



Llywodraeth Cymru
Welsh Government

Y Fodel Gymdeithasol o Anabledd

‘Beth yw'r fodel a beth yw
ei bwrpas’

Hyrwyddwyr Cyflogaeth Pobl
Anabl Llywodraeth Cymru

The Social Model of Disability

‘What it is and why it matters’

Welsh Government Disabled
People's Employment Champions



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Pwy ydyn ni? / Who are we?



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Hyrwyddwyr Cyflogaeth Pobl Anabl / Disabled People's Employment Champions

- Tîm o 5 o Hyrwyddwyr Cyflogaeth Pobl Anabl
 - Mae gan bob un ohonom brofiad personol ac mae pawb yn dod â rhywbeth gwahanol i'r rôl
 - Rhan o Is-adran Gwaith Teg o fewn Cyfarwyddiaeth Partneriaeth Gymdeithasol, Cyflogadwyedd a Gwaith Teg
 - Ein rôl ni yw gweithio gyda chyflogwyr i hyrwyddo recriwtio a chadw pobl anabl yn y gweithle
 - Helpu i leihau'r bwlch cyflog a chyflogaeth o bobl anabl
 - Codi ymwybyddiaeth o'r Model Gymdeithasol o Anabledd
- Small team of 5, all with lived experience and bring something different to the role
 - Part of Fair Work Division within wider Social Partnership Employability and Fair Work Directorate
 - Promote the recruitment and retention of disabled people
 - Helping to reduce the pay and disability employment gap
 - Raise awareness of the Social Model of Disability
 - Neurodivergence

Ffeithiau & Ffigyrau

- Yn ôl data diweddaraf yr Arolwg Blynnyddol o'r Boblogaeth, amcangyfrifir bod 27.8% o oedolion o oedran gweithio yng Nghymru yn bodloni'r diffiniad o anabledd o dan y Ddeddf Cydraddoldeb (2010)
- Mae gan 83% o'r bobl hynny amhariadau a fyddant yn cael yn ystod eu bywydau - mewn nifer sylweddol o achosion mae'r amhariadau hynny'n gyhyrysgerbydol (sy'n gysylltiedig â heneiddio) neu'n gysylltiedig â iechyd meddwl.
- Mae 6% o bobl anabl yn defnyddio cadair olwyn yn rheolaidd, tua un mewn pob ugain.

Facts & Figures

- According to the latest Annual Population Survey data, 27.8% of working age adults in Wales are estimated to meet the definition of disabled under the Equality Act (2010).
- 83% of those people have impairments that are acquired during their lives - in a significant number of cases those impairments are musculoskeletal (associated with aging) or related to mental health.
- 6% of the disabled people's population are regular wheelchair-users, roughly one in every twenty.



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Ffeithiau & Ffigyrau

- Mae'r bwlch cyflogaeth i bobl anabl yng Nghymru yn 29.2%
- Mae 42.9% o bobl anabl o oedran gweithio yng Nghymru yn economaidd anweithgar. Dyma cronfa enfawr o dalent nad ydynt yn cymryd mantais ohono!

Facts & Figures

- Disability employment gap in Wales is at 29.2%
- 42.9% of disabled people in Wales of working age are economically inactive. This is a huge pool of talent that we aren't taking advantage of!



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**Cwestiwn: Beth ydyn ni'n ei feddwl wrth ystyried 'pobl anabl'?
Pa ddelweddau sy'n dod i'r meddwl? Pa fath o amhariadau?**



Question: What do we think of when we think of 'disabled people'? What images come to mind? What type of impairments?

Beth mae'r Ddeddf Cydraddoldeb yn ddweud?

What does the Equality Act say?



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Person anabl o dan y gyfraith yw unrhyw un sydd â 'amhariad corfforol neu feddyliol sy'n cael effaith negyddol 'sylweddol' a 'hirdymor' ar eu gallu i wneud gweithgareddau dyddiol arferol.'

'sylweddol' = mwy na mân neu ddibwys, e.e. mae'n cymryd llawer mwy o amser nag y byddai fel arfer i gyflawni tasg ddyddiol fel gwisgo

'hirdymor' = yn debygol o barhau am mwy na 12 mis

A disabled person under the law is anyone that has 'a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.'

