhyw Gyngor Sir neu Fwrdeistref Sirol, Awdurdod Tân ac Achub neu'r Awdurdod Parc Cenedlaethol tan o leia' flwyddyn ar ôl gorffen bod yn Gyngorydd / Swyddog i'r Awdurdod hwnnw.

Efallai y bydd y Panel Penodi yn ystyried y gallu i siarad Cymraeg yn fantais a bydd y Panel yn ystyried yr angen i gyflawni cytbwysedd o sgiliau, rhinweddau ac arbenigedd ar y Pwyllgor, ynghyd â'r angen i gynrychioli'r gymuned yn ei chyfanrwydd ac i gyflawni cytbwysedd daearyddol o ran cynrychiolaeth ar y Pwyllgor.

Yn ogystal, ni ddylai Aelod Annibynnol fod wedi bod ynghlwm mewn modd sylweddol gyda'r Cyngor a allasai effeithio ar eu gallu i fod yn ddi-duedd, a ni ddylent fod â pherthynas agos gydag unrhyw Aelod neu Swyddog o'r Cyngor.

Mae'r Cyngor yn gyflogwr ac yn ddarparwr gwasanaethau cyfle cyfartal ac yn croesawu ceisiadau gan bob rhan o'r gymuned.

Mae gan Aelodau Annibynnol o'r Pwyllgor Safonau'r hawl i hawlio'r ffioedd canlynol fel Aelodau Cyfetholedig:

Cadeirydd – ffi dyddiol £256 (4 awr a mwy) (£128 hyd at 4 awr)
Aelod Arferol - ffi dyddiol £198 (4 awr a mwy) (£99 hyd at 4 awr).

Caiff y taliadau hyn eu capio ar uchafswm sydd gyfwerth â 10 diwrnod llawn i unigolyn, mae'r taliadau ar gyfer amser y cyfarfod ac yn cynnwys yr amser a dreulir ar baratoi a theithio. At ddiben unrhyw hawl, caiff cyfarfod hanner diwrnod ei ddiffinio yn rhywbeth hyd at 4 awr, a diffinnir diwrnod llawn yn rhywbeth dros 4 awr.

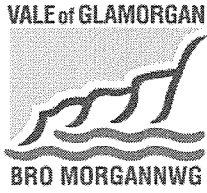
Yn ychwanegol, mae darpariaeth ar gyfer ad-dalu costau angenrheidiol ar gyfer gofalu am blant ac oedolion dibynnol (a ddarperir gan ofalwyr anffurfiol neu ffurfiol) hyd at uchafswm o £403 y mis. Bydd yr ad-daliad yn cael ei wneud dim ond pan oedd y gofal yn angenrheidiol i alluogi person y byddai ei allu i gymryd rhan yn gyfyngedig oherwydd ei gyfrifoldeb fel gofalwr, ond dim ond wrth gyflwyno derbynebaw gan y gofalwr y bydd yr ad-daliad yn cael ei wneud.

I gael ffurflen gais, rhagor o wybodaeth neu drafodaeth anffurfiol, cysylltwch â Debbie Marles, Swyddog Monitro ar 01446 709402 neu e-bostiwch dmarales@valeofglamorgan.gov.uk. Mae manylion pellach ar y rôl a ffurflen gais hefyd ar gael o www.valeofglamorgan.gov.uk/CommitteeVacancies

Y dyddiad cau ar gyfer ceisiadau yw: 23 Tachwedd, 2018.

Bwriedir cynnal y cyfweiliadau yn ystod pythefnos gyntaf Rhagfyr 2018.

Bydd disgwyl i'r ymgeisydd llwyddiannus fod yn y swydd o 13 Mawrth, 2019.



APPLICATION TO BECOME AN INDEPENDENT MEMBER OF
THE VALE OF GLAMORGAN COUNCIL'S
STANDARDS COMMITTEE

1. Surname Title (Mr/Mrs/Miss/Ms)

--	--

2. Forenames

--	--

3. Contact Information

Home Address:	
Phone:	
Mobile:	
Email:	

4. Please provide details of your present occupation and employer and any work related professional or academic qualifications.

