

Cyflwyno'r Model Cymdeithasol o Anabledd



Mae'r Model Cymdeithasol o Anabledd yn gwneud gwahaniaeth pwysig rhwng 'amhariad' ac 'anabledd' ac yn cydnabod bod pobl ag amhariadau yn anabl nid oherwydd eu hamariad, ond gan y rhwystrau sy'n bodoli'n aml mewn cymdeithas neu'r gweithle. Wedi'i greu gan bobl anabl o'u profiadau bywyd eu hunain, ei nod yw helpu pawb i adnabod a chael gwared ar y rhwystrau sy'n gwneud bywyd yn anoddach i bobl anabl.

Yn hanesyddol, cyfeirir at amhariadau fel 'anableddau', a gall gynnwys pobl sydd ag:

- **Amhariadau corfforol** (a all ddefnyddio cymhorthion symudedd fel cadeiriau olwyn a ffyn cerdded neu beidio)
- **Namau synhwyrdd** (e.e. namau ar y clyw, namau ar y golwg, Byddar, Dall))
- **Cyflyrau iechyd hirdymor** (e.e., diabetes, asthma)
- **Cyflyrau iechyd meddwl** (e.e., iselder, straen, gorbryder)
- **Cyflyrau iechyd cynyddol** (e.e., cancer)
- **Anableddau dysgu** (e.e., syndrom Down)
- **Anawsterau dysgu** (e.e., dyslecsia)
- **Pobl sy'n niwrowahanol** (e.e., awtistig)

Mae'r rhwystrau a wynebwr gan bobl â'r amhariadau hyn fel arfer yn cynnwys:

- **Rhwystrau ffisegol** (e.e., adeiladau anhygyrch)
- **Rhwystrau sefydliadol** (e.e., polisiâu a gweithdrefnau)
- **Rhwystrau cyfathrebu** (e.e., Diffyg is-deitlau mewn cyfarfodydd ar-lein i bobl â nam ar y clyw)

Yn syml, mae gweithredu'r Model Cymdeithasol o Anabledd yn ymwneud â chael gwared ar y rhwystrau hyn i wella'r modd o gynnwys a chyfranogi pobl anabl a chynyddu cyfleoedd iddyn nhw ddechrau gweithio a datblygu yn eich gweithle.

Gallwch roi'r Model Cymdeithasol o Anabledd ar waith drwy ddileu unrhyw rwystrau sy'n atal gweithwyr anabl rhag ymuno â'ch gweithlu.

Am gymorth ac am ragor o wybodaeth, e-bostiwch HCPA@llyw.cymru



Introducing the Social Model of Disability



The Social Model of Disability makes an important distinction between an 'impairment' and a 'disability' and recognises that people with impairments are disabled not by their impairment, but by the barriers that commonly exist in society or the workplace. Created by disabled people from their own lived experiences, it aims to help everyone recognise and remove the barriers that make life harder for disabled people.

Impairments, historically referred to as a 'disabilities', can include people with:

- **Physical impairments** (who may or may not use mobility aids such as wheelchairs and walking sticks)
- **Sensory impairments** (e.g. hearing impairments, visual impairments, Deaf, Blind)
- **Long-term health conditions** (e.g., diabetes, asthma)
- **Mental health conditions** (e.g., depression, stress, anxiety)
- **Progressive health conditions** (e.g., cancer)
- **Learning disabilities** (e.g., Down syndrome)
- **Learning difficulties** (e.g., dyslexia)
- **People who are neurodivergent** (e.g., autistic)

Barriers faced by people with these impairments typically include:

- **Physical barriers** (e.g., inaccessible buildings)
- **Institutional barriers** (e.g., policies and procedures)
- **Communication barriers** (e.g., Lack of captions in online meetings for people with hearing impairments)

Implementing the Social Model of Disability is simply about removing these barriers to improve disabled people's inclusion and participation in society and increasing opportunities for disabled people to enter, remain, and progress in your workplace.

You can implement the Social Model of Disability by removing any barriers preventing disabled workers from joining or participating in your workforce.

For more information and support contact DPEC@gov.wales

