



# ADRODDIAD BLYNYDDOL

## *ANNUAL REPORT*

#NASUWTCymru23

**LLYWYDD**

Diane Evans

**NASUWT  
CYMRU**

The Teachers' Union



Undeb yr Athrawon

**YSGRIFENNYDD  
CYFFREDINOL**

Dr Patrick Roach

## **NASUWT Cymru Annual Report 2022-23**

### **Introduction**

When NASUWT members look back on 2022/23, they will understandably focus on the ballot result in January that put NASUWT Cymru only a few hundred votes away from crossing the threshold which would have enabled the Union to take action against the continued erosion of teachers' pay. This was a poor reward for the many hours of work and effort expended by members, activists and staff. However, in Wales, the NASUWT certainly has come out of the experience stronger and fitter. Many lessons have been learned and the Union remains better prepared than ever to fight injustice against our members both nationally and locally.

It may be more worthwhile, therefore, to focus on the successes and what the NASUWT won for members. These include: a number of the Independent Welsh Pay Review Body (IWPRB) recommendations which were then written into the School Teachers' Pay and Conditions (Wales) Document (STPC(W)D); the delay in the implementation of the Curriculum for Wales; support from the WTUC over the exclusion of schools in the Social Partnership Bill; and many successful resolutions to school-based disputes.

The NASUWT is the fighting Union for teachers in Wales. Anyone who knows education politics in Wales knows this. We need to ensure that teachers in Wales know it too.

**Neil Butler**

**NASUWT National Official Wales**

## 1. Pay and Conditions

### The Independent Wales Pay Review Body (IWPRB) 4th Report

On 21 July 2022, the Minister for Education published the IWPRB 4th report. It had been in his possession since May.

The IWPRB made seven recommendations and the Welsh Government accepted them all. The recommendations were:

*R1 – We recommend to the Welsh Government that all statutory scale points on all pay scales, and all allowances, are increased by 5% for 2022-2023.*

*R2 – We recommend to the Welsh Government that all statutory scale points on all pay scales, and all allowances, are increased by 3.5% for 2023-2024. This figure should be kept under review and revisited if there is a significant change in economic conditions compared with the current forecasts.*

*R3 – We recommend to the Welsh Government that the minimum of the MPR (M2) pay point is increased to £30,000 for 2023-2024.*

*R4 – We recommend that the Welsh Government, in partnership with the Pay Partnership Forum, updates and clarifies the wording in the STPC(W)D to incorporate the changes made since the devolution of pay and conditions – specifically pay portability, progression on the UPR, and performance-related pay – to reflect accurately and consistently the previous recommendations made by the IWPRB. This task should be completed by September 2022.*

R5 – We recommend to the Welsh Government that the pro-rata principle substantially referred to in section 40.1 should be removed from the 2022-2023 STPC(W)D in respect of part-time teachers in receipt of TLR [Teaching and Learning Responsibility] 1s and TLR2s, and that the PPF should agree, and replace it with, appropriate wording to state that a decision on the additional responsibilities and commensurate level of award should be mutually agreed by the teacher and the employer.

R6 – We recommend to the Welsh Government that in the light of the statutory nature of the new ALNCo role, a task and finish group be established to review the

non-contact allocation and remuneration. The group should report its findings by December 2023.

R7 – We refer to the three recommendations made in our third report, i.e. monitoring and reporting of equalities legislation at school and local authority level; guidance to school governors on pay and conditions; and arrangements for future work on a model pay policy at a national level, and recommend that they are implemented as originally written.

The recommendations reflected significant gains for the NASUWT and came from the NASUWT submissions to the IWPRB. However, the pay offer fell short of what the NASUWT asked for.

The National Executive decided that 5% was not acceptable and the National Action Committee agreed a national ballot over pay in Wales.

### **The IWPRB Strategic Review**

Part C of the IWPRB remit was to conduct a Strategic Review of Education in Wales. Consultations on this began towards the end of 2022. This gave the NASUWT the enormous opportunity to set out its own vision for education in Wales and the Union took it – with 37 recommendations on all aspects of non-pay conditions for teachers in Wales. Since the submission, the NASUWT was also asked for specific details regarding the role of supply teachers in Wales.

In February 2023, the NASUWT was called to give evidence at an oral session with the IWPRB. However, this was cancelled last minute by the Education Minister who wanted to refocus the IWPRB on pay. The NASUWT had been calling for this as part of the pay dispute. However, the Minister later closed down the IWPRB's new consultation on pay and came out with a flat offer for 2023/24 of 5%. The IWPRB reverted back to the Strategic Review but no new invitation came for an oral session.

### **School Teachers' Pay and Conditions (Wales) Document (STPC(W)D) 2022**

The NASUWT engaged, as part of the Pay Partnership Forum, to amend the STPC(W)D to include the recommendations of the IWPRB. The NASUWT recommendations were accepted for pay portability and part-time TLR payments. The NASUWT also challenged the reintroduction in 2019 of the two-year pay gap on

UPS. This was opposed by ASCL who effectively did the job of the Welsh Government and the WLGA who made no response. It was deeply regrettable that a Leadership Association should seek to stop the pay progression of the main scale teacher when their members on the Leadership scale have annual pay progression.

### **National Pay Dispute**

All sectors of NASUWT Cymru worked hard to try to get the vote out for the National Ballot over Pay in January 2023. During the ballot process, the Education Minister stated that he sympathised with our position but stated that any rise above 5% was unaffordable. However, the Welsh Government upped the ante by making threats to cut jobs – which were disappointing. The NASUWT response to this was to expose the financial waste of education money in Wales to show that teachers' jobs should not be threatened.

NASUWT Cymru focused on having face-to-face meetings with as many members as possible before the pay ballot. Following a set plan, a large number of high-membership schools were visited by lay officials with paid official support.

The turnout for Wales was 46.29%, with 90.6% of those in favour of strike action. Twelve independent schools in Wales achieved the threshold. Wales achieved the highest turnout in comparison to the English Regions, but the figure still constituted an inadequate result from which to take action. The NEU passed the threshold and NASUWT Cymru now faced the difficult and previously unknown position of not being able to take industrial action whilst the NEU did so. This required a rapid response to disappointed members to let them know that industrial action in schools in Wales was largely due to the NASUWT. In 2022, NASUWT Cymru built for industrial action in 16 schools. It took strike action in two of them. The NASUWT won many more disputes before having to take strike action. NASUWT officials led the way in Wales in local and national consultations and negotiations.