--

5. Have you ever worked for the Vale of Glamorgan Council or its predecessor Authorities, or any other Local Authority including a Town, Community or Parish Council?

YES NO

If YES, please give details including dates

6. Is your spouse or partner employed by any Local Authority?

YES NO

If YES, please give details

7. Are you or your spouse or partner, or have either of you ever been, a serving Member of any Local Authority?

YES NO

If YES, please provide the name of the Authority and relevant dates

8. Are you a member of any Political Party or active in local politics?

YES NO

If YES, please give details

9. Have you had any significant disputes with the Vale of Glamorgan Council since its formation in April 1996?

YES NO

If YES, please give details

10. Have you been convicted of a criminal offence?

YES NO

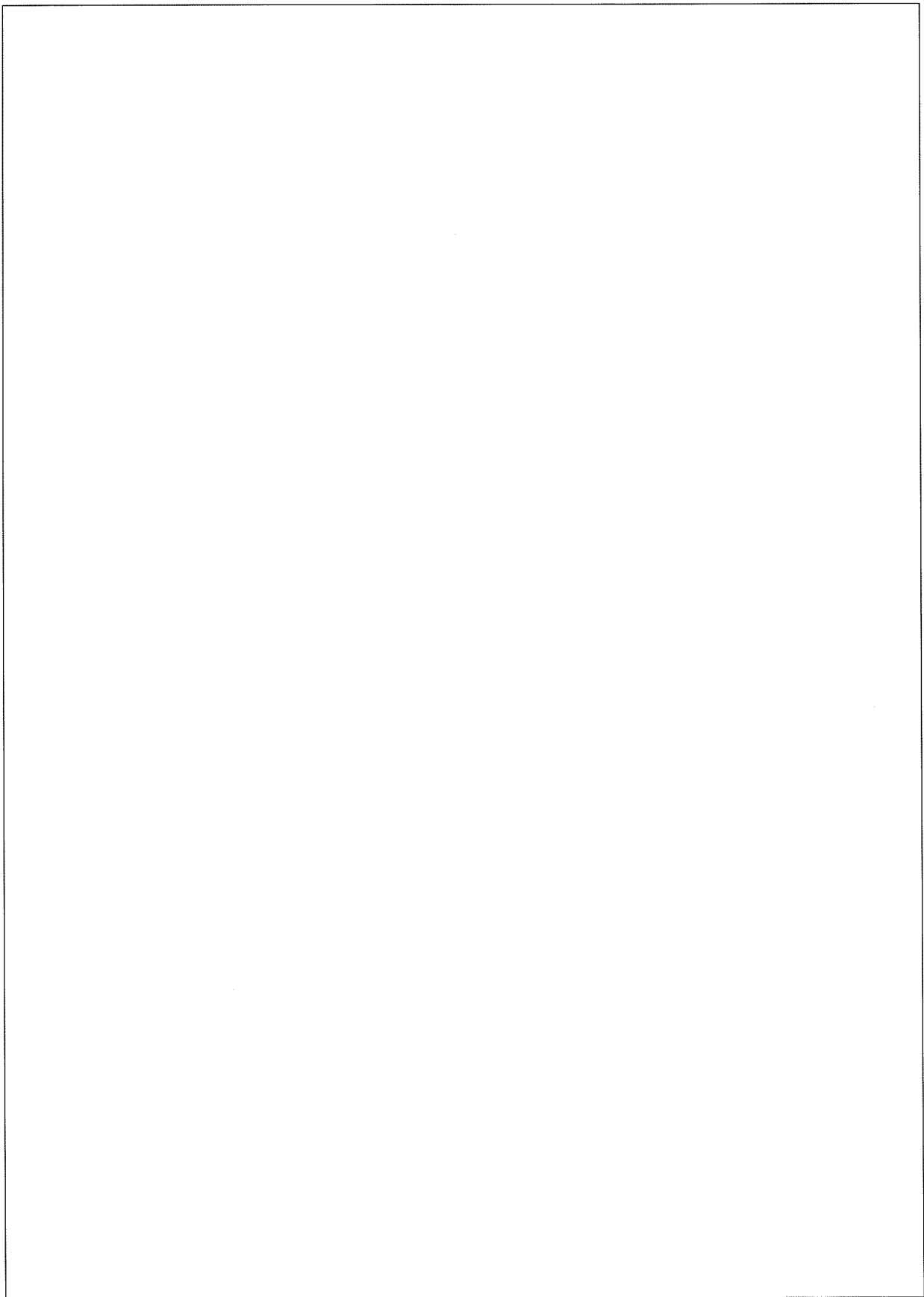
If YES, please give details

11. Is there anything in your private or working life or in your past or to your knowledge in that any member of your family or close friends which, if it became generally known might bring you into disrepute or call into question your integrity, authority or standing in the community?

YES NO

If YES, please give details

12. Please indicate why you are interested in serving as an independent member on the Standards Committee of the Vale of Glamorgan Council. Include details of any previous experience or personal attributes which you believe make you particularly suitable for this role.



Signed: **Date:**

Please return via e-mail to
dmarles@valeofglamorgan.gov.uk

or

D. Marles

Monitoring Officer

Vale of Glamorgan Council

Holton Road

Barry

CF63 4RU



EQUAL OPPORTUNITIES MONITORING FORM

The Vale of Glamorgan Council is committed to achieving equality of opportunity.

We want to make sure that there are opportunities for everyone to work for us. We collect information about protected characteristics when people apply for jobs. We look at this information to make sure that people from all protected groups apply for jobs. If this is not happening, we can think about ways to encourage more people from those groups to apply for jobs. We would like you to complete this form to provide us with that information. We will take it away from your application form before we send it to Managers to decide who they would like to interview. Please see our equality policy on our Website or phone us for a hard copy for more information about this.

