Llywodraeth Cymru
Welsh Government

Gwasanaeth Carchardai a Phrawf EM yng Nghymru
HM Prison & Probation Service in Wales

Busnes Cymru
Business Wales

Sut gall cyflogi cyn-droseddwyr helpu i fynd i'r afael â'ch heriau wrth *recriwtio a hyfforddi*

How hiring ex-offenders can help tackle your *recruitment & training challenges*

Cyflwyniad

Cyflwyno'r achos dros gyflogi cyn-droseddwyr

Mae'r pum mlynedd diwethaf wedi bod yn heriol i fusnesau ledled Cymru. Ym mis Hydref 2024, roedd Llywodraeth Cymru wedi comisiynu arolwg Cyflwr y Genedl[1] o fusnesau bach a chanolig ledled Cymru, a datgelwyd y canlynol:

- Mae **65%** o fusnesau bach a chanolig wedi mynd yn llai proffidiol.
- Mae **30%** yn ei chael yn anoddach recriwtio staff.
- Mae **19%** yn ei chael yn anoddach cadw staff.
- Mae **17%** yn ei chael yn anoddach hyfforddi staff.

Mae un ateb yn werth ei archwilio

Mae euogfarn gan tua chwarter y boblogaeth oedran gweithio yn y DU[2]. Mae hynny'n golygu llawer o bobl sydd â sgiliau, profiad a gwybodaeth werthfawr sy'n gallu gwneud cyfraniad cadarnhaol i gymdeithas – ac efallai i'ch busnes neu'ch sefydliad chithau hefyd.

Mae'n gwneud synnwyr busnes i fanteisio ar y gronfa dalent hon sy'n cael ei hanwybyddu ar hyn o bryd.

Gyda chefnogaeth gan Lywodraeth Cymru a'u Gwell Dysgu, Gwell Cyfleoedd: polisi dysgu a sgiliau yn y carchar, Gwasanaeth Carchardai a Phrawf Ei Fawrhydi (HMPPS), a gwasanaethau fel Cymru'n Gweithio a phartïon cefnogol eraill fel yr Adran Gwaith a Phensiynau, mae'n bosibl dod o hyd i dalent addas a sicrhau eu bod yn cael eu hyfforddi yn y sgiliau perthnasol – heb fawr o gost neu heb ddim cost o gwbl i'ch busnes, er mwyn iddynt allu bwrw iddi ar unwaith pan fyddan nhw'n ymuno â'ch busnes neu'ch sefydliad.

Gallwch chi weithio law yn llaw â'r gwasanaethau hyn i drafod eich gofynion ac fe wnân nhw weithio gyda chi i ddatrys eich heriau o ran recriwtio a'r bylchau mewn sgiliau.

“Mae gan bawb stori. Pan fyddwn ni'n barnu pobl ar sail eu gorffennol, rydyn ni'n anwybyddu eu potensial. Gall swydd olygu mwy na chyflogaeth; gall fod yn drobwynt sy'n trawsnewid bywydau am genedlaethau. Felly, rydw i'n gofyn i bob arweinydd busnes yng Nghymru fynd ati i gyflogi'n wahanol a helpu i newid dyfodol pobl.”

Spencer John
Prif Swyddog Gweithredol,
Ethos-Chain

[1] Comisiynodd Llywodraeth Cymru arolwg Omnibws Cyflwr y Genedl ym mis Hydref 2024. Cynhaliwyd y gwaith maes gan Beaufort Research, a siaradodd yr arolwg ffôn â 500 o fusnesau bach a chanolig yng Nghymru rhwng 30 Medi a 20 Hydref 2024.

[2] **Ffigyrau'r Weinyddiaeth Gyfiawnder 2024.** Noder fod rhai adnoddau wedi eu datblygu gan sefydliadau yn y DU nad oes gofyn iddynt gadw at safonau'r Gymraeg ac sydd ar gael yn Saesneg yn unig.

Introduction

Making the case for hiring ex-offenders

The last five years have been challenging for businesses across Wales. In October 2024, Welsh Government commissioned a State of the Nation survey[1] of SME businesses across Wales that revealed:

- **65%** of SMEs have become less profitable.
- **30%** are finding it harder to recruit staff.
- **19%** are finding it harder to retain staff.
- **17%** are finding it harder to train staff.

There is a solution worth exploring

Around a quarter of the UK's working age population has a conviction[2]. That's a lot of people with valuable skills, experience and knowledge who can make a positive contribution to society – and potentially your business or organisation too.

Tapping into this talent pool that is currently overlooked makes smart business sense.

With support from the Welsh Government and their Better Learning, Better Chances: prison learning and skills policy, His Majesty's Prison and Probation Service (HMPPS), and services like Working Wales and other supportive parties such as the Department for Work and Pensions, it is possible to find suitable talent and ensure they are trained in the relevant skills – at little or no cost to your business, so they can hit the ground running when they join your business or organisation.