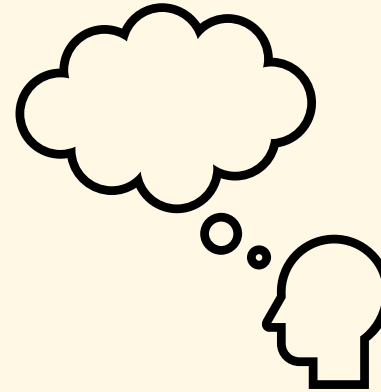
'substantial' = more than minor or trivial, e.g. it takes much longer than it usually would to complete a daily task like getting dressed

'long-term' = likely to last longer than 12 months

Meddyliwch am yr enghreifftiau canlynol; ydyn nhw'n gweithredu diffiniad anabledd y Ddeddf Cydraddoldeb?



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Consider the following examples; do they meet the Equality Act definition of disability?



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Enghraifft 1: **Mae amhariad niwrogyhrol gyda John sy'n effeithio ar ei symudedd a'i ddeheurwydd**



Example 1: John has a neuromuscular impairment that affects his mobility and dexterity



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Enghraifft 2: Mae Claire wedi torri ei choes ac felly mewn cast ag yn gorfod defnyddio baglau

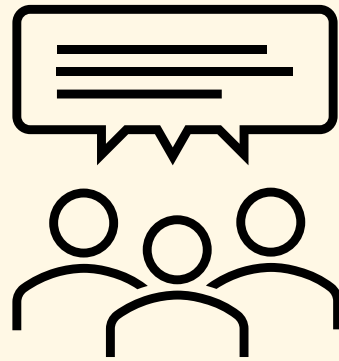


Example 2: Claire has broken her leg, so has a cast and is using crutches



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Enghraifft 3 : Mae Hafiza yn dangos llawer o nodweddion ADCG/ADHD ond nid oes diagnosis ffurfiol ganddi.

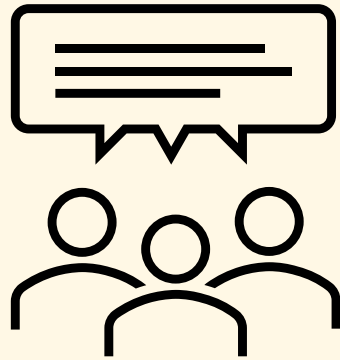


Example 3: Hafiza has many of the traits associated with ADHD, but no formal diagnosis



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Enghraifft 4: **Mae asthma gan Sion**

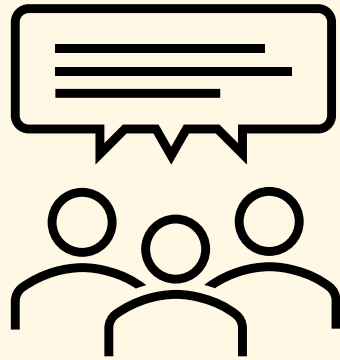


Example 4: **Sion has asthma**



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Enghraifft 5: Mae Esyllt yn profi symptomau menopos difrifol sy'n effeithio arni yn y gwaith



Example 5: **Esyllt is experiencing severe menopause symptoms that are affecting her at work**

Addasiadau rhesymol

- Mae gan gyflogwyr ddyletswydd i ddarparu addasiadau rhesymol i bobl anabl. Mae hyn yn cynnwys pob gweithiwr, gan gynnwys prentisiaid a hyfforddeion.
- Mae hyn hefyd yn cynnwys y cam recriwtio - mae gan ymgeiswyr am swydd, prentisiaeth, neu hyfforddeiaeth yr un hawliau i addasiadau rhesymol a gweithwyr cyflogedig.

Reasonable adjustments

- Employers have a duty to provide reasonable adjustments to disabled people. This includes all workers, including apprentices and trainees.
- This also includes the recruitment stage - candidates for a job, apprenticeship, or traineeship have the same rights to reasonable adjustments as employees.