Post Information

Surname:

First Name (s)

Title:

Position/Post title:

Post ref:

Gender and Gender Identity

What is your gender?

 Female Male

At birth were you described as?

 Female Male Intersex Prefer not to say

Disability

Are your day-to-day activities limited because of a physical or mental health condition, illness or disability which has lasted, or is expected to last 12 months or more?

 Yes – limited a lot Yes – limited a little No Prefer not to say

Age

What is your date of birth?:

National Identity

National Identity – how would you describe your national identity?

 Welsh English Scottish Northern Irish British Other (please specify) Prefer not to say

Ethnic Group

Ethnicity – how would you describe your ethnic group?

White

 Welsh/English/Scottish/Northern Irish/British Irish Gypsy or Irish Traveller Any other white background (please specify):

Mixed/multiple ethnic groups

 White and Black Caribbean White and Black African White and Asian Any other Mixed/multiple ethnic background (please specify):

Asian/Asian British

 Indian Pakistani Bangladeshi Chinese Any other Asian background (please specify):

Black/African/Caribbean/Black British

 African Caribbean Any other Black/African/Caribbean background (please specify):

Other ethnic group

 Arab Any other ethnic group (please specify):

Prefer not to say

Sexual Identity

Which of the following options best describes how you think of yourself?

Heterosexual/straight

Gay or lesbian

Bisexual

Other

Prefer not to say

Religion

What is your religion?

No religion

Christian (all denominations)

Buddhist

Hindu

Jewish

Muslim

Sikh

Any other religion (please specify):

Prefer not to say

Pregnancy and Maternity

Are you currently pregnant or have you been pregnant within the last year?

Yes

No

Prefer not to say

Have you taken maternity leave within the past year?

Yes

No

Prefer not to say

Marriage and Civil Partnership

What is your legal marital or same sex civil partnership status?