You can work hand-in-hand with these services to discuss your requirements and they'll work with you to solve your recruitment and skills gaps.

“Everyone has a story. When we judge people by their past, we overlook their potential. A job can be more than employment; it can be the turning point that transforms lives for generations. So, my ask to all Welsh business leaders - hire differently, change lives.”

Spencer John
CEO Ethos-Chain

[1] The Welsh Government commissioned a State of the Nation Omnibus survey in October 2024. Fieldwork was conducted by Beaufort Research, with the telephone survey speaking to 500 SMEs in Wales between 30th September and 20th October 2024.

[2] **Ministry of Justice Figures, October 2024.**

Manteision Recriwtio *Cyn-droseddwyr*

#1 Mynediad at gronfa dalent i fynd i'r afael â phrinder yn y gweithlu
Gallwch chi gyflogi cyn-droseddwyr sydd wedi'u hyfforddi mewn sgiliau amrywiol fel sgaffaldio, toi, gyrru, manwerthu a thechnolegau digidol, i helpu i lenwi'r bylchau sydd gennych.

#2 Hyfforddiant pwrpasol
Mewn llawer o achosion, gallwch chi gael budd o hyfforddiant sydd eisoes yn cael ei gynnal mewn amrywiaeth o feysydd – fel adeiladu, lletygarwch a hamdden neu sgiliau digidol a gwyrdd. Gallwch chi hefyd weithio'n uniongyrchol gyda Gwasanaeth Carchardai a Phrawf EF, i drefnu hyfforddiant i ddiwallu eich anghenion penodol chi, heb unrhyw gost i chi eich hun.

#3 Gweithwyr brwdfrydig
Os ydych chi'n cyflogi cyn-droseddwr, mae'n debyg y byddwch chi'n gweld eu bod yn weithwyr brwdfrydig, dibynadwy a theyrngar. Yn ôl GOV.UK, mae dros 80% o gyflogwyr cyn-droseddwyr wedi rhoi sgôr gadarnhaol i'w dibynadwyedd, eu cymhelliant, eu presenoldeb a'u perfformiad.[3]

#4 Lefel uwch o amrywiaeth, cynhwysiant a chyfrifoldeb cymdeithasol
Mae cyflogi cyn-droseddwyr yn gallu gwneud eich gweithlu'n fwy amrywiol a chynhwysol. Mae dros 40% o gyflogwyr yn dweud eu bod yn cael mwy o amrywiaeth drwy gyflogi cyn-droseddwyr, sy'n gallu gwella enw da eich cwmni a helpu i leihau aildroseddu. Mae cwmnïau sy'n cyflogi cyn-droseddwyr yn aml yn cael eu gweld yn ffafriol gan y cyhoedd, ac mae 81% o bobl yn credu bod busnesau sy'n cyflogi cyn-droseddwyr yn gwneud cyfraniad cadarnhaol i gymdeithas.[3]

Benefits of recruiting *ex-offenders*

#1 Access to a talent pool to address workforce shortages
You can hire ex-offenders, trained in diverse skills such as scaffolding, roofing, driving, retail, and digital technologies, to help fill the gaps you're experiencing.

#2 Bespoke training
In many instances, you can benefit from training already taking place in a range of diverse areas – from construction, hospitality, and barbering to digital and green skills. You can also work with HMPPS directly, to organise training to meet your specific needs, at no cost to yourself.

#3 Motivated employees
If you hire an ex-offender, you will likely find they are highly motivated, reliable, and loyal employees. GOV.UK reports over 80% of employers of ex-offenders have positively rated their reliability, motivation, attendance and performance.[3]

#4 Enhanced diversity, inclusion, and social responsibility
Employing ex-offenders can make your workforce more diverse and inclusive. Over 40% of employers report increased diversity through hiring ex-offenders, which can improve your company's reputation and help reduce reoffending. Companies that hire an ex-offender are often viewed favourably by the public, 81% of people believe that businesses employing ex-offenders are making a positive societal contribution.[3]

Myth: **Dydy cyn-droseddwyr ddim yn ddibynadwy.**

Ffaith: Mae dros 80% o gyflogwyr sydd wedi cyflogi cyn-droseddwyr yn rhoi sgôr gadarnhaol i'w dibynadwyedd, eu cymhelliant, eu presenoldeb a'u perfformiad[3]. Mae gweithwyr yn aml yn dangos ymrwymiad cryf i'w swyddi, ac awydd i'w profi eu hunain.

Myth: **Ex-offenders aren't trustworthy.**

Fact: Over 80% of employers who have hired ex-offenders rate their reliability, motivation, attendance, and performance positively[3]. Employees often demonstrate a strong commitment to their roles and a desire to prove themselves.

