Sgiliau i Broffesiynolion Dysgu

Skills for Learning Professionals

6 Mawrth 2009

HWB I GYDRADDOLDEB ANABLEDD MEWN ADDYSG

Y Sefydliad Dysgu yn llofnodi Ymrwymiad Cydraddoldeb Anabledd

Mae'r Sefydliad Dysgu (IfL) wedi llofnodi cytundeb a fydd yn gweld y corff proffesiynol dros athrawon, hyfforddwyr, tiwtoriaid ac athrawon dan hyfforddiant yn y sector addysg bellach a sgiliau yn ymrwymo i gyfleoedd cyflogaeth cyfartal ar gyfer gweithwyr anabl.

Mae'r Ymrwymiad Cydraddoldeb Anabledd, sy'n cael ei hwyluso gan Dysgu Gydol Oes yn y DU, yn fframwaith i helpu cyrff ym maes addysg bellach i recriwtio, cadw a hyfforddi gweithwyr anabl er mwyn iddynt gael cynrychiolaeth gyfartal yn y sector. Mae cyrff sy'n llofnodi'r Ymrwymiad yn cytuno i nifer o fesurau sydd wedi eu dylunio i helpu eu gweithlu i ddod yn fwy amrywiol. Mewn rhai achosion, bydd angen gweithredu'n gadarnhaol i fynd i'r afael â than-gynrychiolaeth pobl anabl o fewn y sector dysgu gydol oes.

Mae pobl anabl yn un rhan o bump o boblogaeth oedran gweithio'r DU, ond yn dal i wynebu anfanteision sylweddol ym myd gwaith. Er enghraifft, mae pobl anabl 50 y cant yn llai tebygol o feddu ar radd na phobl nad ydynt yn anabl, a dwywaith mor debygol o fod heb unrhyw gymwysterau o gŵl. Maen nhw hefyd 25 y cant yn llai tebygol o gael eu cyflogi na'r boblogaeth yn ei chrynswth.* Nod yr Ymrwymiad Cydraddoldeb Anabledd yw ymdrin yn gadarnhaol â rhai o'r anghydraddoldebau hynny ym maes addysg bellach.

Dywedodd Toni Fazaeli, Prif Weithredwr y Sefydliad Dysgu: "Mae hwn yn achlysur pwysig i IfL. Ein nod yw cyflwyno gwasanaethau ansawdd dda, ac o fewn hynny mae cyfle cyfartal i bobl ag anableddau'n hanfodol. Byddwn ni hefyd yn cynnig

6 March 2009

DISABILITY EQUALITY GIVEN A BOOST IN EDUCATION

Institute for Learning signs Disability Equality Commitment

The Institute for Learning (IfL) has signed an agreement which will see the professional body for teachers, trainers, tutors and trainee teachers in the further education and skills sector committing to equal employment opportunities for disabled workers.

The Disability Equality Commitment, facilitated by Lifelong Learning UK, is a framework to help organisations in further education recruit, retain, and train disabled employees so that they are equally represented in the sector. Organisations signing up to the Commitment agree to a number of measures designed to help their workforce become more diverse. In some cases, positive action will be required to address the under-representation of disabled people within the lifelong learning sector.

Disabled people make up one fifth of the UK's working age population, but still face significant disadvantages in the world of work. For example, disabled people are 50 per cent less likely to have a degree than non-disabled people, and twice as likely to have no qualifications at all. They are also 25 per cent less likely to be employed than the population as a whole.* The Disability Equality Commitment aims to positively address those inequalities in further education.

Toni Fazaeli, chief executive of the Institute for Learning, said: "This is an important occasion for IfL. We are set to deliver high quality services, within which equality of opportunity for people with disabilities is imperative. We will also offer

cyfle i aelodau gymryd rhan mewn trafodaeth genedlaethol ar amrediad o faterion ac yn gweld cydraddoldeb anabledd yn un maes lle gallwn leisio pryderon a dyheadau ein haelodau. Mae'r IfL am wneud gwahaniaeth, ac felly mae'n bleser mawr gen i lofnodi'r Ymrwymiad Cydraddoldeb Anabledd a gweithio gyda David Hunter a'i dîm yn Dysgu Gydol Oes yn y DU ar faterion anabledd.

