



Cyngor Sir  
**CEREDIGION**  
County Council

# **Datganiad Polisi Rheoli Perfformiad a Hunanasesu /** Performance Management Policy Statement and Self-Assessment

**Pwyllgor Cydlynu Trosolwg a Chraffu /**  
Overview and Scrutiny Coordinating Committee

**15 Mehefin 2022 /**  
15 June 2022



# Rhan 6 o Ddeddf Llywodraeth Leol ac Etholiadau (Cymru) 2021 / Part 6 of the Local Government and Elections (Wales) Act 2021

- Cyflwyno **cyfundrefn berfformio newydd** ar gyfer Prif Gyngorau
- Mae angen i gyngor fod yn **hunanymwbybodol**, deall a yw'n cyflawni'r **canlyniadau cywir**, a herio ei hun i wella'n barhaus
- Pwyslais ar **ganlyniadau** nid ar y broses
- Ystyried perfformiad o safbwynt y **sefydliad cyfan**
- Introduces **new performance regime** for Principal Councils
- Councils need to be **self-aware**, understanding whether its delivering the **right outcomes**, and challenging itself to **continuously improve**
- Focus is on **outcomes**, not on process
- **Organisation-wide** view of performance

# Rhan 6 o Ddeddf Llywodraeth Leol ac Etholiadau (Cymru) 2021 / Part 6 of the Local Government and Elections (Wales) Act 2021

- Nid ond yn fater o **gyflawni amcanion**, ond hefyd sut mae cyflawni ei swyddogaethau, defnyddio'i adnoddau a llywodraethu ei hun
- Rhaid **cyhoeddi Adroddiad Hunanasesu** (gyda chynllun gweithredu)
- Y **Cynllun Gweithredu** yw cynnyrch allweddol y broses. Mae gwerthuso llwyddiant y cynllun yn hanfodol i nod y Ddeddf.
- Not just about **meeting objectives**, but also how its delivering its functions, using its resources and governing itself.
- Requirement to **publish Self-Assessment Report** (with action plan)
- The Self-Assessment **Action Plan** is the key output from the process. The evaluation of achievement of the plan is the core of the Act's aim...i.e. the “so what” question

# Rhan 6 o Ddeddf Llywodraeth Leol ac Etholiadau (Cymru) 2021 / Part 6 of the Local Government and Elections (Wales) Act 2021

- Mae gan bob Aelod rôl i'w chwarae ond mae gan y **Pwyllgor Llywodraethu ac Archwilio** rôl hanfodol o ran “adolygu”r” Adroddiad Hunanasesu
- Dylai Hunanasesu **lywio** a **dylanwadu** ar gynllunio strategol, prosesau rheoli ariannol/cyllidebol, a'r gwaith o gynllunio gwelliant ac adrodd arno.
- **Ymgysylltu'n barhaus** â'r cyhoedd, busnesau, staff ac undebau.
- Unwaith ym mhob cylch etholiadol, rhaid i bob Awdurdod Lleol gael '**Asesiad Perfformiad gan Banel**'
- All Members have a role to play but the **Governance and Audit Committee** have a critical role in “reviewing” the Self-Assessment Report
- Self-Assessment should **inform** and **influence** strategic planning, financial management/budget processes, improvement planning and reporting.
- **Ongoing engagement** with the public, businesses, staff and unions.
- Once in each election cycle, each LA must have a '**Panel Performance Assessment**'

# Pwyntiau allweddol y broses Hunanasesu / Key points of the Self-Assessment process

- Gorffen cyhoeddi'r **Adroddiad Blynyddol** presennol
- Cyhoeddi **Adroddiad Hunanasesu** sy'n bodloni gofynion:
  - Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015
  - Deddf Llywodraeth Leol ac Etholiadau (Cymru) 2021
- Defnyddio Cwestiynau Allweddol neu “**Drywydd Holi Allweddol**” i sicrhau fod y broses yn canolbwyntio ar 1) canlyniadau 2) perfformiad o safbwynt y sefydliad cyfan 3) gofynion y Ddeddf a 4) yn seiliedig ar dystiolaeth
- Cease publication of the existing **Annual Report**
- Publish **Self-Assessment Report** that discharges the requirements of both:
  - Well-being of Future Generations (Wales) Act 2015
  - Local Government and Elections (Wales) Act 2021
- Use Key Questions or “**Key Lines of Enquiry**” approach to ensure the process is focused on 1) outcomes, 2) corporate view of performance, 3) requirements of the Act and is 4) evidence based