On 19 January, the Minister called a meeting of education unions together to discuss the dispute. The Minister called on each union and the Welsh Local Government Association (WLGA) to make an introductory statement and said that he wanted to resolve issues through discussion and not by draconian anti-strike laws. Following that, the Minister announced that the Welsh Government had pulled funding from

elsewhere and come up with £30 million which could be used as a one-off non-consolidated payment to teachers. He wanted to know from us how we wanted that allocated. He later clarified that this was about £1,000 for each teacher earning under £45,000. He said that a similar offer was being made to the NHS. The Minister said that he could not move money from the middle tier, but he was happy to explain that at a later date. He also stated that he was happy for a discussion on workload and anything that could be put swiftly in place to alleviate the pressures on teachers. He said that he would also like to discuss what could then be done in the longer term. The NASUWT raised the issue of a remit for the IWPRB. The NASUWT also stated that good work had been done on workload but there was still nothing concrete that would impact on changes in the classroom.

Following the January result, NASUWT Cymru immediately swung into action to prepare for a re-ballot. A successful innovation from NASUWT Scotland had been the use of a Ballot Army of volunteers. The building for a Ballot Army now began. The South Wales section of the new Ballot Army met on 22 April to receive training in new and innovative communication techniques.

### **Welsh Government Pay and Workload Offer**

Representatives from Education trade unions were called into a meeting on 8 February 2023 to hear an enhanced but final offer from the Welsh Government to settle the disputes. This was:

In addition to the 5% pay rise, the revised pay offer comprised an additional 3%, of which 1.5% was consolidated. Also included in this revised package were a number of significant non-pay commitments relating to workload in the short, medium and long term.

With the exception of a commitment to curtail the monitoring activities of the Consortia, the workload commitments tended to be concentrated on the issues of leadership. However, the Welsh Government agreed to a social partnership process to forge an agreement before the end of the academic year.

On Friday 10 February, representatives of the UK officers met with Wales NEMs to discuss this offer. It was agreed that the re-ballot would be paused and the offer to the members was put out.

A snap survey was emailed to Wales members on 10 February. The NASUWT had 1,457 responses (approximately 10% of Wales membership.) The results were as follows:

- 9% strongly agreed with the proposals;
- 26% were disappointed but believed that the offer was necessary under the circumstances;
- 44% disagreed with the proposals;
- 16% were angry with the proposals;
- 5% were not sure; and
- 69% voted to reject the offer.

On 22 February, the General Secretary wrote to Jeremy Miles informing him of the results of the survey and offering to work with him on seeking a resolution to the dispute.

The Minister then threatened to withdraw the 3% pay uplift on 17 March – so an urgent meeting took place on 7 March. At that meeting, the Minister repeated the threat but added that he was willing to increase the 3.5% on the table for the next academic year to 5%. However, that would mean he would recall his remit to the IWPRB.

At that meeting, the NASUWT made it clear that if the offer was withdrawn on 17 March because of the NEU action then the NASUWT would almost certainly be forced into a position where we would have to re-ballot sooner rather than later. The NASUWT also added that the Union would prefer to make a submission to the IWPRB.

Later in the week, the NEU withdrew strike action in Wales – so the issue over the 3% dissipated. However, the IWPRB issue stood. The NASUWT was able to discuss this with the Minister at the Welsh Labour Party Conference, but there was no movement on the IWPRB and the opportunity has been lost.

The NASUWT has pursued the workload commitments by putting together 20 points in response. Welsh Government officials met with NASUWT officials and NEMs on 20 March to discuss these.

The Welsh Government responded with an Action Plan which is still under discussion but is extremely weak on issues that directly impact on classroom teachers. The NASUWT has made it clear to Welsh Government officials that this is a poor start.

The Welsh Government Workload Group has now committed to meeting more frequently. At these meetings, the NASUWT hopes to develop a Workload Agreement that can be presented to members before the end of the academic year.

### **Funding the Offer**

The Welsh Government committed to fully funding the pay offer. However, it became increasingly clear that some Local Authorities had not passed on that funding to schools. In response to this, the joint education unions wrote to the Education Minister to express their concern.

### **Reform of the School Day / Year**

A shadow hanging over 2022 was the determination of the Welsh Government to proceed with the Reform of the School Day/Year. It was clearly a priority of the First Minister, as evidenced at the Wales Labour Party Conference and the WTUC Congress. In May, the trials concluded and the report that followed showed that there was no significant desire for reform. The majority of respondents agreed that the present pattern was appropriate for 'modern' lives. Other answers were contradictory because views were sought on other options without the status quo being given as an option.

The NASUWT raised concerns with the Education Minister over the 'hawkishness' of the First Minister on this issue. The NASUWT stated that the First Minister's statements were making the Welsh Government a hostage to fortune. The hard-line approach of the First Minister was unhelpful and polarising. All of the education unions are united on the issue and we believed that this issue motivated our members like no other.

In response, the Minister indicated that consultations would be full and extensive but postponed the start of the process to spring at the earliest because of pressures on



schools. However, the Minister wanted to put a 'Partner Reference Group' into place as a sounding board during the process. The education unions rejected the draft Terms of Reference for this group as only three union representatives were on it.

By the summer of 2022, the Welsh Government had gone silent on the issue.

## **2. Education**

### **Curriculum for Wales**

In the summer term of 2022, the Education Minister gave secondary schools the option of delaying implementation of the Curriculum for Wales by one year. 55% of secondary schools opted for this delay. This was significant because schools did not wish to admit that they were not ready. This took a lot of moral courage from those schools. The NASUWT did not believe that many of the 45% who were going ahead were ready – not least in the area of assessment of the Curriculum for Wales guidance, which was impenetrable. Members report that Middle Tier advisors remain clueless about the Curriculum for Wales assessment.

### **National Plan for Music Education**

In June 2022, the Education Minister confirmed that the funding for music education would be trebled over the next three years to £13.5m as part of the National Plan for Music Education (NPME). The publication of the NPME raised issues for the NASUWT over the lack of consultation with education unions. Moreover, the reports on which it fed also had no consultation. There were implications for schools and music tutors, many of whom are NASUWT members. This was raised by the NASUWT with the Welsh Government but, once again, was illustrative of the failure of social partnership in education.

### **Unions and Workers' Rights in the Curriculum for Wales**

In December 2022, the NASUWT began working with the WTUC and Welsh Government on building resources for education in trade unions and workers' rights

in the Curriculum for Wales. There was here a major opportunity to have employment rights included in the Curriculum which the NASUWT would support.

In January, the Pilot began and the project was launched at Caerleon Comprehensive with NASUWT member and Negotiating Secretary Dr Craig Jenkins, conducting the lesson.

### **3. Social Partnership**

#### **Social Partnership Bill**

During 2022/23, the Social Partnership and Public Procurement Bill passed through the Senedd. This requires public sector bodies to work in social partnership. It will be a major step forward for social partnership working in Wales. However, schools are excluded. There is no social partnership working in schools. Teacher and staff governors are not representatives and, besides, they are regularly excluded from Governing Body meetings over staffing matters. The NASUWT raised this with the WTUC and, at the WTUC Conference, a General Council Statement on the Social Partnership Bill was amended to include a call for schools to be included in the Bill.