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Addasiadau rhesymol

- Mae llawer o addasiadau rhesymol yn rhad ac am ddim i'r cyflogwr
- Gall unigolion lenwi 'pasbort addasu iechyd' i amlinellu sut mae eu amhariad yn effeithio arnynt
- Mae cymorth hefyd ar gael trwy Fynediad at Waith i unigolion anabl gael addasiadau wedi'u gwneud.

Reasonable adjustments

- Adjustments can often be cost-free for the employer
- Individuals can fill out a 'health adjustment passport' to outline how their impairment affects them
- Support is also available through Access to Work for disabled individuals to have adjustments made.



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Y Model Feddygol

The Medical Model

Beth yw'r Fodel Feddygol?

- Ystyried bod 'anabledd' yn broblem a/neu'n gyfrifoldeb yr unigolyn.
- Defnyddiwr cadair olwyn sydd ddim yn gallu cael mynediad i adeilad = yr unigolyn mewn cadair olwyn yw'r broblem
- Mae llawer o sefydliadau'n defnyddio'r model meddygol

What is the Medical Model?

- Regards 'disability' as a problem and/ or responsibility of the individual.
- A wheelchair-user not able to access a building = the individual in the wheelchair is the problem
- Many organisations use the medical model



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Y Fodel Gymdeithasol o Anabledd

The Social Model of Disability

Beth yw'r Model Gymdeithasol o Anabledd?

- Crëwyd y Model Gymdeithasol gan bobl anabl o'u profiadau byw eu hunain
- Mae'n troi'r Model Meddygol yn ddull ar ei ben
- Pe bai'r Model Gymdeithasol yn gweithio'n ymarferol, ni fyddai unrhyw rwystrau
- Mabwysiadodd Llywodraeth Cymru y Model Gymdeithasol o Anabledd yn 2002

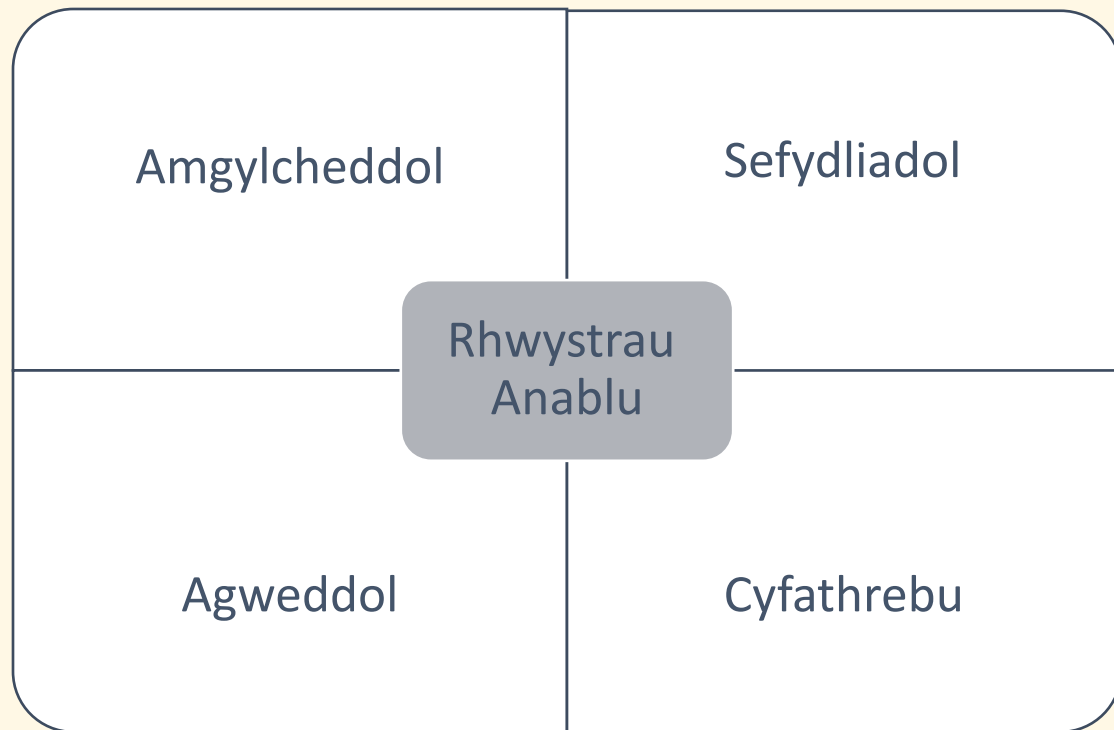
What is the Social Model of Disability?