[3]**Cyflogi carcharorion a chyn-droseddwyr - GOV.UK**, Diweddarwyd Mawrth 2023. Noder fod rhai adnoddau wedi eu datblygu gan sefydliadau yn y DU nad oes gofyn iddynt gadw at safonau'r Gymraeg ac sydd ar gael yn Saesneg yn unig.

[3]**Employing prisoners and ex-offenders - GOV.UK** - Updated March 2023.

Oes gennych chi ddiddordeb mewn recriwtio *cyn-droseddwyr?*

Mae sawl ffordd o gael cymorth.

And the good news is that you don't have to navigate this decision alone.

Mae'r sefydliadau canlynol yn cynnig gwasanaethau a chyllid i'ch helpu i recriwtio cyn-droseddwyr a chreu gweithle cynhwysol:

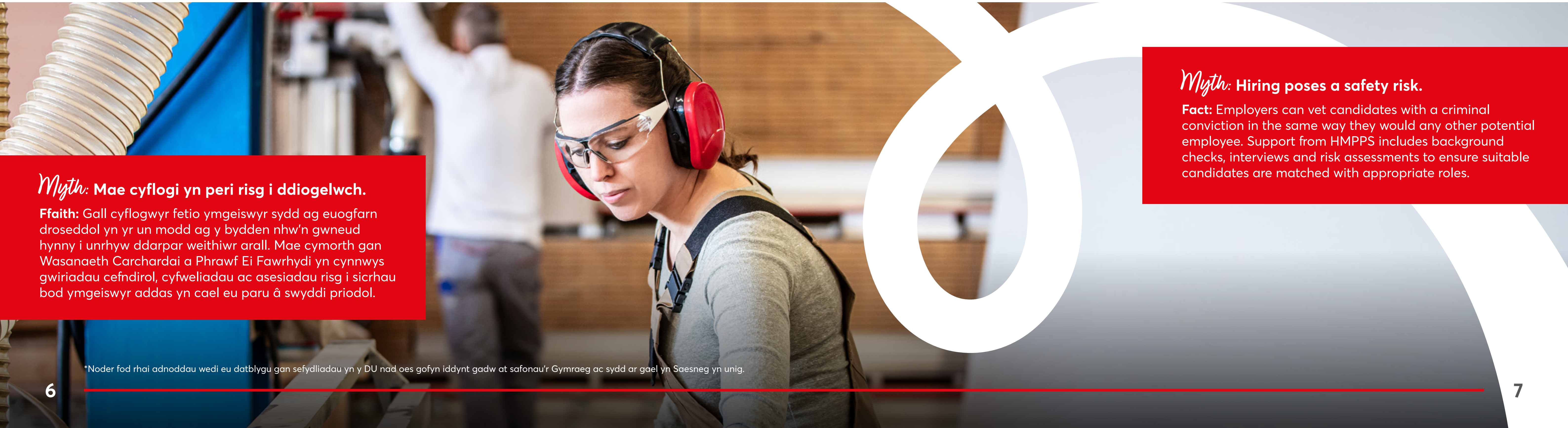
Gwasanaeth Carchardai a Phrawf Ei Fawrhydi

- Gallwch chi siarad yn uniongyrchol â'ch carchar neu'ch gwasanaeth prawf lleol am eich anghenion – nifer y gweithwyr, y sgiliau angenrheidiol, a'r hyfforddiant. Byddan nhw'n gweithio gyda chi i ddod o hyd i atebion wedi'u teilwra.
- Efallai y bydd ganddyn nhw unigolion sydd â sgiliau a chymwysterau sy'n addas i chi yn barod ac sydd ar gael pan fydd eu hangen arnoch, neu, gyda'ch gilydd, efallai y byddwch chi'n gweld bod angen hyfforddiant i unigolion addas. Mae'n debyg y bydd ein partneriaid yn gallu trefnu'r hyfforddiant hwnnw i chi, heb i hynny gostio dim i chi.
- Byddan nhw'n helpu i baratoi unigolion ar gyfer eu swyddi drwy hyfforddiant a gwella sgiliau i fod yn barod ar gyfer y byd gwaith.
- Byddwch chi'n gallu cyfweld ac asesu sgiliau ac ar ôl i chi benderfynu cyflogi rhywun, bydd y tîm prawf yn eich cefnogi chi a nhw yn eu swydd newydd.

Rhwydwaith Dyfodol Newydd (rhan arbenigol o'r Gwasanaeth Carchardai a Phrawf)

Gall Brocer Rhwydwaith Dyfodol Newydd eich helpu i gysylltu â'r carchar iawn i fynd i'r afael â'ch anghenion recriwtio. Gallan nhw hefyd eich cyflwyno i gyflogwyr eraill sydd wedi llwyddo i gyflogi pobl sy'n gadael y carchar.

Mae eu canllaw* ar gyflogi pobl sy'n gadael y carchar yn cwmpasu popeth, e.e. y gyfraith, sut i ysgrifennu disgrifiad swydd i groesawu ceisiadau gan bobl sydd ag euogfarn, cynnal cyfweliadau, a sut i ddatgelu euogfarn unigolyn yn iawn.