Following repeated requests in October, the NASUWT met with Hannah Blythyn, the Deputy Wales Minister for Social Partnership, to discuss the absence of schools in the Social Partnership Bill. There was no evidence at the meeting of any intention for the Deputy Minister to include schools; however, she offered talks with her officials and education officials to discuss how the benefits of the Bill could be brought in to schools. This meeting has yet to take place.

In May 2023, the NASUWT attempted to have the benefits of the Social Partnership Bill included as part of the workload negotiations proceeding with the Welsh Government. This has been rejected.

#### **Workforce Partnership Council**

In March 2023, the National Official Wales was elected as one of two education representatives to the Welsh Government's Workforce Partnership Council. The other representative is from UNISON.

## **4. Wales TUC**

### **WTUC Conference**

A face-to-face WTUC Conference was welcomed by all in 2022 following the COVID pandemic but there were significant problems with the organisation of the Conference. Many speakers were denied the opportunity to speak. This was especially galling for composited motions where unions were not even able to speak on their own motions.

The NASUWT General Secretary Dr Patrick Roach addressed the Conference and the rally.

The NASUWT had two motions passed at the Conference:

1. Health and Safety Representatives.
2. Long COVID.

The Conference was also addressed by the Education Minister and the First Minister. The address by the First Minister included a statement that linked those who opposed the Reform of the School Day and Year to being Conservative Party supporters and/or reactionary. Not surprisingly, this did not go down well amongst the education unions.

## **5. COVID**

### **Prioritisation of Teachers for Booster Vaccinations**

The NASUWT formally requested that teachers and other education workers be prioritised for the booster vaccination. Communications to this effect were sent to the Education and Health Ministers. This was flatly rejected.

## **6. Supply**

### **All Wales Supply Pool.**

In October 2022 there was progress on the issue of Supply in Wales. This was part of the Labour/Plaid co-operation agreement. Details of the Welsh Government plans showed that:

From September 2023:

- supply teachers will be able to register themselves into a Wales-wide pool;
- Welsh Government will be funding the register for the duration of the contract;
- there will be a staggered rollout. The contract can only be awarded from April at the earliest. From April to September the product will be finalised and there will then be a recruitment exercise.

This was an exciting development which the NASUWT would want to see succeed so the NASUWT expressed to the Education Minister its enthusiasm for the project. However, to date, there has been no consultation on setting the project up.

## **7. Political Conferences**

### **Plaid Cymru – Autumn Conference**

The NASUWT engaged in lobbying at the Plaid Cymru Autumn Conference in October 2022. Many delegates were supportive of the NASUWT ballot action.

The NASUWT met with:

Peredur Owen Giffiths MS - Communities Portfolio;

Sioned Williams MS - Post-16 Education;

Heledd Fychan MS - Education, CYPEC;

Sian Gwenllian MS - Member of the National Supply Teacher Pool Working Group;

Liz Saville-Roberts MP.

## **Welsh Labour Party Conference**

The NASUWT engaged in lobbying at the Welsh Labour Party Conference in Llandudno over the weekend of 11 March. The NASUWT had a specific meeting with Jeremy Miles MS, Education Minister.

## **8. Equalities**

### **NASUWT Cymru Equalities Conference 2022**

The 2022 NASUWT Cymru Equalities Conference was postponed from December as the uptake was low and priorities were elsewhere. It eventually took place at the Delta Hotel, Swansea, on 11 February. Angela Butler, NASUWT President, chaired the event which was addressed by Jane Peckham (NASUWT DGS); Kim Jamson and Catherine Myerscough (NASUWT); and Carolyn Mercer (NASUWT Life Member).

## **9. The Inspectorate**

### **Estyn**

The NASUWT attended the launch of the Estyn Annual Report on 18 January. This was an opportunity to press for the inclusion of teacher wellbeing in Estyn inspections. This was a commitment given by the new CEO. There is little evidence in the report of this being actioned. There may be opportunities following the WG offer to improve on this. As part of the Welsh Government Workload commitments a meeting with the Estyn CEO was facilitated. Estyn is expressing the desire to reform, but the NASUWT remains to be convinced.

## **10. UK Conference**

### **Wales Delegation**

There was a much higher attendance than usual of Wales Delegates at the UK Conference in Glasgow in April. A total of 46 delegates registered. New to this year was a meeting of Wales delegates prior to the Conference starting. This proved to be a very valuable gathering which allowed Wales delegates to get to know each other and allowed encouragement for the support of the Wales 2c Motion. It meant that for

the first time ever the Wales 2c motion filled its allotted time of one hour in Conference procedures.

### **Celtic Fringe at UK Conference**

NASUWT Cymru combined with NASUWT Scotland and Northern Ireland to have a Celtic Fringe Ceilidh on 7 April at UK Conference. The NASUWT Cymru President said a few words along with the other Presidents from the other Nations. This was a good opportunity to build links with members from the devolved nations.

## **11. Disputes**

### **Swansea Dispute**

The dismissal of a member for breaking up a fight led to a major dispute in Swansea following the inappropriate intervention of the Director of Education. A successful ballot has now been received at the school (Pentrehafod) but the NASUWT is also pursuing a local authority-wide ballot. This is because of the direct intervention of the Director of Education which led to the dismissal. A Swansea Local Association Zoom meeting took place on 8 March with 99 attendees. This was followed by a meeting with the Director to give her the opportunity to resolve the dispute. The Director did not take this opportunity. A Swansea Local Association Indicative Ballot is now underway.

### **Active Disputes**

Between June 2022 and April 2023, NASUWT Cymru has taken industrial action at:

- Acton Park Primary, Wrexham;
- Clydach Primary, Swansea;
- Ysgol Brynhyfryd, Denbighshire;
- Darland Comprehensive, Wrexham.

Disputes continue at:

- Gendros Primary, Swansea;
- Ysgol Dinas Brân, Llangollen;

- Pentrehafod Comprehensive, Swansea.

## Adroddiad Blynyddol NASUWT Cymru 2022-23

### Cyflwyniad

Pan fydd aelodau NASUWT yn edrych yn ôl ar 2022/23, byddant yn amlwg yn canolbwyntio ar ganlyniad y bleidlais ym mis Ionawr a welodd NASUWT Cymru ond ychydig gannoedd o bleidleisiau i ffwrdd o groesi'r trothwy a fyddai wedi galluogi'r Undeb i weithredu yn erbyn erydiad parhaus ar gyflogau athrawon. Roedd hyn yn ganlyniad siomedig wrth ystyried yr oriau lawer o waith ac ymdrech a dreuliyd gan aelodau, gweithredwyr a staff. Fodd bynnag, yng Nghymru, mae NASUWT yn sicr wedi dod allan o'r profiad yn gryfach ac yn fwy heini. Mae llawer o wersi wedi'u dysgu ac mae'r Undeb wedi paratoi'n well nag erioed i frwydro yn erbyn anghyfiawnder ar ran ein haelodau yn genedlaethol ac yn lleol.