# Pwyntiau allweddol y broses Hunanasesu / Key points of the Self-Assessment process

- **Gweithdy LG** i nodi tystiolaeth a Sgoriau
- Gosod Hunanasesu fel rhan o **System Berfformio Teifi**, a chreu 'Dangosfwrdd' Hunanasesu
- Cyhoeddi'r Adroddiad Hunanasesu **yn flynyddol** (Un cylch = blwyddyn)
- Amserlenni yn cyd-fynd – e.e. Mae Hunanasesu yn **sbardun allweddol ar gyfer Cynlluniau Busnes**
- Bydd Blwyddyn 1 yn "**flwyddyn o ddysgu**"
- **Darparu cydbwysedd** rhwng gofynion y Ddeddf a chapasiti
- **LG workshop** to identify evidence and scores
- Build Self-Assessment into the **Teifi Performance System**, and create Self-Assessment 'Dashboard'
- Publish the Self-Assessment Report **annually** (One cycle = one year)
- Timescales aligned – e.g. Self Assessment is a **key driver for Business Plans**
- Year 1 would be a "**year of learning**"
- **Provides balance** between requirements of the Act and capacity

# Proses Amlinellol Hunanasesiad / Self-Assessment Outline Process

TROSOLWG A  
CHRAFFU

GWEITHDY I'R GRŴP  
ARWEINIOL

CASGLU  
TYSTIOLAETH

GRŴP  
ARWEINIOL I  
ADOLYGU'R  
ADRODDIAD  
DRAFFT

PWYLLGOR  
LLYWODRAETHU  
AC ARCHWILIO  
I ADOLYGU'R  
ADRODDIAD  
DRAFFT

CYHOEDDI'R  
HUNANASESIAD



OVERVIEW &  
SCRUTINY

LEADERSHIP  
GROUP  
WORKSHOP

COLLATE  
EVIDENCE

LEADERSHIP  
GROUP  
REVIEW DRAFT  
REPORT

GOVERNANCE  
AND AUDIT  
COMMITTEE  
REVIEW DRAFT  
REPORT

PUBLISH SELF-  
ASSESSMENT

# Trywydd Holi Allweddol / Key Lines of Enquiry

Golynion Perfformiad y Ddeddf	Thema	Trywydd Holi Allweddol	Asesiad Presennol				Cynllunio at y Dyfodol a Chyflawni		
			Pa mor dda ydyn ni'n perfformio a sut ydyn ni'n gwybod?				Beth a sut allwn ni wella?		
			Tystiolaeth	Beth sy'n gweithio'n dda?	Beth ydych chi'n poeni amdano?	Sgôr	Ble mae angen i ni fod?	Beth sydd angen i ni wneud i gyrraedd yno?	Beth fydd yn dangos i ni ein bod wedi cyrraedd yno?
<b>Gweithredu ei swyddogaethau yn effeithiol</b>	<b>Pa mor dda y mae'r Cyngor yn sicrhau gwell canlyniadau i bobl yn yr ardal leol?</b>	<p>1) A oes gan y Cyngor gyfres o strategaethau corfforaethol a gwasanaethol sy'n nodi gweledigaeth a blaenoriaethau'r Cyngor?</p> <p>2) A yw'r strategaethau hyn yn cyflawni eu hamcanion?</p> <p>3) A yw'r strategaethau hyn yn gynaliadwy o ran addasu ar gyfer anghenion y sefydliad yn y dyfodol?</p> <p>4) A oes gan y Cyngor fframwaith rheoli perfformiad effeithiol a phroses craffu democrataidd ar waith i gefnogi'r gwaith o gyflawni gweledigaeth a blaenoriaethau'r Cyngor?</p> <p>5) A yw Cynlluniau Busnes y Gwasanaethau yn cyflawni eu hamcanion a'u targedau perfformiad?</p>							



# Llinellau Ymholi Allweddol / Key Lines of Enquiry

Performance Requirements of the Act	Theme	Key Line of Enquiry	Current Assessment				Future Planning and Delivery		
			How well are we doing and how do we know?				What and how can we do better?		
			Evidence	What's working Well?	What are you worried about?	Score	Where do we need to be?	What do we need to do to get there?	What will tell us we have got there? i.e. the "so what"
<b>Exercising its functions effectively</b>	<b>How well is the Council delivering improved outcomes for people in the local area?</b>	1) Does the Council have a set of corporate and service strategies in place which set out the Council's vision and priorities?							
		2) Are these strategies delivering their aims and objectives?							
		3) Are these strategies sustainable in adapting to the future needs of the organisation?							
		4) Does the Council have an effective performance management framework and democratic scrutiny in place to support delivery of the Council's vision and priorities?							
		5) Are Service Business Plans delivering their objectives and performance targets?							