Myth: **Mae cyflogi yn peri risg i ddiogelwch.**

Ffaith: Gall cyflogwyr fetio ymgeiswyr sydd ag euogfarn droseddol yn yr un modd ag y bydden nhw'n gwneud hynny i unrhyw ddarpar weithiwr arall. Mae cymorth gan Wasanaeth Carchardai a Phrawf Ei Fawrhydi yn cynnwys gwiriadau cefndirol, cyfweliadau ac asesiadau risg i sicrhau bod ymgeiswyr addas yn cael eu paru â swyddi priodol.

*Noder fod rhai adnoddau wedi eu datblygu gan sefydliadau yn y DU nad oes gofyn iddynt gadw at safonau'r Gymraeg ac sydd ar gael yn Saesneg yn unig.

Interested in recruiting *ex-offenders?*

There are multiple ways to get support.

And the good news is that you don't have to navigate this decision alone.

The following organisations offer services and funding to help you recruit ex-offenders and create an inclusive workplace:

HMPPS

- You can speak directly with your local prison or probation service about your needs—number of employees, required skills, and training. They'll work with you to find tailored solutions.
- They might have individuals with skills and qualifications that already fit the bill and are available when you need them, or together you might identify the need to secure training for suitable individuals. Our partners will likely be able to organise that training for you, at no cost to you.
- They will help prepare individuals for their roles through training and work-ready skills enhancement.
- You'll be able to interview and assess skills and once you've made the decision to hire someone, the probation team will support you and them in their new role.

New Futures Network (a specialist part of HMPPS)

The New Futures Network Broker can help you connect with the right prison to address your recruitment needs. They can also introduce you to other employers who have successfully hired prison leavers.

Their excellent guide on hiring prison leavers covers everything from the law, to how to write a job description to welcome applications from those with a conviction, through to conducting interviews and the rights and wrongs of disclosing an individual's conviction.

Myth: **Hiring poses a safety risk.**

Fact: Employers can vet candidates with a criminal conviction in the same way they would any other potential employee. Support from HMPPS includes background checks, interviews and risk assessments to ensure suitable candidates are matched with appropriate roles.

Cymorth ychwanegol

[Busnes Cymru](#)

Gall cynghorwyr arbenigol Busnes Cymru helpu i'ch cysylltu â chymorth recriwtio a hyfforddi.

[Cymru'n Gweithio](#)

Gall cynghorwyr arbenigol Cymru'n Gweithio sy'n gweithio'n uniongyrchol gyda Gwasanaeth Carchardai a Phrawf Ei Fawrhydi eich helpu i ganfod a recriwtio ymgeiswyr addas.

Maen nhw, a Busnes Cymru, hefyd yn gallu eich helpu i gael gafael ar gymorth **cyflogadwyedd a sgiliau perthnasol gan Lywodraeth Cymru,** fel:

- Twf Swyddi Cymru+, sy'n darparu cymhellion ariannol ar gyfer cyflogi pobl ifanc 16–19 oed. Gallech chi gael cymhorthdal ar gyfer cyflogau gan Lywodraeth Cymru i helpu i dalu cyflog person ifanc am y chwe mis cyntaf.
- ReAct+, sy'n darparu cymhellion ariannol ar gyfer cyflogi 20 a mwy o bobl anabl, sydd hefyd yn gyn-droseddwyr neu'n droseddwyr sy'n bwrw ei ddedfryd yn y gymuned. Mae cyflogwyr yn cael hyd at £4,000 dros gyfnod o 12 mis i helpu i dalu am eu cyflogau.

Gall Cymru'n Gweithio hefyd helpu unigolion i gael mynediad i ReAct+, i ariannu cyfleoedd hyfforddi sy'n cyfateb i'ch gofynion tra byddant yn y ddalfa (hyd at £1500), gan sicrhau bod ganddynt y sgiliau cywir ar gyfer eich busnes mewn pryd ar gyfer eu rhyddhau.

Mae hyfforddiant galwedigaethol a chynlluniau datblygu sgiliau ar gael i unigolion unwaith y cânt eu cyflogi. Mae'r rhain yn cynnwys:

- Cyfrifon Dysgu Personol, sy'n rhoi cyfle i unigolion cyflogedig (sy'n gymwys) ennill sgiliau lefel uwch, gan eu galluogi i ddatblygu sgiliau newydd a chael cyflogaeth ar lefel uwch.

Yr Adran Gwaith a Phensiynau (DWP)

Gall yr Adran Gwaith a Phensiynau eich helpu i ddod o hyd i ymgeiswyr addas yn y carchar neu yn y gymuned, yn ogystal â darparu arian ar gyfer hyfforddiant a chymorth perthnasol arall.

Additional support

Business Wales

Specialist Business Wales advisers can help connect you with recruitment and training support.