Efallai y byddai'n fwy gwerth chweil canolbwyntio ar y llwyddiannau a'r hyn a enillodd NASUWT i'r aelodau. Mae'r rhain yn cynnwys: nifer o argymhellion Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB) a gafodd eu cynnwys wedyn yn Nogfen Cyflog ac Amodau Athrawon Ysgol (Cymru) (STPC(W)D); yr oedi cyn gweithredu Cwricwlwm i Gymru; cefnogaeth gan WTUC dros wahardd ysgolion yn y Bil Partneriaeth Gymdeithasol; a llawer o ddatrysiadau llwyddiannus i anghydfodau yn yr ysgol.

NASUWT yw'r Undeb sy'n ymladd dros athrawon yng Nghymru. Mae unrhyw un sy'n nabod gwleidyddiaeth addysg yng Nghymru yn gwybod hyn. Mae angen i ni sicrhau bod athrawon yng Nghymru yn gwybod hyn hefyd.

**Neil Butler**

**Swyddog Cenedlaethol NASUWT Cymru**



## 1. Tâl ac Amodau Gwaith

### 4<sup>ydd</sup> Adroddiad y Corff Adolygu Cyflogau Annibynnol Cymru (IWPRB)

Ar 21 Gorffennaf 2022, cyhoeddodd y Gweinidog Addysg 4ydd adroddiad IWPRB. Yr oedd wedi bod yn ei feddiant er mis Mai.

Gwnaeth yr IWPRB saith argymhelliad a derbyniodd Llywodraeth Cymru bob un ohonynt. Yr argymhellion oedd:

*A1 – Rydym yn argymhell i Lywodraeth Cymru y dylid cynyddu'r holl bwyntiau graddfa statudol ar bob graddfeydd cyflog, a'r holl lwfansau, 5% ar gyfer 2022-2023.*

*A2 – Rydym yn argymhell i Lywodraeth Cymru y dylid cynyddu'r holl bwyntiau graddfa statudol ar bob graddfeydd cyflog, a'r holl lwfansau, 3.5% ar gyfer 2023-2024. Dylid cadw'r ffigwr hwn dan adolygiad a'i ailymweld os oes newid arwyddocaol mewn amodau economaidd o'i gymharu â'r rhagolygon presennol.*

*A3 – Rydym yn argymhell i Lywodraeth Cymru y dylid cynyddu isafswm pwynt cyflog MPR (M2) i £30,000 ar gyfer 2023-2024.*

*A4 – Rydym yn argymhell bod Llywodraeth Cymru, mewn partneriaeth â'r Fforwm Partneriaeth Tâl (PPF), yn diweddarau ac yn egluro'r geiriad yn y STPC(W)D i ymgorffori'r newidiadau a wnaed ers datganoli tâl ac amodau – yn benodol hygludedd tâl, dilyniant ar yr Uwch Raddfa Cyflog, a thâl ar sail perfformiad – i adlewyrchu'n gywir ac yn gyson yr argymhellion blaenorol a wnaed gan yr IWPRB. Dylai'r dasg hon gael ei chwblhau erbyn mis Medi 2022.*

*A5 – Rydym yn argymhell i Lywodraeth Cymru y dylid dileu'r egwyddor pro-rata y cyfeirir ati'n sylweddol yn adran 40.1 o STPC(W)D 2022-2023 mewn perthynas ag athrawon rhan-amser sy'n cael CAD [Cyfrifoldeb Addysgu a Dysgu] 1 a CAD2, ac y dylai'r PPF gytuno, a rhoi geiriad priodol yn ei le i ddatgan y dylai'r athro a'r cyflogwr gytuno ar benderfyniad ar y cyfrifoldebau ychwanegol a lefel gymesur y dyfarniad.*

*A6 – Rydym yn argymhell i Lywodraeth Cymru, yng ngoleuni natur statudol rôl newydd y Cydlynedd ADY, y dylid sefydlu grŵp gorchwyl a gorffen i adolygu'r dyraniad amser digyswllt a'r gydnabyddiaeth ariannol. Dylai'r grŵp adrodd ar ei ganfyddiadau erbyn Rhagfyr 2023.*

*A7 – Rydym yn cyfeirio at y tri argymhelliad a wnaed yn ein trydydd adroddiad, h.y. monitro ac adrodd ar ddeddfwriaeth cydraddoldeb ar lefel ysgol ac awdurdod lleol; canllawiau i lywodraethwyr ysgol ar gyflog ac amodau; a threfniadau ar gyfer gwaith yn y dyfodol ar bolisi cyflog enghreifftiol ar lefel genedlaethol, ac argymell eu bod yn cael eu rhoi ar waith fel y'u hysgrifennwyd yn wreiddiol.*

Roedd yr argymhellion yn adlewyrchu enillion sylweddol i NASUWT ac yn dod o gyflwyniadau NASUWT i'r IWPRB. Fodd bynnag, roedd y cynnig cyflog yn brin o'r hyn y gofynnodd NASUWT amdano.

Penderfynodd y Pwyllgor Gwaith Cenedlaethol nad oedd 5% yn dderbyniol a chytunodd y Pwyllgor Gweithredu Cenedlaethol ar bleidlais genedlaethol dros gyflogau yng Nghymru.

### **Adolygiad Strategol yr IWPRB**

Rhan C o gylch gwaith IWPRB oedd cynnal Adolygiad Strategol o Addysg yng Nghymru. Dechreuwyd ymgynghori ar hyn tua diwedd 2022. Rhoddodd hyn gyfle enfawr i NASUWT nodi ei gweledigaeth ei hun ar gyfer addysg yng Nghymru a bu i'r Undeb fanteisio ar y cyfle – lle roedd 37 o argymhellion ar bob agwedd ar amodau nad ydynt yn gyflogau i athrawon yng Nghymru. Ers y cyflwyniad, gofynnwyd hefyd i NASUWT am fanylion penodol ynghylch rôl athrawon cyflenwi yng Nghymru.

Ym mis Chwefror 2023, galwyd NASUWT i roi tystiolaeth mewn sesiwn lafar gyda'r IWPRB. Fodd bynnag, cafodd hyn ei ganslo funud olaf gan y Gweinidog Addysg a oedd am ailffocysu'r IWPRB ar gyflogau. Roedd NASUWT wedi bod yn galw am hyn fel rhan o'r anghydfod cyflog. Fodd bynnag, yn ddiweddarach, atalodd y Gweinidog ymgynghoriad newydd yr IWPRB ar gyflog a daeth allan gyda chynnig o 5% ar gyfer 2023/24. Dychwelodd yr IWPRB at yr Adolygiad Strategol ond ni ddaeth unrhyw wahoddiad newydd i fynyachu sesiwn lafar.