"Fel corff proffesiynol, rydym yn rhoi manteision, statws a llais penodol i'n 182,000 o aelodau drwy gyfrwng gwasanaethau i athrawon a hyfforddwyr unigol. Byddwn yn gweithio gyda mwy na 6,000 o aelodau anabl o IfL i helpu i hybu eu gyrfaoedd mewn addysgu a hyfforddi a byddwn yn gweithio mewn ffyrdd sy'n hygyrch ac yn bositif iddyn nhw. Mae ein hymrwymiad i gydraddoldeb anabledd yn estyn i'r staff rydym yn eu cyflogi hefyd, ac mae 9 y cant wedi datgan anabledd. Mae cydraddoldeb yn un o werthoedd craidd IfL. Rydym yn dathlu amrywiaeth cefndiroedd ein staff a'n haelodau a sut maen nhw'n gweithredu'n fodelau i ddysgwyr a chydweithwyr. Dyma un o gryfderau gwirioneddol y sector, ond mae cryn bellter i fynd eto er mwyn o broffil y staff adlewyrchu proffil dysgwyr a'r boblogaeth gyffredinol."

Dywedodd Min Rodriguez, Rheolwr Cydraddoldeb ac Amrywiaeth yn Dysgu Gydol Oes yn y DU "Mae LLUK yn falch i gefnogi'r sector i greu gweithlu sy'n gynhwysol ac yn dileu gwahaniaethu annheg ar sail oedran, anabledd, rhyw, hil, crefydd neu gred neu gyfeiriadedd rhywiol o fewn y sector dysgu gydol oes. Rydym yn gwybod o Broffil Blynyddol Amrywiaeth y Gweithlu Dysgu Gydol Oes yn y DU bod lefelau isel i ddatgelu gan staff am anabledd a dyna pam mae'n bwysig i golegau a darparwyr eraill dysgu gydol oes ddangos ymrwymiad i hyrwyddo cydraddoldeb anabledd. Rydym wrth ein bodd bod y Sefydliad Dysgu'n arwain drwy enghraifft ac yn mabwysiadu'r Ymrwymiad Cydraddoldeb Anabledd mewn Dysgu Gydol Oes, ac rydym yn annog eraill i wneud yr un peth."

Dwedodd David Hunter, Prif Weithredwr Dysgu

members the chance to engage in national discourse on a range of issues and see disability equality as one area where we can give voice to the concerns and aspirations of members. IfL wants to make a difference, and so I am very pleased to sign up to the Disability Equality Commitment and to work with David Hunter and his team at Lifelong Learning UK on disability issues.

"As a professional body, we give distinctive benefits, status and voice for our 182,000 members through services to individual teachers and trainers. We will be working with over 6,000 disabled members of IfL to help further their careers in teaching and training and we will work in ways that are accessible and positive for them. Our commitment to disability equality is also for the staff we employ, and 9 per cent have declared a disability. Equality is a core value for IfL. We celebrate the diversity of our staff and members' backgrounds and how they act as role models for learners and colleagues. This is a real strength of the sector, but there is much further to go for the profile of staff to mirror that of learners and the general population. "

Min Rodriguez, Equality and Diversity Manager at Lifelong Learning UK, said "LLUK is proud to be supporting the sector to create a workforce that is inclusive and eliminates unfair discrimination on the grounds of age, disability, gender, race, religion or belief or sexual orientation within the lifelong learning sector. We know from Lifelong Learning UK's Annual Workforce Diversity Profile that there are low levels of staff disclosure about disability which is why it is important that colleges and other lifelong learning providers demonstrate a commitment to promoting disability equality. We're delighted that the Institute for Learning is leading by example and signing up to the Disability Equality Commitment in Lifelong Learning, and, we encourage others to do the same."