- The Social Model was created by disabled people from their own lived experiences
- It turns the Medical Model approach on its head
- If the Social Model worked in practice, there would be no barriers
- Welsh Government adopted the Social Model of Disability in 2002

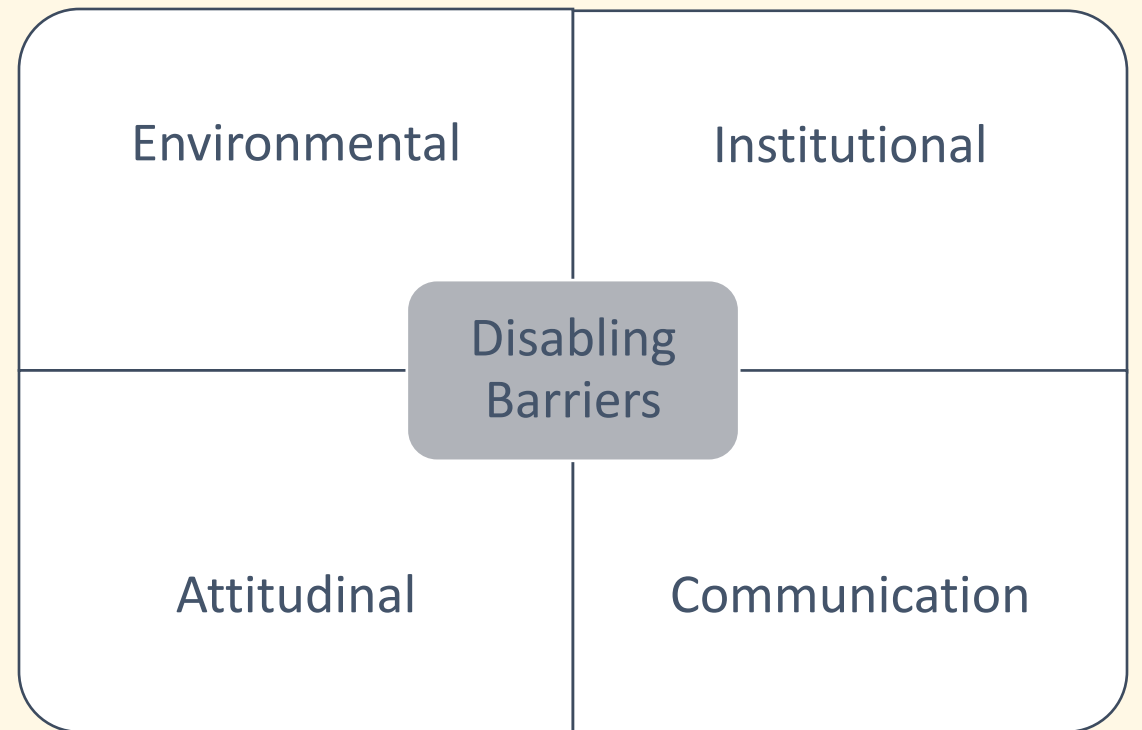


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Rhwystrau



Barriers



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Stori wir...

A true story...



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EQUAL OPPORTUNITIES

[REDACTED] is committed to ensuring that, as far as is reasonably practicable, the way we provide services to the public and the way we treat our staff, patients and others reflects their individual needs and that **individuals** or groups **will not face discrimination**, harassment or victimisation, **or be treated less favourably on the basis of** sex, pregnancy and maternity, gender reassignment, **disability**, race, age, sexual orientation, religion and belief, family circumstances including marriage and civil partnership. To this end, the UHB has an Equality and Diversity Policy and Equality Impact Assessment Policy and Procedure and it is for each employee to contribute to enacting these policies.