Working Wales

Specialist Working Wales advisors who work directly with HMPPS can help you identify and recruit suitable candidates.

They, and Business Wales, can also help you to access relevant **Welsh Government employability and skills support,** such as:

- Jobs Growth Wales+, which provides financial incentives for hiring 16–19-year-olds. You could receive a wage subsidy from the Welsh Government to help pay a young person's salary for the first six months.
- ReAct+, which provides financial incentives for hiring 20+ year old disabled people, who are also an ex-offender or offender serving their sentence in the community. Employers receive up to £4,000 across 12 months to help cover their wages.

Working Wales can also help individuals access ReAct+, which can be used to fund training opportunities that match your requirements whilst they are still in custody (up to £1500), ensuring they have the right skills for your business in time for their release.

There are also vocational training and skill development initiatives available to individuals once they are employed. These include:

- Personal Learning Account, which provides employed individuals (that are eligible) the chance to gain higher-level skills, enabling them to develop new skills and gain employment at a higher level.

The Department for Work and Pensions (DWP)

DWP can help you to identify suitable candidates in prison or out in the community, as well as provide money for training and other relevant support.

Myth: **Dydy'r rhan fwyaf o sefydliadau ddim yn barod i gyflogi cyn-droseddwr.**

Ffaith: Mae llawer o sefydliadau eisoes yn cymryd camau i fod yn fwy cynhwysol a chefnogol i gyn-droseddwyr. Mae mentrau fel "Ban the Box" yn annog cyflogwyr i dynnu cwestiynau am hanes euogfarnau allan o geisiadau am swyddi, gan ganiatáu i ymgeiswyr gael eu barnu ar sail eu sgiliau, eu profiadau a'u cymwysterau er mwyn iddyn nhw fod y fersiwn gorau ohonyn nhw'n hunain. Mae Ymddiriedolaeth CIPD a Rhwydwaith Sgiliau Dyfodol NFN hefyd yn darparu adnoddau a chefnogaeth i gyflogwyr allu recriwtio, cyflogi a chadw pobl sydd ag euogfarnau i sicrhau eu bod yn barod ar gyfer y sefydliad.

Myth: **Most organisations aren't ready to hire an ex-offender.**

Fact: Many organisations are already taking steps to become more inclusive and supportive of ex-offenders. Initiatives like "Ban the Box" encourage employers to remove conviction history questions from job applications, allowing candidates to be judged on their skills, experience and qualifications that will enable them to be the best version of themselves. The CIPD Trust and NFN Future Skills Network also provide resources and support for employers to recruit, employ, and retain people with convictions to ensure organisational readiness.

Mae gan gyn-droseddwyr *sgiliau gwerthfawr*

***Myth:* Does dim sgiliau na hyfforddiant gan gyn-droseddwyr.**

Ffaith: Mae unigolion sy'n bwrw dedfryd gymunedol neu ddedfryd o garchar yn aml yn fedrus iawn ac mae ganddynt brofiad helaeth. Mae ganddyn nhw hefyd y cyfle unigryw i gael eu cefnogi i ennill amrywiaeth o gymwysterau a sgiliau, gan gynnwys hyfforddiant galwedigaethol a thystysgrifau sy'n ofynnol yn y farchnad swyddi heddiw. Mae'r cyrsiau'n cynnwys amrywiaeth eang o grefftau, ac maen nhw'n cael eu dyrannu ar sail anghenion a diddordebau'r unigolyn, er mwyn sicrhau eu bod wedi'u paratoi'n dda i gyfrannu at gymdeithas. A gellir teilwra'r sgiliau i'ch anghenion penodol chi pan fyddwch yn cysylltu â Gwasanaeth Carchardai a Phrawf Ei Fawrhydi.

Dyma rai mathau o hyfforddiant sydd ar gael mewn carchardai ledled Cymru ar hyn o bryd:

Cyrsiau	Corff dyfarnu
Y sector adeiladu	
Mae'r cyrsiau'n cynnwys: Cerdyn CSCS; Sgaffaldwaith; Toi; Gwaith Saer; Gwaith Brics; Plastro; Iechyd a Diogelwch; Gwaith Paratoi Tir.	Rhai cyrff dyfarnu: GQA, CISRS, GLA, City and Guilds, AIMS, Academi Adeiladu Cymru, Agored.
Y sector digidol	
Mae'r cyrsiau'n cynnwys: Prosesu Geiriau; Taenlenni; Defnyddio Systemau TGCh; Technegau Golygu Delweddau Digidol; Defnyddio Offer a Chyfarpar ar gyfer Gwaith; Creu a Rhoi Cyflwyniadau Digidol; Dylunio Poster.	Rhai cyrff dyfarnu: Agored, AIM, City and Guilds.
Y sector lletygarwch	
Mae'r cyrsiau'n cynnwys: Diogelwch bwyd ym maes Arlwyo; Cyflwyniad i'r Diwydiannau Busnes, Gweinyddu a Gwasanaethau i Gwsmeriaid; Cyflwyniad i'r Diwydiannau Arlwyo a Lletygarwch; Sgiliau Gwasanaethau i Gwsmeriaid; Tystysgrif a Diploma mewn Paratoi Bwyd a Choginio.	Rhai cyrff dyfarnu: Agored, AIM, City and Guilds.
Gweithgynhyrchu a warysau	
Mae'r cyrsiau'n cynnwys: Sgiliau Warysau a Storio – Paratoi Archebion i'w Hanfon; Symud neu Drafod Nwyddau â Llaw; Trefnu Nwyddau a Deunyddiau i'w Hailgylchu neu eu Gwaredu; Lapio a Phacio Nwyddau; Iechyd a Diogelwch yn y Gweithle; Gwrthbwyso Tryciau Codi; Defnyddio Offer a Chyfarpar ar gyfer Gwaith; Glanhau a Storio Offer a Chyfarpar.	Rhai cyrff dyfarnu: AIM, City and Guilds, Agored.
Cyrsiau Gwyrdd a Sero Net	
Mae'r cyrsiau'n cynnwys: Effaith Amgylcheddol Gweithrediadau Logisteg a Thrafnidiaeth; Cyflwyniad i Reoli Gwastraff; Cynaliadwyedd Amgylcheddol; Ailgylchu ac Ailddefnyddio Deunyddiau.	Rhai cyrff dyfarnu: AIM, City and Guilds, Agored.

Ex-offenders are equipped with *valuable skills*

***Myth:* Ex-offenders lack skills and training.**

Fact: People on probation and in prison receive vocational training and certifications, equipping them with valuable skills needed in the job market. Courses cover a wide range of trades and are allocated based on an individual's needs and interests, to ensure they are well-prepared to contribute to society. And the skills can be tailored to your specific needs when you liaise with the Prison and Probation Service.

The types of training currently on offer in prisons across Wales includes:

Courses	Awarding body
Construction sector	
Courses include: CSCS Card; Scaffolding; Roofing;	Example awarding bodies: GQA, CISRS, GLA, City and Guilds, AIMS, Construction Academy Wales, Agored.
Digital sector	
Courses include: Word Processing; Spreadsheets; Using ICT Systems; Digital Image Editing Techniques; Using Tools and Equipment for Work; Creating and Delivering Digital Presentations; Designing a Poster.	Example awarding bodies: Agored, AIM, City and Guilds.
Hospitality sector	
Courses include: Food safety in Catering; Introduction to Business, Administration and Customer Service Industries; Introduction to Catering and Hospitality Industries; Customer Service Skills; NVQ Certificate and Diploma in Food Preparation and Cooking.	Example awarding bodies: Agored, AIM, City and Guilds.
Manufacturing and warehousing	
Courses include: Warehousing and Storage Skills – Assemble Orders for Dispatch; Moving or Handling Goods Manually; Sort Goods and Materials for Recycling or Disposal; Wrap and Pack Goods; Health and Safety in the Workplace; Counterbalance Lift Truck; Using Tools and Equipment for Work; Cleaning and Storing Tools and Equipment.	Example awarding bodies: AIM, City and Guilds, Agored.
Green and Net Zero courses	
Courses include: Environmental Impact of Transport and Logistics Operations; Introduction to Waste Management; Environmental Sustainability; Recycling and Reusing Materials.	Example awarding bodies: AIM, City and Guilds, Agored.

Beth allwch chi ei wneud, fel cyflogwr, i sicrhau bod recriwtio cyn-droseddwyr yn llwyddiant?

- **Rhowch wybod i bobl nad ydych yn gwahaniaethu yn erbyn pobl ag euogfarnau.** Tynnwch sylw at y ffaith eich bod yn recriwtio pobl ag euogfarnau ym mhobman rydych chi'n hysbysebu swyddi – mewn hysbysiadau swyddi, hysbysebion ac ar eich gwefan.
- **Hyrwyddwch ddulliau recriwtio teg a chynhwysol yn fewnol.** Hyfforddwch unrhyw un sy'n ymwneud â recriwtio ar eich polisi, a gwnewch yn siŵr eu bod yn deall y ddeddfwriaeth berthnasol sy'n ymwneud â recriwtio a rheoli gweithwyr sydd ag euogfarnau.
- **Paratowch gyn-droseddwyr i lwyddo drwy system gyfeillio.** Penodwch fentoriaid neu gyfeillion cymwys i gefnogi pobl ag euogfarnau pan fyddan nhw'n ymuno â'r sefydliad. Gall cyfeillion chwarae rhan bwerus yn y gwaith o greu diwylliant cynhwysol a helpu i ddarparu cefnogaeth werthfawr.
- **Cyfathrebwch eich strategaeth ar gyfer cyflogi pobl sy'n gadael y carchar** yn allanol ac yn fewnol, gan roi sicrwydd i weithwyr presennol fod gwiriadau'n cael eu cynnal. Mae cyfathrebu allanol hefyd yn dda i'ch enw da, eich brand cyflogwr, a bydd yn helpu i yrru ymgeiswyr at eich swyddi gwag.