### **Dogfen cyflog ac amodau athrawon ysgol (Cymru) (STPC(W)D) 2022**

Ymgysylltodd NASUWT, fel rhan o'r Fforwm Partneriaeth Tâl, i ddiwygio'r STPC(W)D i gynnwys argymhellion yr IWPRB. Derbyniwyd argymhellion NASUWT ar gyfer hygludedd tâl a thaliadau CAD rhan-amser. Heriodd NASUWT ailgyflwyniad y bwlch cyflog dwy flynedd ar yr Uwch Raddfa Cyflog yn 2019. Gwrthwynebwyd hyn

gan ASCL a oedd i bob pwrpas yn gwneud gwaith Llywodraeth Cymru iddynt, a ni chafwyd unrhyw ymateb gan CLILC. Roedd yn destun gofid mawr gweld Cymdeithas Arweinyddion yn ceisio atal datblygiad cyflog i athrawon ar y brif raddfa pan fydd gan eu haelodau ar y raddfa Arweinyddiaeth ddilyniant cyflog blynyddol.

## **Anghydfod Tâl Cenedlaethol**

Bu pob sector o NASUWT Cymru yn gweithio'n galed ar gyfer y Bleidlais Genedlaethol dros Gyflogau ym mis Ionawr 2023. Yn ystod y broses bleidleisio, dywedodd y Gweinidog Addysg ei fod yn cydymdeimlo â'n safbwynt ond dywedodd fod unrhyw godiad uwch na 5% yn anfforddiadwy. Fodd bynnag, fe wnaeth Llywodraeth Cymru herfeiddio drwy wneud bygythiadau i dorri swyddi – a oedd yn siomedig. Ymateb NASUWT i hyn oedd datgelu y gwastraff ariannol ym myd addysg Cymru i ddangos na ddylid bygwth swyddi athrawon.

Canolbwyntiodd NASUWT Cymru ar gael cyfarfodydd wyneb yn wyneb â chymaint o aelodau â phosibl cyn y bleidlais gyflog. Yn dilyn cynllun gosodedig, ymwelodd swyddogion lleyg â nifer fawr o ysgolion aelodaeth uchel gyda chymorth staff.

Y ganran a bleidleisiodd yng Nghymru oedd 46.29%, gyda 90.6% o'r rheini o blaid streicio. Llwyddodd deuddeg ysgol annibynnol yng Nghymru i gyrraedd y trothwy. Cyflawnodd Cymru'r ganran uchaf a bleidleisiodd o gymharu â rhanbarthau Lloegr, ond roedd y ffigur yn dal i fod yn ganlyniad annigonol i fedru gweithredu. Llwyddodd yr NEU i basio'r trothwy ac roedd NASUWT Cymru bellach yn wynebu'r sefyllfa newydd ac anodd o fethu â gweithredu'n ddiwydiannol tra bod yr NEU yn gallu. Roedd hyn yn gofyn am ymateb cyflym i aelodau siomedig i roi gwybod iddynt mai NASUWT oedd yn bennaf gyfrifol am weithredu diwydiannol mewn ysgolion yng Nghymru. Yn 2022, adeiladodd NASUWT Cymru ar gyfer gweithredu diwydiannol mewn 16 o ysgolion. Cymerodd streic mewn dau ohonyn nhw. Enillodd NASUWT lawer mwy o anghydfodau cyn gorfod cymryd streic. Arweiniodd swyddogion NASUWT y ffordd yng Nghymru mewn ymgynghoriadau a thrafodaethau lleol a chenedlaethol.

Ar 19 Ionawr, galwodd y Gweinidog gyfarfod o undebau addysg at ei gilydd i drafod yr anghydfod. Galwodd y Gweinidog ar bob undeb a Chymdeithas Llywodraeth Leol Cymru (CLILC) i wneud datganiad rhagarweiniol a dywedodd ei fod am ddatrys

materion drwy drafod ac nid drwy ddeddfau gwrth-streic llym. Yn dilyn hynny, cyhoeddodd y Gweinidog fod Llywodraeth Cymru wedi tynnu cyllid o fannau eraill a chanfod £30 miliwn y gellid ei ddefnyddio fel taliad anghyfunol untro i athrawon. Roedd am gael gwybod gennym sut yr oeddem yn dymuno cael y dyraniad hwnnw, ac eglurodd yn ddiweddarach fod hyn tua £1,000 i bob athro sy'n ennill llai na £45,000. Dywedodd fod cynnig tebyg yn cael ei wneud i'r GIG. Dywedodd y Gweinidog na allai symud arian o'r haen ganol, ond roedd yn hapus i egluro pam yn ddiweddarach. Roedd hefyd yn hapus i gael trafodaeth ar lwyth gwaith ac unrhyw beth y gellid ei roi yn ei le yn gyflym i liniaru'r pwysau ar athrawon. Hoffai hefyd drafod yr hyn y gellid ei wneud wedyn yn y tymor hwy. Cododd NASUWT y mater o gylich gwaith ar gyfer yr IWPRB. Dywedodd NASUWT hefyd fod gwaith da wedi'i wneud ar lwyth gwaith ond nad oedd dim byd pendant a fyddai'n effeithio ar newidiadau yn yr ystafell ddsbarth wedi ymddangos.

Yn dilyn canlyniad mis Ionawr, aeth NASUWT Cymru ati ar unwaith i baratoi ar gyfer ail bleidlais. Un arloesiad llwyddiannus gan NASUWT yr Alban oedd defnyddio byddin balotio o wirfoddolwyr. Felly, dechreuodd y gwaith o adeiladu Byddin Balotio. Cyfarfu adran De Cymru o'r Fyddin Balotio ar 22 Ebrill i dderbyn hyfforddiant mewn technegau cyfathrebu newydd ac arloesol.

### **Cynnig Llywodraeth Cymru ar Lwyth Gwaith a Thâl.**

Cafodd cynrychiolwyr o undebau addysg eu galw i gyfarfod ar 8 Chwefror 2023 i glywed cynnig gwell a therfynol gan Lywodraeth Cymru i setlo'r anghydfodau. Roedd hyn yn:

Yn ogystal â'r codiad cyflog o 5%, roedd y cynnig cyflog diwygiedig yn cynnwys 3% ychwanegol, gyda 1.5% ohono wedi'i gyfuno. Hefyd wedi'u cynnwys yn y pecyn diwygiedig hwn roedd nifer o ymrwymadau sylweddol nad ydynt yn ymwneud â chyflogau yn ymwneud â llwyth gwaith yn y tymor byr, canolig a hir.

Ac eithrio ymrwymiad i gwtogi ar weithgareddau monitro'r Consortia, roedd yr ymrwymadau llwyth gwaith yn tueddu i ganolbwyntio ar faterion arweinyddiaeth. Fodd bynnag, cytunodd Llywodraeth Cymru i broses partneriaeth gymdeithasol i lunio cytundeb cyn diwedd y flwyddyn academaidd.