David Hunter, Chief Executive of Lifelong Learning

Gydol Oes yn y DU: “Rydym wrth ein bodd i fod yn rhan o gyflwyno atebion ar fater mor bwysig. Mae gwella safonau addysgu ac amgylcheddau dysgu, a gwella cyfleoedd gyrfa i’r holl weithwyr yn y sector, yn allweddol i’r hyn mae Dysgu Gydol Oes yn y DU yn ei wneud. Mae’r Ymrwymiad Cydraddoldeb Anabledd yn gam mawr ymlaen wrth sicrhau bod gan staff a dysgwyr anabl yr un cyfleoedd â’u cymheiriaid nad ydynt yn anabl.”

Ymhlith y deilliannau allweddol i gyrff sy’n cytuno i’r Ymrwymiad Cydraddoldeb Anabledd mae:

- Dynodi uwch aelodau staff i fod yn gyfrifol am gydraddoldeb anabledd
- Gwneud yn siŵr bod pobl anabl yn cael eu hannog i fod yn ymddiriedolwyr ac yn llywodraethwyr
- Datblygu mecanweithiau i sicrhau bod staff anabl yn cymryd rhan, yn cael eu clywed, eu cefnogi a’u cysylltu â rhwydweithiau cenedlaethol
- Sicrhau bod staff anabl yn cael eu cynnwys ym mhob agwedd ar bolisi
- Annog ceisiadau am waith gan bobl anabl drwy adolygu gweithdrefnau recriwtio
- Sicrhau bod cyrff yn anelu at gyflawni staff sy’n adlewyrchu proffil anabledd y boblogaeth oedran gweithio, rheolaeth â gwybodaeth drylwyr am faterion anabledd, a hyfforddiant sy’n hyrwyddo cydraddoldeb anabledd
- Datblygu cefnogaeth fel mentora a chysgodi gwaith i godi cyflawniad staff anabl
- Rhannu arfer da rhwng cyrff, staff a dysgwyr, a chontractwyr ac asiantaethau allanol lle bo’n bosibl.

Gall cyrff sy’n dymuno ymrwymo ddysgu mwy drwy fynd i http://www.lluk.org/disability-equalitycommitment.htm

- DIWEDD -

UK, said: “We’re very pleased to be involved in delivering solutions on such an important issue. Improving teaching standards and learning environments, and enhancing career opportunities for all workers in the further education sector, is key to what Lifelong Learning UK does. The Disability Equality Commitment is a big step forward in ensuring disabled staff and learners have the same opportunities as their non-disabled counterparts.”

Key outcomes for organisations that sign up to the Disability Equality Commitment include:

- Designating senior members of staff with responsibility for disability equality
- Making sure disabled people are encouraged to be trustees and governors
- Developing mechanisms to ensure disabled staff are involved, heard, supported and affiliated to national networks
- Ensuring disabled staff are included in all aspects of policy
- Encouraging applications for work from disabled people through reviewing recruitment procedures
- Ensuring organisations aim to achieve staffing that reflects the disability profile of the working age population, management and governance that is well-informed on disability issues, and training that promotes disability equality
- Developing support such as mentoring and work shadowing to raise the achievement of disabled staff
- Sharing good practice between organisations, staff and learners, and outside contractors and agencies where possible.

Organisations wishing to sign up can find out more by visiting http://www.lluk.org/disability-equalitycommitment.htm

- ENDS -

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Nodiadau i olygyddion

*Ffynhonnell: Disability, Skills and Work: Raising our Achievements, The Social Market Foundation, 2007:http://www.lluk.org/documents/Disability_Skills_and_Work.pdf