Mae Canllaw Ymddiriedolaeth CIPD ar recriwtio, cyflogi a chadw pobl sydd ag euogfarnau* yn cynnig arweiniad a chefnogaeth ar fanteision cyflogi pobl sydd ag euogfarnau, mae'n dweud beth yw'r gyfraith a beth y mae angen i chi ei wybod wrth recriwtio pobl sydd ag euogfarnau, recriwtio, cynefino a chadw cyn-droseddwyr, cyfathrebu eich bod chi'n cyflogi pobl sydd ag euogfarnau, a chyngor campus ar gyfer eu recriwtio a'u cadw.

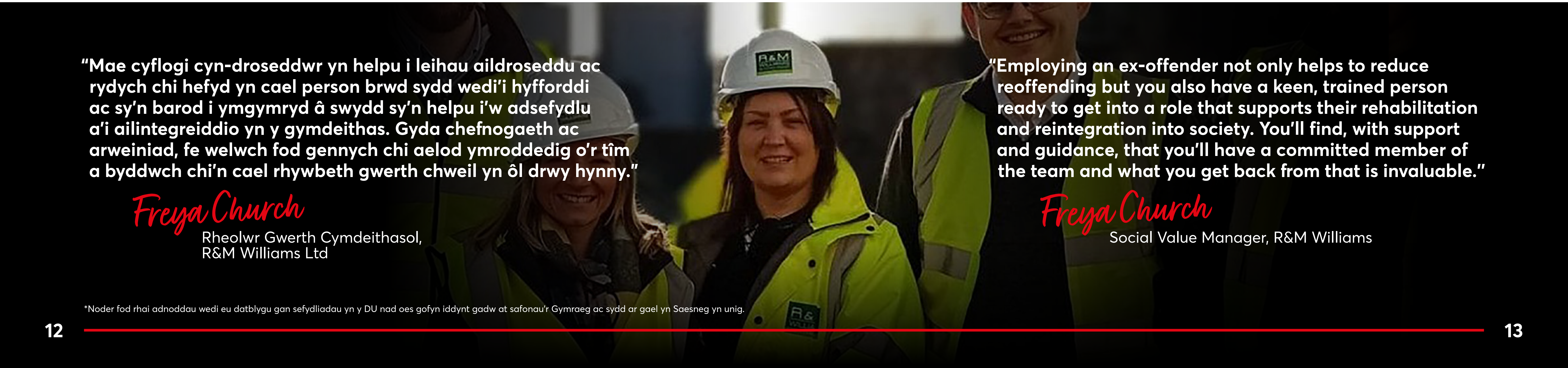
Rhai busnesau a sefydliadau sydd eisoes yn hyrwyddo rhoi ail gyfle i gyn-droseddwyr ac sy'n cynnal arferion recriwtio cynhwysol yw: y Gwasanaeth Sifil, Timpson, Greggs, Virgin Group, Iceland, National Grid, Pret A Manger, Marks and Spencer, Greene King a Halfords.

What can you do, as an employer, to make recruiting ex-offenders a success?

- **Let people know that you do not discriminate against people with convictions.** Highlight your approach to recruiting people with convictions everywhere you advertise roles - in job notices, advertisements and on your website.
- **Champion fair and inclusive recruitment internally.** Train anyone involved in recruitment on your policy and ensure they understand the relevant legislation relating to recruiting and managing employees with convictions.
- **Set ex-offenders up for success with a buddy system.** Appoint qualified mentors or buddies to support people with convictions as they join the organisation. Allies can play a powerful role in creating an inclusive culture and help to provide valuable support.
- **Communicate your strategy for employing prison leavers** both externally and internally, reassuring existing employees about checks in place. External communication is also good for your reputation, your employer brand, and will help to drive candidates to your vacancies.

The CIPD Trust's Guide to recruiting, employing and retaining people with convictions offers guidance and support on the benefits of employing people with convictions, the law and what you need to know when recruiting people with convictions, recruitment, onboarding and retaining ex-offenders, communicating your approach to hiring people with convictions and top tips for recruiting and retaining them.

Businesses and organisations that already champion giving ex-offenders opportunities and run inclusive recruitment practices include: the Civil Service, Timpson, Greggs, Virgin Group, Iceland, National Grid, Pret A Manger, Marks and Spencer, Greene King and Halfords.



"Mae cyflogi cyn-droseddwr yn helpu i leihau aildroseddu ac rydych chi hefyd yn cael person brwd sydd wedi'i hyfforddi ac sy'n barod i ymgymryd â swydd sy'n helpu i'w adsefydlu a'i ailintegreiddio yn y gymdeithas. Gyda chefnogaeth ac arweiniad, fe welwch fod gennych chi aelod ymroddedig o'r tîm a byddwch chi'n cael rhywbeth gwerth chweil yn ôl drwy hynny."