Single, that is never married and never registered in a same sex civil partnership

Married and living with husband/wife

Separated but still legally married

Divorced

Widowed

In a registered same-sex civil partnership and living with your partner

Separated, but still legally in a same-sex civil partnership

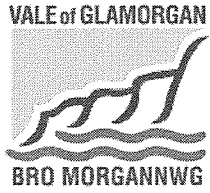
Formerly in a same-sex civil partnership which is now legally dissolved

Surviving partner from a same-sex civil partnership

Prefer not to say

Your personal information will not be disclosed without your prior written consent. Your personal information will only be monitored in order to assist statistical analysis, and to help us to develop our policies and practices so that they include all sections of the community. For example it will help the council to identify whether our recruitment and selection strategies are succeeding in providing a workforce that is representative of the Vale of Glamorgan. Your information will not be given to external organisations.

Signature: _____ Date: _____



CAIS I FOD YN AELOD ANNIBYNNOL

O BWYLLGOR SAFONAU

CYNGOR BRO MORGANNWG

1. Cyfenw

Teitl (Mr/Mrs/Miss/Ms)

--	--

2. Enwau cyntaf

--	--

3. Manylion Cyswllt

Cyfeiriad Cartref:

Ffôn:

Ffôn symudol:

E-bost:

--

4. Rhowch fanylion eich swydd a'ch cyflogwr presennol ac unrhyw gymwysterau academaidd neu broffesiynol sy'n berthnasol i waith.

--

5. Ydych chi wedi gweithio i Gyngor Bro Morgannwg neu ei Awdurdodau rhagflaenol, neu un rhyw Awdurdod Lleol arall, yn cynnwys Cyngor Tref, Cymuned neu Blwyf?

YDW NAC YDW

Os YDYCH, rhowch fanylion, yn cynnwys dyddiadau

6. Ydy'ch cymar neu briod yn gyflogedig gan unrhyw Awdurdod Lleol?

YDW NAC YDW

Os YDY, rhowch fanylion:

7. Ydych chi, neu'ch cymar neu briod, yn gwasanaethu fel Aelod mewn unrhyw Awdurdod Lleol neu erioed wedi bod?

YDW NAC YDW

Os ydych, rhowch enw'r Awdurdod ac unrhyw ddyddiadau perthnasol

8. Ydych chi'n aelod o unrhyw Blaid Wleidyddol neu'n weithgar mewn gwleidyddiaeth leol?

YDW NAC YDW

Os YDY, rhowch fanylion:

9. Ydych chi wedi cael unrhyw anghydfod sylweddol gyda Chyngor Bro Morgannwg ers iddo gael ei sefydlu ym mis Ebrill 1996.

YDW NAC YDW

Os YDY, rhowch fanylion:

10. Ydych chi wedi'ch barnu'n euog o gyflawni trosedd?

YDW NAC YDW

Os YDY, rhowch fanylion:

11. Os unrhyw beth yn eich bywyd personol neu fywyd gwaith neu yn eich gorffennol neu hyd y gwyddoch yn rhoi unrhyw aelod o'ch teulu neu ffrindiau agos, a fyddai, petai'n wybyddus, yn dwyn anfri arnoch neu yn peri i rywun gwestiynu eich hygrededd, awdurdod neu safle yn y gymuned?

YDW NAC YDW

Os YDY, rhowch fanylion:

12. Nodwch pam bod gennych ddi-ddordeb mewn sefyll fel aelod annibynnol ar Bwyllgor Safonau Cyngor Bro Morgannwg. Rhowch fanylion unrhyw brofiad blaenorol neu nodweddion personol y credwch eu bod yn dangos eich bod yn addas ar gyfer y rôl hon.



Llofnodwyd: Dyddiad:

Dychwelwch trwy e-bost i:
dmarles@valeofglamorgan.gov.uk

neu

D. Marles

Swyddog Monitro

Cyngor Bro Morgannwg

Heol Holton

Y Barri

CF63 4RU

FFURFLEN MONITRO CYFLE CYFARTAL

Mae Cyngor Bro Morgannwg wedi ymrwymo i sicrhau cyfle cyfartal.