# Ymarfer Myfyriol / Reflective Practice

Mae myfyrio neu **ymarfer myfyriol** yn rhan annatod o Hunanasesiad:

- Sefydlu diwylliant o ymarfer myfyriol yn gorfforaethol ac mewn gwasanaethau
- Gofyn yn gyson “sut allwn ni wella?”
- Bod datrysiadau yn canolbwyntio ar arferion gwaith a'n ‘ffordd o wneud pethau’
- Annog a dal creadigrwydd ac arloesedd

Reflection or **reflective practice** is an integral part of Self-Assessment:

- Establish a culture of reflective practice both corporately and in services
- Constantly asking ‘how can we improve?’
- Solutions focus on working practices and ‘how we do things’
- Encourage and capture creativity and innovation

# Llinell Amser / Timeline

Mehefin – Gorffennaf /

June - July

Gorffennaf – Awst /  
July - August

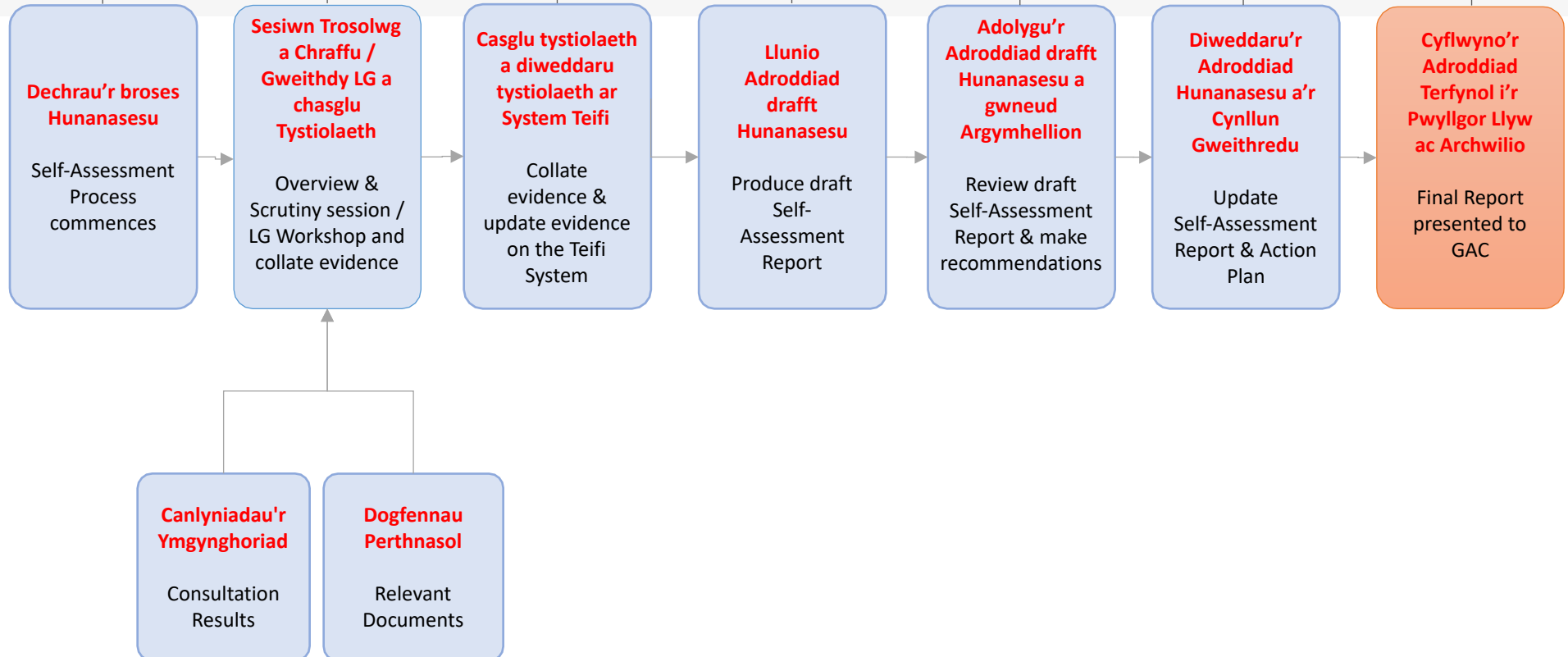
Medi /  
September

Hydref /  
October

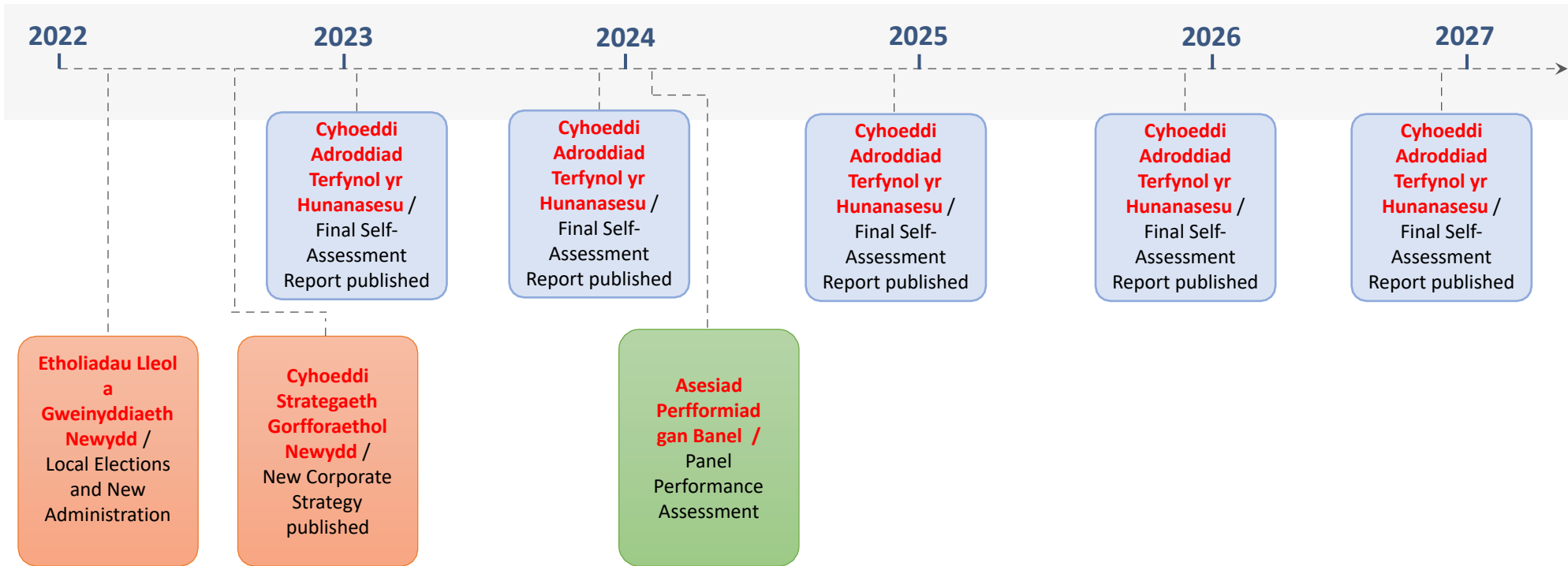
Tachwedd /  
November

Ebrill /  
April