Freya Church
Rheolwr Gwerth Cymdeithasol, R&M Williams Ltd

"Employing an ex-offender not only helps to reduce reoffending but you also have a keen, trained person ready to get into a role that supports their rehabilitation and reintegration into society. You'll find, with support and guidance, that you'll have a committed member of the team and what you get back from that is invaluable."

Freya Church
Social Value Manager, R&M Williams

*Noder fod rhai adnoddau wedi eu datblygu gan sefydliadau yn y DU nad oes gofyn iddynt gadw at safonau'r Gymraeg ac sydd ar gael yn Saesneg yn unig.

Ydych chi'n awyddus i ystyried *eich opsiynau?*

I gael rhagor o wybodaeth ac i drafod eich diddordeb, cysylltwch ag un o'n partneriaid canlynol:

* **Gwasanaeth Carchardai a Phrawf Ei Fawrhydi (HMPPS) neu Rwydweithiau Dyfodol Newydd:** Drwy anfon e-bost at y tîm yn Skilled_and_ready_HMPPSinWales@justice.gov.uk, gan amlinellu'r hyn y mae gennych ddiddordeb yn ei drafod, gan gynnwys eich gofynion ac, os yw'n berthnasol, lleoliad daearyddol, a bydd y tîm yn cysylltu â chi i drefnu sgwrs gychwynnol.

* **Y Tîm Prawf:**
Drwy anfon e-bost at y tîm yn WalesPSReducingReoffending@justice.gov.uk

* **Yr Adran Gwaith a Phensiynau:**
Drwy gysylltu â Gwasanaethau Cyflogwyr ar 0800 169 0178 neu lenwi'r ffurflen ymholiadau gwasanaethau cyflogwyr. Neu gallwch chi gysylltu â'ch Canolfan Waith leol a gofyn am gael siarad â'r Cynghorwr Cyflogwyr.

Am ragor o wybodaeth am fynd ati i greu gweithlu cynhwysol a chael mynediad at gyfleoedd hyfforddi a chyllid, cysylltwch â naill ai:

* **Cymru'n Gweithio:**
Cymru'n Gweithio: Ffoniwch 0800 028 4844 neu ewch i'w tudalennau cyswllt am gymorth ac arweiniad ychwanegol ar recriwtio cyn-droseddwyr.

Neu;

* **Busnes Cymru:**
Ffoniwch 0300 060 3000 neu ewch i'w tudalennau cyswllt am gymorth ac arweiniad ychwanegol ar gael mynediad at gyfleoedd hyfforddi a chyllid.

Keen to explore *your options?*

To find out more, discuss your requirements, and get help identifying suitable talent, you can contact one of our partners:

* **HMPPS or New Future Networks:**
Email the team at Skilled_and_ready_HMPPSinWales@justice.gov.uk, outlining what you're interested in discussing, including your requirements and, if relevant, geographic location, to arrange an initial conversation.

* **The Probation team:**
By emailing the team at WalesPSReducingReoffending@justice.gov.uk

* **The Department of Work & Pensions:**
Contact Employer Services on 0800 169 0178 or completing the employer services enquiry form. Alternatively, you can contact your local Jobcentre and ask to speak to the Employer Adviser.

To find out more about creating an inclusive workforce and accessing training and funding opportunities, you can contact:

* **Working Wales:**
Call 0800 028 4844 or visit their contact pages for for additional support and guidance on recruiting ex-offenders.

Or;

* **Business Wales:**
Call 0300 060 3000 or visit their contact pages for additional support and guidance on accessing training and funding opportunities.

Myth: **Wnaiff cwsmeriaid ddim prynu gen i os ydyn nhw'n gwybod fy mod yn cyflogi cyn-droseddwyr.**

Ffaith: Byddai 3 o bob 4 person yn gyfforddus yn prynu gan fusnes sy'n cyflogi cyn-droseddwyr, ac mae 81% o bobl yn meddwl bod busnesau sy'n cyflogi cyn-droseddwyr yn gwneud cyfraniad cadarnhaol i gymdeithas.[3]

Myth: **Customers won't buy from me if they know I employ ex-offenders.**

Fact: 3 out of 4 people would be comfortable buying from a business that employs ex-offenders and 81% of people think that businesses employing ex-offenders are making a positive contribution to society.[3]

Barod i wneud gwahaniaeth?

Cysylltwch heddiw!

Anwybyddwch eu gorffennol.
Am ragor o wybodaeth,
chwiliwch **Cyflogi Cyn-droseddwyr - Busnes Cymru.**

Ready to make a difference?

Reach out today!

See past their past.
For more information,
search **Offender Employability - Business Wales.**