Rydym am roi cyfle i bawb ddod i weithio i ni. Byddwn yn casglu gwybodaeth am nodweddion gwarchoddedig pan fydd pobl yn ymgeisio am swyddi. Byddwn yn cyfeirio at y wybodaeth honno wedyn er mwyn sicrhau bod gennym ymgeiswyr o bob un o'r grwpiau gwarchoddedig. Pan na fydd hynny'n digwydd, byddwn yn meddwl am ffyrdd o annog mwy o bobl o'r grwpiau hynny i anfon ceisiadau. Hoffem petaech yn llenwi'r ffurflen hon er mwyn i ni gael y wybodaeth honno. Byddwn yn ei dileu o'ch ffurflen gais wedyn cyn anfon y ffurflen at y Rheolwyr a fydd yn penderfynu pwy ddylai gael dod i gyfweiliad. Ewch i ddarllen y polisi cydraddoldeb ar ein gwefan neu ffoniwch a gofynnwch am gopi caled er mwyn cael wybod mwy am hyn.

Manylion am y swydd

Cyfenw:	Enw(au) (s)	Teitl :
Teitl y swydd:	Cyfeirnod y swydd:	

Rhyw a Hunaniaeth Rywiol

Beth yw eich rhyw?	<input type="checkbox"/> Benyw
	<input type="checkbox"/> Gwryw
Pa ryw a gofnodwyd ar eich cyfer ar eich genedigaeth?	<input type="checkbox"/> Benyw
	<input type="checkbox"/> Gwryw
	<input type="checkbox"/> Rhyngrywiol
	<input type="checkbox"/> Dwy i ddim am ddweud

Anabledd

A oes cyflwr corfforol/iechyd meddwl, salwch neu anabledd arnoch sy'n cyfyngu ar eich gweithgareddau o ddydd i ddydd, ac wedi parhau neu'n debyg o barhau am 12 mis neu ragor?	<input type="checkbox"/> Oes – bydd yn cyfyngu gryn dipyn arnaf
	<input type="checkbox"/> Oes – bydd yn cyfyngu rywfaint arnaf
	<input type="checkbox"/> Nac oes
	<input type="checkbox"/> Dwy i ddim am ddweud

Oedran

Ar ba ddyddiad y cawsoch eich geni?:

Cenedligrwydd

Cenedligrwydd – pa hunaniaeth genedlaethol ydych chi'n ei harddel?

<input type="checkbox"/> Cymreig	<input type="checkbox"/> Seisnig	<input type="checkbox"/> Albanaidd	<input type="checkbox"/> Gwyddelig (o Ogledd Iwerddon)	<input type="checkbox"/> Prydeinig
<input type="checkbox"/> Arall (rhowch fanylion)		<input type="checkbox"/> Dwy i ddim am ddweud		

Grŵp Ethnig

Ethnigrwydd – pa grŵp ethnig sy'n eich disgrifio orau?

Gwyn

<input type="checkbox"/> Cymreig/Seisnig/Albanaidd/Gwyddelig (o Ogledd Iwerddon)/British	<input type="checkbox"/> Gwyddelig
<input type="checkbox"/> Sipsiwn neu Deithiwr Gwyddelig	<input type="checkbox"/> Unrhyw gefndir gwyn arall (rhowch fanylion):

Grwpiau ethnig cymysg/lluosog

<input type="checkbox"/> Cymysg Du a Gwyn Caribiaidd	<input type="checkbox"/> Cymysg Du a Gwyn Affricanaidd	<input type="checkbox"/> Gwyn o dras Asiaidd
<input type="checkbox"/> Unrhyw gefndir ethnig cymysg/lluosog arall (rhowch fanylion):		

Asiaidd/Prydeinig o dras Asiaidd

<input type="checkbox"/> Indiaidd	<input type="checkbox"/> Pacistanaidd	<input type="checkbox"/> Bangladesiaidd	<input type="checkbox"/> Tsieineaidd
<input type="checkbox"/> Unrhyw gefndir Asiaidd arall (rhowch fanylion):			

Du/Affricanaidd/Caribiaidd/Prydeinig ac yn Ddu

<input type="checkbox"/> Affricanaidd	<input type="checkbox"/> Caribiaidd
Unrhyw gefndir Du/Affricanaidd/Caribiaidd arall (rhowch fanylion):	