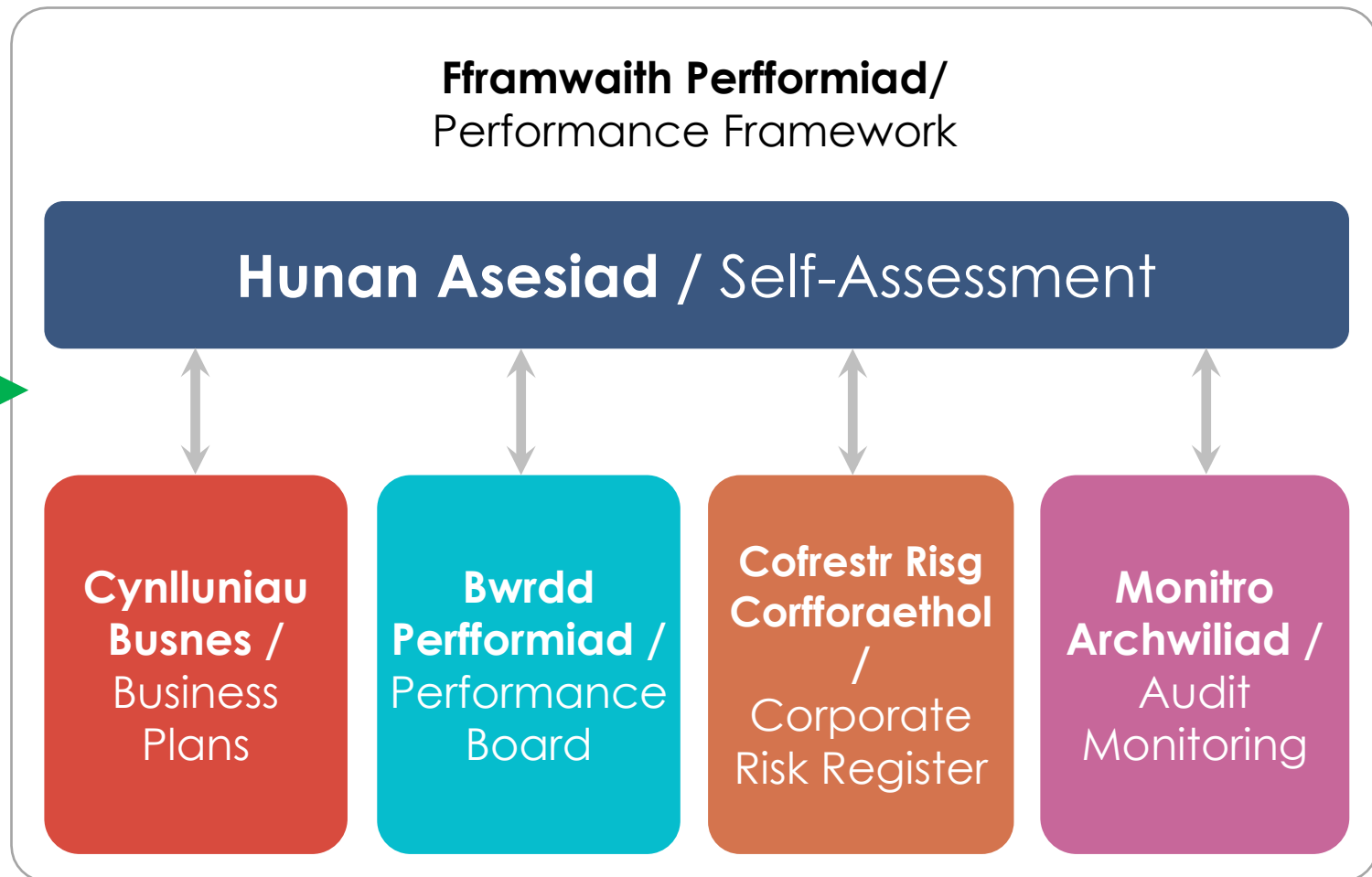
Ebrill – Mai/  
April - May



# Cylch Etholiad 2022-27 / Election Cycle 2022-27



# Integreiddio gyda'r Fframwaith Perfformiad / Integrating with the Performance Framework



# Datganiad Polisi Rheoli Perfformiad/ Performance Management Policy Statement

- Mae newidiadau deddfwriaethol ac arfer gorau yn gofyn am **Fframwaith Perfformiad** newydd
- Mae rheoli perfformiad yn hanfodol i gyflawni'r **weledigaeth** a'r **Amcanion Llesiant Corfforaethol**
- Mae'n dweud wrthym pa mor dda yr ydym yn perfformio, ble rydym yn perfformio'n dda ac o ble y gallwn ddysgu, a lle mae angen i ni wella
- Proses barhaus i herio ein hunain i wella **yn barhaus**
- Mae gan **bawb** ran i'w chwarae wrth reoli perfformiad
- Legislative changes and best practice requires new **Performance Framework**
- Performance management integral to achieving **vision** and **Corporate Well-being Objectives**
- Tells us how well we are doing, where we are performing well and can learn from, and where we need to improve
- Ongoing process to **continuously** challenge ourselves to improve
- **Everyone** has a role to play in managing performance

# Atgoffa / Recap:

## Beth mae'n ei olygu i'r Pwyllgor Cydlynu Trosolwg a Chraffu? /

What does it mean for Overview and Scrutiny Coordinating Committee?

- Mae gan **bob Aelod** rôl allweddol i'w chwarae
- **Hyrwyddo egwyddorion** hunanasesu ac ymarfer myfyriol
- Mae gan y **Pwyllgor Cydlynu Trosolwg a Chraffu** rôl hollbwysig o ran:
  - Ystyried perfformiad o safbwynt Aelodau
  - Awgrymiadau ar gyfer gwella
- **All Members** have a key role to play
- **Champion the principles** of self-assessment and reflective practice
- The **Overview Scrutiny Coordinating Committee** have a critical role in:
  - Providing Member view of performance
  - Suggestions for improvement