Ddydd Gwener 10 Chwefror, cyfarfu cynrychiolwyr swyddogion y DU ag Aelodau Pwyllgor Gwaith Cymru i drafod y cynnig hwn. Cytunwyd y byddai'r ail bleidlais yn cael ei gohirio a rhoddwyd y cynnig allan i'r aelodau.

E-bostiwyd arolwg brys at aelodau Cymru ar 10 Chwefror. Cafodd NASUWT 1,457 o ymatebion (tua 10% o aelodaeth Cymru) Roedd y canlyniadau fel a ganlyn:

- roedd 9% yn cytuno'n gryf â'r cynnig;
- roedd 26% yn siomedig ond yn credu bod y cynnig yn angenrheidiol o dan yr amgylchiadau;
- anghytunodd 44% â'r cynnig;
- roedd 16% yn flin gyda'r cynnig;
- nid oedd 5% yn siŵr; a
- Pleidleisiodd 69% i wrthod y cynnig.

Ar 22 Chwefror, ysgrifennodd yr Ysgrifennydd Cyffredinol at Jeremy Miles yn ei hysbysu o ganlyniadau'r arolwg ac yn cynnig gweithio gydag ef i geisio datrysiad i'r anghydfod.

Yna bygythiodd y Gweinidog dynnu'r codiad cyflog 3% yn ôl ar 17 Mawrth – felly cynhaliwyd cyfarfod brys ar 7 Mawrth. Yn y cyfarfod hwnnw, ailadroddodd y Gweinidog y bygythiad ond ychwanegodd ei fod yn fodlon cynyddu'r 3.5% ar y bwrdd ar gyfer y flwyddyn academaidd nesaf i 5%. Fodd bynnag, byddai hynny'n golygu y byddai'n atal ei gylch gwaith i'r IWPRB.

Yn y cyfarfod hwnnw, gwnaeth NASUWT yn glir pe bai'r cynnig yn cael ei dynnu'n ôl ar 17 Mawrth oherwydd y camau gweithredu gan yr NEU yna byddai'r NASUWT bron yn sicr yn cael ei orfodi i sefyllfa lle byddai'n rhaid cynnal ail bleidlais yn gynt yn hytrach nag yn hwyrach. Ychwanegodd NASUWT hefyd y byddai'n well gan yr Undeb wneud cyflwyniad i'r IWPRB.

Yn ddiweddarach yn yr wythnos, tynnodd yr NEU o unrhyw streicio yng Nghymru – felly roedd y grwgnach ynghylch y 3% yn tawelu. Fodd bynnag, roedd mater yr IWPRB yn sefyll. Roedd NASUWT yn gallu trafod hyn gyda'r Gweinidog yng Nghynhadledd Plaid Lafur Cymru, ond nid oedd unrhyw symudiad ar yr IWPRB ac mae'r cyfle bellach wedi mynd.

Mae NASUWT wedi mynd ar drywydd yr ymrwymiadau llwyth gwaith drwy roi 20 pwynt at ei gilydd fel ymateb. Cyfarfu swyddogion Llywodraeth Cymru â swyddogion NASUWT a'r APG ar 20 Mawrth i'w trafod.

Ymatebodd Llywodraeth Cymru gyda Chynllun Gweithredu sy'n dal i gael ei drafod ond sy'n hynod o wan ar faterion sy'n effeithio'n uniongyrchol ar athrawon dosbarth. Mae NASUWT wedi ei gwneud yn glir i swyddogion Llywodraeth Cymru fod hwn yn ddechrau gwael.

Mae Grŵp Llwyth Gwaith Llywodraeth Cymru bellach wedi ymrwymo i gyfarfod yn amlach. Yn y cyfarfodydd hyn, mae NASUWT yn gobeithio datblygu Cytundeb Llwyth Gwaith y gellir ei gyflwyno i aelodau cyn diwedd y flwyddyn academaidd.

### **Ariannu y Cynnig**

Ymrwymodd Llywodraeth Cymru i ariannu'r cynnig cyflog yn llawn. Fodd bynnag, daeth yn fwyfwy amlwg nad oedd rhai Awdurdodau Lleol wedi trosglwyddo'r cyllid hwnnw i ysgolion. Mewn ymateb i hyn, ysgrifennodd yr undebau addysg ar y cyd at y Gweinidog Addysg i fynegi eu pryder.

### **Diwygio'r Diwrnod / Blwyddyn Ysgol**

Cysgod oedd yn hongian dros 2022 oedd penderfyniad Llywodraeth Cymru i fwrw ymlaen â Diwygio'r Diwrnod / Blwyddyn Ysgol. Roedd yn amlwg yn flaenoriaeth i'r Prif Weinidog, fel y gwelwyd yng Nghynhadledd Plaid Lafur Cymru a Chyngres WTUC. Ym mis Mai, daeth y treialon i ben a dangosodd yr adroddiad a ddilynodd nad oedd unrhyw awydd sylweddol i ddiwygio. Roedd mwyafrif yr ymatebwyr yn cytuno bod y patrwm presennol yn briodol ar gyfer bywydau 'modern'. Roedd atebion eraill yn gwrth-ddweud ei gilydd oherwydd ceisiwyd barn ar opsiynau eraill heb i'r *status quo* gael ei roi fel opsiwn.

Cododd NASUWT bryderon gyda'r Gweinidog Addysg ynghylch agwedd fygythiol y Prif Weinidog ar y mater hwn. Dywedodd NASUWT fod datganiadau'r Prif Weinidog yn ymrwymo Llywodraeth Cymru i drywydd anorfod. Roedd agwedd hagr y Prif Weinidog yn pegynnu barn ac yn tanseilio'r drafodaeth. Mae pob un o'r undebau

addysg yn unedig ar y mater a chredem fod y hyn oll wedi cyflyru ein haelodau fel dim arall.

Mewn ymateb, dywedodd y Gweinidog y byddai ymgynghori'n llawn ac yn helaeth ond gohiriodd y broses tan y gwanwyn ar y cynharaf oherwydd y pwysau ar ysgolion. Fodd bynnag, roedd y Gweinidog am roi 'Grŵp' ar waith fel cyfaill beirniadol yn ystod y broses. Gwrthododd yr undebau addysg y cylch gorchwyl drafft ar gyfer y grŵp hwn gan mai dim ond tri chynrychiolydd undeb oedd arno.

Erbyn haf 2022, roedd Llywodraeth Cymru wedi mynd yn dawel ar y mater.