Been diagnosed as autistic a couple of weeks back mind.. That explains a few things 😊x 16:26 ✓✓

It's taking time to process it but not sure whether to disclose on a job application either. Any advice gratefully received 😊x 16:28 ✓✓

Truthfully, you were awesome at your job and an asset. I think that you can use the excuse that you are newly diagnosed as a reason for not disclosing it at this point. Once you are offered the job, you can disclose. Professionally I would say it shouldn't matter, but personally people are judgemental and you have gone through life with no diagnosis and it's never stopped you before! X 16:32



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Pam bod iaith yn bwysig?

- Helpu cael dealltwriaeth a mewnwelediad i sut mae pobl anabl yn cael eu gweld gan eraill
- Mae gan eiriau y pŵer i gael effaith gadarnhaol neu negyddol ar y ffordd y mae unigolion yn gweld eu hunain
- Mae iaith y Fodel Feddygol yn negyddol ac yn gallu gwneud i bobl deimlo'n ddiwerth
- Mae iaith y Fodel Gymdeithasol yn fwy positif ac felly yn grymuso pobl.

Why is language important?

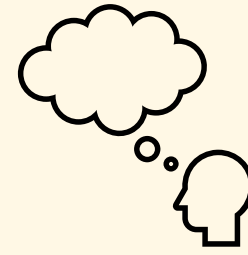
- Helps gain understanding and insight into how disabled people are viewed by others
- They have the power to have a positive or negative impact on the way individuals view themselves
- Medical model language is very negative and can make people feel worthless
- Social Model uses more positive language which is empowering.



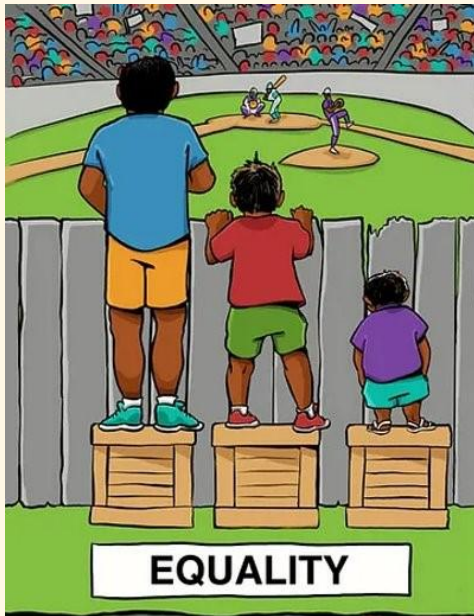
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Beth gellir ei wneud yma?

What can be done here?

