

Chwalu'r Mythau: *Camsyniadau cyffredin*



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.* Mae gweithwyr yn aml yn dangos ymrwymiad cryf i'w swyddi, ac awydd i'w profi eu hunain.

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 greffttau, 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.

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, cyfweiliadau ac asesiadau risg i sicrhau bod ymgeiswyr addas yn cael eu paru â swyddi priodol.

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

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

Rhai busnesau a sefydliadau sydd eisoes yn hyrwyddo rhoi ail gyfle i gyn-droseddwr 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.

Anwybyddwch eu gorffennol.

Am ragor o wybodaeth, chwiliwch **Cyflogi Cyn-droseddwr - Busnes Cymru**.

Myth Busting: *Common misconceptions*



Myth: Ex-offenders aren't trustworthy

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

Myth: Ex-offenders lack skills and training

Fact: Individuals who are serving either a community or custodial sentence are often highly skilled and have extensive experience. They also have the unique opportunity to be supported to gain a range of qualifications and skills, including vocational training and certificates required in today's 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 HMPPS.

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.

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.

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*.

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.

See past their past.

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