## **2. Addysg**

### **Cwricwlwm i Gymru**

Yn rhyddor yr haf 2022, rhoddodd y Gweinidog Addysg y dewis i ysgolion uwchradd ohirio gweithredu Cwricwlwm i Gymru am flwyddyn. Dewisodd 55% o ysgolion uwchradd yr oedi hwn. Roedd hyn yn arwyddocaol oherwydd nad oedd ysgolion yn awyddus cyfaddef nad oeddent yn barod. Cymerodd hyn lawer o ddewrder moesol gan yr ysgolion hynny. Ni chredai NASUWT fod llawer o'r 45% a oedd yn bwrw ymlaen yn barod – yn benodol yn barod i fedru asesu yn ôl canllawiau Cwricwlwm i Gymru, a oedd yn annealladwy. Mae aelodau'n adrodd bod ymgynghorwyr Haen Ganol yn parhau i fod yn ddi-glem am asesiad Cwricwlwm i Gymru hefyd.

### **Cynllun cenedlaethol ar gyfer addysg cerddoriaeth.**

Ym mis Mehefin 2022, cadarnhaodd y Gweinidog Addysg y byddai'r cyllid ar gyfer addysg cerddoriaeth yn cael ei dreblu dros y tair blynedd nesaf i £13.5m fel rhan o'r Cynllun Cenedlaethol ar gyfer Addysg Cerddoriaeth (NPME). Amlygodd cyhoeddi'r NPME faterion ynghylch y diffyg ymgynghori ag undebau addysg. At hynny, nid oedd yr adroddiadau y bu'n bwydo'r penderfyniad ychwaith wedi eu ymgynghori ar. Roedd goblygiadau i ysgolion a thiworiaid cerdd - llawer ohonynt yn aelodau o NASUWT. Codwyd hyn gan NASUWT gyda Llywodraeth Cymru ond, unwaith eto, roedd yn enghraifft o fethiant partneriaeth gymdeithasol mewn addysg.

## **Undebau a Hawliau Gweithwyr yn y Cwricwlwm i Gymru**

Ym mis Rhagfyr 2022, dechreuodd NASUWT weithio gyda TUC Cymru a Llywodraeth Cymru ar adeiladu adnoddau dysgu am undebau llafur a hawliau gweithwyr ar gyfer y Cwricwlwm i Gymru. Roedd yma gyfle mawr i gynnwys hawliau cyflogaeth yn y Cwricwlwm y byddai NASUWT yn ei gefnogi.

Ym mis Ionawr, dechreuodd y cynllun peilot a fe lanswyd y prosiect yn Ysgol Gyfun Caerllion gydag aelod NASUWT ac ysgrifennydd negodi Dr Craig Jenkins yn arwain y wers.

### **3. Partneriaeth Gymdeithasol**

#### **Bil Partneriaeth Gymdeithasol**

Yn ystod 2022/23, fe aeth y Bil Partneriaeth Gymdeithasol a Chaffael Cyhoeddus drwy'r Senedd. Mae hyn yn ei gwneud yn ofynnol i gyrff sector cyhoeddus weithio mewn partneriaeth gymdeithasol. Bydd yn gam mawr ymlaen i bartneriaeth gymdeithasol yng Nghymru. Fodd bynnag, mae ysgolion wedi cael eu heithrio yn llwyr. Nid oes unrhyw waith partneriaeth gymdeithasol mewn ysgolion. Nid yw athrawon ac athrawon lywodraethwyr yn gynrychiolwyr ac yn aml cânt eu gwahardd yn rheolaidd o gyfarfodydd y Corff Llywodraethol wrth drafod materion staffio. Cododd NASUWT hyn gyda'r TUC Cymru ac yn eu cynhadledd, diwygiwyd Datganiad y Cyngor Cyffredinol ar y Bil Partneriaeth Gymdeithasol i gynnwys galwad i ysgolion gael eu cynnwys yn y Bil.

Yn dilyn ceisiadau niferus ym mis Hydref, cyfarfu NASUWT â Hannah Blythyn, Dirprwy Weinidog Cymru dros Bartneriaeth Gymdeithasol, i drafod absenoldeb ysgolion yn y Bil Partneriaeth Gymdeithasol. Nid oedd tystiolaeth yn y cyfarfod o unrhyw fwriad i gynnwys ysgolion. Fodd bynnag, cynigiodd sgysiau gyda'i swyddogion a swyddogion addysg i drafod sut y gellid dod â manteision y Bil i ysgolion. Nid yw'r cyfarfod hwn wedi'i gynnal eto.



Ym mis Mai 2023, ceisiodd NASUWT gynnwys manteision y Bil Partneriaeth Gymdeithasol fel rhan o'r trafodaethau llwyth gwaith sy'n mynd rhagddynt gyda Llywodraeth Cymru. Mae hyn wedi cael ei wrthod.

### **Cyngor y Partneriaeth Llwyth Gwaith**

Ym mis Mawrth 2023, etholwyd Swyddog Cenedlaethol Cymru fel un o ddau gynrychiolydd addysg i Gyngor Partneriaeth Gweithlu Llywodraeth Cymru. Mae'r cynrychiolydd arall o UNISON.

## **4. TUC Cymru**

### **Cynhadledd TUC Cymru**

Croesawyd Cynhadledd wyneb i wyneb TUC Cymru gan bawb yn 2022 yn dilyn pandemig COVID, ond roedd problemau sylweddol gyda threfniadaeth y Gynhadledd. Gwrthodwyd y cyfle i siarad i lawer o siaradwyr. Roedd hyn yn arbennig o siomedig i gynigion cyfansawdd lle nad oedd undebau hyd yn oed yn gallu siarad ar eu cynigion eu hunain.

Anerchwyd y Gynhadledd a'r rali gan Ysgrifennydd Cyffredinol NASUWT, Dr Patrick Roach.

Pasiwyd dau gynnig gan NASUWT yn y Gynhadledd:

1. Cynrychiolwyr Iechyd a Diogelwch.
2. COVID hir.

Anerchwyd y Gynhadledd hefyd gan y Gweinidog Addysg a'r Prif Weinidog. Roedd anerchiad y Prif Weinidog yn cynnwys datganiad a oedd yn cysylltu'r rhai a oedd yn gwrthwynebu Diwygio'r Diwrnod Ysgol a'r Flwyddyn Ysgol â bod yn gefnogwyr y Blaid Geidwadol a/neu'n adweithiol. Nid yw'n syndod nad oedd hyn yn mynd i lawr yn dda ymhlith yr undebau addysg.

## 5. COVID

### Blaenoriaethu Athrawon ar gyfer Brechiadau Dilynol

Gofynnodd NASUWT yn ffurfiol i athrawon a gweithwyr addysg eraill gael eu blaenoriaethu ar gyfer y brechiad atgyfnerthu. Anfonwyd negeseuon i'r perwyl hwn at y Gweinidogion Addysg ac Iechyd. Gwrthodwyd hyn yn ddiymdroi.