Grŵp ethnig arall

<input type="checkbox"/> Arabaidd
<input type="checkbox"/> Unrhyw grŵp ethnig arall (rhowch fanylion):
<input type="checkbox"/> Dwy i ddim am ddweud

Rhywioldeb**Pa un o'r canlynol sy'n eich disgrifio orau?**

- | | | |
|---|---|------------------------------------|
| <input type="checkbox"/> Gwahanrywiol/strêt | <input type="checkbox"/> Hoyw neu Lesbiaidd | <input type="checkbox"/> Deurywiol |
| <input type="checkbox"/> Arall | <input type="checkbox"/> Dwy i ddim am ddweud | |

Crefydd**Pa grefydd ydych chi'n ei harddel?**

- | | | |
|--|---|-----------------------------------|
| <input type="checkbox"/> Dim crefydd | <input type="checkbox"/> Cristnogaeth (pob enwad) | <input type="checkbox"/> Bwdiaeth |
| <input type="checkbox"/> Hindwaeth | <input type="checkbox"/> Iddewiaeth | <input type="checkbox"/> Islam |
| <input type="checkbox"/> Unrhyw grefydd arall (rhowch fanylion): | <input type="checkbox"/> Dwy i ddim am ddweud | |

Beichiogrwydd a Mamolaeth

- | | |
|--|---|
| Ydych chi'n feichiog ar hyn o bryd/wedi bod yn feichiog yn ystod y flwyddyn a aeth heibio? | <input type="checkbox"/> Ydw |
| | <input type="checkbox"/> Nac ydw |
| | <input type="checkbox"/> Dwy i ddim am ddweud |

- | | |
|---|---|
| Ydych chi wedi hawlio absenoldeb mamolaeth yn ystod y flwyddyn a aeth heibio? | <input type="checkbox"/> Ydw |
| | <input type="checkbox"/> Nac ydw |
| | <input type="checkbox"/> Dwy i ddim am ddweud |

Priodas a Phartneriaeth Sifil

- | | |
|--|---|
| Beth yw eich statws priodasol/partneriaeth sifil gyfunrywiol o dan y gyfraith? | <input type="checkbox"/> yn sengl – h.y. heb briodi erioed na chael eich cofrestru mewn partneriaeth sifil gyfunrywiol. |
| | <input type="checkbox"/> yn briod ac yn byw gyda gŵr / gwraig. |
| | <input type="checkbox"/> yn briod ond yn byw ar wahân i'ch gŵr / gwraig erbyn hyn. |
| | <input type="checkbox"/> wedi cael ysgariad. |
| | <input type="checkbox"/> yn ŵr gweddw / wraig weddw. |
| | <input type="checkbox"/> yn rhan o bartneriaeth sifil gyfunrywiol gofrestredig ac yn byw gyda'ch partner. |
| | <input type="checkbox"/> yn rhan o bartneriaeth sifil gyfunrywiol o hyd o dan y gyfraith, ond yn byw ar wahân i'ch partner erbyn hyn. |
| | <input type="checkbox"/> yn rhan o bartneriaeth sifil gyfunrywiol yn y gorffennol a gafodd ei diddymu'n gyfreithiol. |
| | <input type="checkbox"/> yn rhan o bartneriaeth sifil gyfunrywiol ac wedi goroesi eich partner. |
| | <input type="checkbox"/> Dwy i ddim am ddweud. |

Ni fyddwn yn datgelu eich manylion personol heb gael eich caniatâd drwy lythyr yn gyntaf. Ein hunig fwrriad wrth eu monitro fydd dadansoddi ystadegau a helpu'r cyngor i ddatblygu polisiau ac arferion sy'n cynnwys pob rhan o'r gymuned. Bydd y wybodaeth o gymorth, er enghraifft, i ni weld i ba raddau y mae ein strategaethau recriwtio a dewis yn llwyddo i ddarparu gweithlu sy'n gynrychioliadol o'r Fro. Ni fyddwn yn mentro cynnig eich gwybodaeth i unrhyw sefydliadau allanol.

Llofnod: _____ Dyddiad: _____