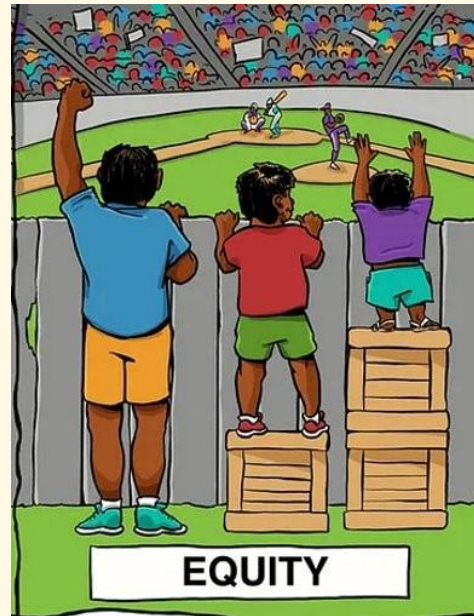


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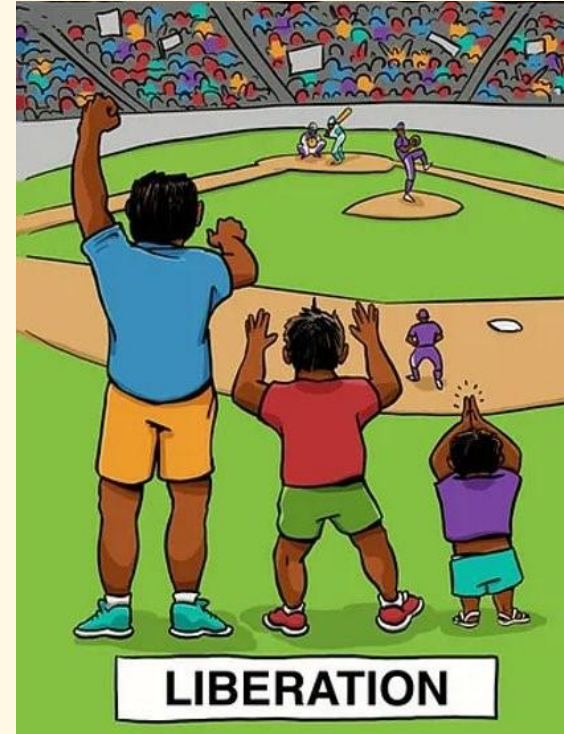
EQUALITY

CYDRADDOLDEB



EQUITY

TEGWCH



LIBERATION

RHYDDHAD

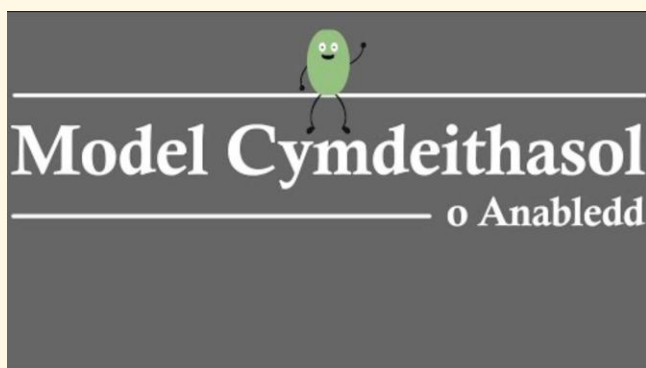
Tynnu'r
rhwystr!

Remove
the
barrier!



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Fideo 'Beth am godi'r to'



'Let's raise the roof' Video



'Beth am godi'r to?'



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Model Cymdeithasol
o Anabledd

'Let's raise the roof'



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The
Social Model
of Disability

Terminoleg / Terminology



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Peidiwch / Don't	Cofiwch / Remember
cyfeirio at bobl i fod 'ag anabledd' refer to people 'with disabilities'	gyfeirio at bobl anabl NEU pobl ag amhariadau to refer to disabled people OR people with impairments
cymryd yn ganiataol bod pobl yn 'dioddef' o'i amhariad assume that disabled people are 'suffering' from their impairment	
cyfeirio at bobl i fod yn 'gaeth i gadair olwyn' refer to people as 'wheelchair bound'	ddefnyddio'r term 'defnyddiwr cadair olwyn' – mae cadair olwyn yn rhyddhau nid rhwymo! to use the term 'wheelchair user' – wheelchairs are liberating, not binding
cymryd yn ganiataol neu gyfeirio at bobl anabl fel pobl 'bregus' assume or refer to disabled people as 'vulnerable'	
defnyddio 'abl-gorfforol' i feddwl 'ddim yn anabl' use 'able-bodied' to mean 'not disabled'	ddefnyddio'r term 'heb-abledd' to use the term 'non-disabled'

Terminoleg / Terminology



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Peidiwch / Don't	Cofiwch / Remember
cyfeirio at bobl fel rhai ag 'anabledd cudd, clyw neu weledol'. refer to people with 'hidden, hearing, or visual disabilities'	gyfeirio at bobl fel rhai 'byddar, byddar-ddall, rhai sy'n clywed neu rhai âg amhariad gweledol to refer to people as 'deaf, deaf blind, hearing or visually impaired'
cyfeirio at bobl fel rhai ag anabledd cudd e.e. pobl niwrowahanol refer to people with hidden disabilities e.g. Neurodivergent people	gyfeirio at 'amhariadau anweladwy' e.g. lechyd Meddwl neu Niwrowahaniaeth to refer to 'non-visible impairments' e.g. Mental Health or Neurodivergence
dweud pethau fel 'Mae pawb ar y sbectrwm' – 'dy'n ni ddim! use phrases such as 'we're all on the spectrum' – we're not!	
Defnyddio'r term 'anghenion arbennig' Use the term 'special needs'	Ddefnyddio 'anghenion dysgu ychwanegol', 'gofynion cyfathrebu', 'gofynion mynediad' ac 'addasiadau rhesymol' Use 'additional learning needs', communication requirements', 'access requirements' and 'reasonable adjustments'