## 6. Cyflenwi

### Cronfa Cyflenwi Cymru.

Ym mis Hydref 2022 bu cynnydd ar drafodaethau athrawon cyflenwi yng Nghymru. Roedd hyn yn rhan o gytundeb cydweithredu Llafur / Plaid. Roedd manylion cynlluniau Llywodraeth Cymru yn dangos bod:

O fis Medi 2023:

- bydd athrawon cyflenwi yn gallu cofrestru eu hunain mewn cronfa Cymru gyfan;
- Bydd Llywodraeth Cymru yn ariannu'r gofrestr am gyfnod y contract;
- Caiff ei gyflwyno fesul cam. Dim ond o fis Ebrill ar y cynharaf y gellir dyfarnu'r contract. O fis Ebrill i fis Medi bydd y gwaith yn cael ei gwblhau ac yna bydd recriwtio.

Roedd hwn yn ddatblygiad cyffrous y byddai NASUWT yn dymuno ei weld yn llwyddo felly mynegodd NASUWT i'r Gweinidog Addysg eu brwdfrydedd dros y prosiect. Fodd bynnag, hyd yma, ni fu unrhyw ymgynghori ar sefydlu'r prosiect.

## 7. Cynhadleddau y Pleidiau

### Plaid Cymru – Cynhadledd yr Hydref

Bu NASUWT yn lloïo yng Nghynhadledd Hydref Plaid Cymru ym mis Hydref 2022. Roedd llawer o'r cynrychiolwyr yn gefnogol i falot NASUWT.

Cyfarfu NASUWT â:

Peredur Owen Giffiths MS - Portffolio Cymunedau;

Sioned Williams MS - Addysg Ôl-16;

Heledd Fychan MS - Addysg, CYPEC;

Sian Gwenllian MS - Aelod o Weithgor y Gronfa Cyflenwi Cenedlaethol;

Liz Saville-Roberts AS.

## **Cynhadledd Llafur Cymru**

Bu NASUWT yn lobïo yng Nghynhadledd y Blaid Lafur Gymreig yn Llandudno dros benwythnos 11 Mawrth. Cafodd NASUWT gyfarfod penodol gyda Jeremy Miles AS, Gweinidog Addysg.

## **8. Cydraddoldeb**

### **Cynhadledd Cydraddoldeb NASUWT Cymru 2022**

Gohiriwyd Cynhadledd Cydraddoldeb NASUWT Cymru 2022 o fis Rhagfyr gan fod y nifer a gymerodd ran yn isel a bod blaenoriaethau mewn mannau eraill. Fe'i cynhaliwyd yn y pen draw yng Ngwesty'r Delta, Abertawe, ar 11 Chwefror. Angela Butler, Llywydd NASUWT, oedd yn cadeirio'r digwyddiad a anerchwyd gan Jane Peckham (Dirprwy Ysgrifennydd Cyffredinol NASUWT); Kim Jamson a Catherine Myerscough (NASUWT); a Carolyn Mercer (Aelod Oes NASUWT).

## **9. Yr Arolygaeth**

### **Estyn**

Mynychodd NASUWT lansiad Adroddiad Blynyddol Estyn ar 18 Ionawr. Roedd hwn yn gyfle i bwysu am gynnwys lles athrawon fel rhan o arolygiadau Estyn. Roedd hwn yn ymrwymiad a roddwyd gan y Prif Weithredwr newydd. Nid oes llawer o dystiolaeth yn yr adroddiad bod hyn yn cael ei weithredu. Efallai y bydd cyfleoedd yn dilyn cynnig Llywodraeth Cymru i wella hyn. Fel rhan o ymrwymadau Llwyth Gwaith Llywodraeth Cymru, hwyluswyd cyfarfod gyda Phrif Weithredwr Estyn. Mae Estyn yn mynegi'r awydd i ddiwygio, ond nid yw NASUWT wedi'i argyhoeddi hyd yma.

## 10. Cynhadledd y DU

### Cynrychiolwyr Cymru

Roedd presenoldeb llawer uwch nag arfer o gynrychiolwyr Cymru yng Nghynhadledd y DU yn Glasgow ym mis Ebrill. Cofrestrodd cyfanswm o 46 o gynrychiolwyr. Yn newydd eleni oedd cyfarfod o gynrychiolwyr Cymru cyn i'r gynhadledd gychwyn. Profodd hwn yn gam gwerthfawr a ganiataodd i gynrychiolwyr Cymru ddod i adnabod ei gilydd a chaniatau anogaeth i gefnogi Cynnig 2c Cymru. Roedd yn golygu bod cynnig 2c Cymru wedi llenwi ei hamser penodedig o awr am y tro cyntaf erioed yn hanes y Gynhadledd.

### Ceilidh Celtaidd yn y Gynhadledd

Cyfunodd NASUWT Cymru â NASUWT yr Alban a Gogledd Iwerddon i gynnal *Ceilidh* Celtaidd ar 7 Ebrill yng Nghynhadledd y DU. Dywedodd Llywydd NASUWT Cymru ychydig eiriau ynghyd â Llywyddion eraill y Cenhedloedd eraill. Roedd hwn yn gyfle da i feithrin cysylltiadau ag aelodau o'r gwledydd datganoledig.

## 11. Anghydfodau

### Anghydfod Abertawe

Arweiniodd diswyddiad aelod am atal cwffas at anghydfod mawr yn Abertawe yn dilyn ymyrraeth amhriodol y Cyfarwyddwr Addysg. Mae pleidlais lwyddiannus bellach wedi dod i law yn yr ysgol (Pentrehafod) ond mae NASUWT hefyd yn cynnal pleidlais ar draws yr awdurdod lleol. Mae hyn oherwydd ymyrraeth uniongyrchol y Cyfarwyddwr Addysg a arweiniodd at y diswyddiad. Cynhaliwyd cyfarfod Zoom Cymdeithas Leol Abertawe ar 8 Mawrth gyda 99 aelod yn bresennol. Dilynwyd hyn gan gyfarfod gyda'r cyfarwyddwraig i roi cyfle iddi ddatrys yr anghydfod. Ni chymerodd y cyfarwyddwraig y cyfle hwn. Mae Pleidlais Ddangosol Cymdeithas Leol Abertawe bellach ar y gweill.

### Anghydfodau Cyfredol

Rhwng Mehefin 2022 ac Ebrill 2023, mae NASUWT Cymru wedi cymryd camau diwydiannol yn:

- Ysgol Gynradd Parc Acton, Wrecsam;

- Ysgol Gynradd Clydach, Abertawe;
- Ysgol Brynhyfryd, Sir Ddinbych;
- Ysgol Gyfun Darland, Wrecsam.

Mae anghydfod yn parhau yn:

- Ysgol Gynradd Gendros, Abertawe;
- Ysgol Dinas Brân, Llangollen;
- Ysgol Gyfun Pentrehafod, Abertawe.

[\*www.nasuwt.org.uk\*](http://www.nasuwt.org.uk)

**NASUWT**  
**CYMRU**

The Teachers' Union



Undeb yr Athrawon