Ynghylch Dysgu Gydol Oes yn y DU

- Dysgu Gydol Oes yn y DU yn un o 25 o gynghorau sgiliau sector sy'n rhan o'r Rhwydwaith Sgiliau ar gyfer Busnes - each one is an employer-led, independent organisation.
- Nod Dysgu Gydol Oes yn y DU yw annog athrawon, hyfforddwyr, llyfrgellwyr a staff eraill in post-compulsory education i ennill sgiliau a chymwysterau newydd er mwyn iddynt gynnig gwasanaeth gwell i bobl ifainc, oedolion sy'n dysgu, cyflogwyr a'r gymuned ehangach.
- Dysgu Gydol Oes yn y DU hefyd yn hyrwyddo dysgu gydol oes fel gyrfa fel na fydd gan gyflogwr yn y sector gymaint o anhawster recriwtio a chadw staff.
- Yn ogystal â datblygu fframweithiau safonau a chymwysterau galwedigaethol ledled y sector, mae Dysgu Gydol Oes yn y DU hefyd yn cynhyrchu gwybodaeth am y farchnad lafur er mwyn i gyflogwyr dysgu gydol oes gael nodi bylchau a phrinderau mewn sgiliau ymhlith eu gweithlu eu hun.
- Am fwy o wybodaeth ewch i www.lluk.org

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Notes to editors

*Source: Disability, Skills and Work: Raising our Achievements, The Social Market Foundation, 2007:http://www.lluk.org/documents/Disability_Skills_and_Work.pdf

About Lifelong Learning UK

- Lifelong Learning UK is one of 25 Sector Skills Councils that make up the Skills for Business Network - each one is an employer-led, independent organisation.
- Lifelong Learning UK aims to encourage teachers, trainers, librarians and other staff in post-compulsory education to gain new skills and qualifications so that they offer a better service to young people, adult learners, employers and the wider community
- Lifelong Learning UK also promotes lifelong learning as a career so that employers in the sector have less difficulty recruiting and retaining staff
- In addition to developing sector-wide occupational standards and qualifications frameworks, Lifelong Learning UK also produces labour market intelligence so that lifelong learning employers can identify skills gaps and shortages among their own workforce.
- For more information please visit www.lluk.org

Ynghylch y Grŵp Gweithredu Gydraddoldeb Anabledd

- Mae'r Grŵp Gweithredu Cydraddoldeb Anabledd yn cael ei hwyluso gan Dysgu Gydol Oes yn y DU i ganolbwyntio ar faterion gydraddoldeb anabledd yn y gweithlu dysgu gydol oes yn y DU.
- Mae'r Grŵp wedi ymrwymo i hybu modelau cymdeithasol a chadarnhaol o anabledd, ac mae pob aelod yn ymrwymo i ddangos arfer da.
- Mae'r Grŵp yn cyfarfod pum gwaith y flwyddyn, gydag aelodaeth o bedwar ar hugain o gyrff y sector dysgu gydol oes. Am restr lawn o'r aelodau ewch i http://www.lluk.org/disability-equalityimplementation-group%20.htm
- Mae'r Grŵp yn monitro'n benodol gweithrediad llawn yr argymhellion a ddeilliodd o adroddiad Mawrth 2008 "From Compliance to Culture Change - Disabled Staff Working in Lifelong Learning" a gyhoeddwyd gan y Comisiwn dros staff anabl ym maes dysgu gydol oes.
- I gael gwybodaeth gefndir am gydraddoldeb anabledd yn y sector dysgu gydol oes, ewch i http://www.niace.org.uk/projects/commissionfordisabledstaff/Default.htm

About the Disability Equality Implementation Group

- The Disability Equality Implementation Group is facilitated by Lifelong Learning UK to focus on issues of disability equality in the UK lifelong learning workforce.
- The group is committed to promoting the social and affirmative models of disability, and all members commit to demonstrating good practice.
- The Group meets five times a year, with membership and representation from twenty-four lifelong learning sector bodies. For a full list of members please visit http://www.lluk.org/disability-equalityimplementation-group%20.htm
- The group specifically monitors the full implementation of recommendations resulting from the March 2008 report "From Compliance to Culture Change - Disabled Staff Working in Lifelong Learning" published by the Commission on disabled staff in lifelong learning.
- For background information to disability equality in the lifelong learning sector, please visit http://www.niace.org.uk/projects/commissionfordisabledstaff/Default.htm