Terminoleg / Terminology



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Peidiwch / Don't	Cofiwch / Remember
Cyfeirio at gynorthwywyr personol fel 'gofalwyr' Refer to personal assistants as 'carers'	
defnyddio'r term 'toiledau anabl' use the term 'disabled toilets'	ddefnyddio'r term 'toiledau hygyrch' to use the term 'accessible toilets'
defnyddio'r term 'parcio anabl' use the term 'disabled parking'	ddefnyddio'r term 'parcio hygyrch' to use the term 'accessible parking'
ofni gofyn am y rhwystrau mae unigolion yn profi. be afraid to ask about what barriers people experience	fod yn garedig! be kind!

Nodyn byr am derminoleg y fodel gymdeithasol

- Mae ystyried terminoleg am anableddau yn aml yn poeni pobl sydd ddim yn anabl
- Mae'r sleidiau blaenorol yn rhoi arweiniad i iaith ddewisol llawer o bobl anabl

Note on social model terminology

- Navigating terminology around disability often worries people who are not disabled.
- Previous slides provide a guide to the preferred language of many disabled people



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Niwrowahaniaeth Neurodivergence



Anableddau cudd/
Hidden disabilities



Anableddau anweladwy
Non-visible disabilities



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ADCG/ADHD

Awtistiaeth / Autism

Discalcwlia / Dyscalculia

Dyslecsia / Dyslexia

Syndrom Tourettes / Tourettes Syndrome

Niwrowahaniaeth a'r Model Gymdeithasol

- Gellir gwneud i bobl niwrowahanol deimlo ei bod nhw'n broblem, yn syml am ei bod yn niwrowahanol.
- Mae'r Model Gymdeithasol yn dweud bod pobl niwrowahanol yn cael ei han-alluogi gan yr amgylchedd o'u cwmpas neu gan y gymuned, nid oherwydd ei bod yn niwrowahanol

Neurodivergence & the Social Model

- Neurodivergent people can be made to feel they are a problem, simply because they are neurodivergent
- The Social Model says that neurodivergent people are disabled by the environment around them or by society, not because of neurodivergence itself



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Terminoleg Niwrowahaniaeth

- **Niwrowahanol** – cyfeirio at unigolion sy’n dangos nodweddion niwroteipiau lleiafrigol e.e awtistiaeth, ADHD, dyslecstig ayb.
- **Niwrodebygol** – cyfeirio at unigolion sy’n dangos nodweddion y niwroteip mwyaf cyffredin.
- **Niwroamrywiol** – ansoddair a ddefnyddir i ddisgrifio grŵp sy’n cynnwys unigolion â niwroteipiau amrywiol. **Sylwch mae grwpiau niwroamrywiol yn gallu cynnwys pobl niwrodebygol a niwrowahanol, ond rhaid i’r grwpiau gynnwys o leiaf dau niwroteip gwahanol.*
- **Niwroamrywiaeth** – y cysyniad y dylid cydnabod a pharchu gwahaniaethau niwrolegol ymhlith pobl fel unrhyw amrywiad dynol arall

Neurodivergence Terminology

- **Neurodivergent** – refers to individuals who’s neurotype diverges from the typical type e.g. autistic, ADHD, dyslexic etc.
- **Neurotypical** – refers to individuals whose neurotype is considered typical – the most commonly occurring neurotype.
- **Neurodiverse** – an adjective used to describe a group that includes individuals with diverse neurotypes. **Note that neurodiverse groups can contain neurotypical and neurodivergent people but must contain at least two neurotypes.*
- **Neurodiversity** – the concept that neurological differences among people should be recognised and respected, as any other human variation



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Adnoddau

- [Y Model Cymdeithasol - Disability Wales](#)

(gwybodaeth a phecyn)



- [Hafan | BOSS \(gov.wales\)](#)

(modiwl e-ddysgu)



Resources

- [Social Model - Disability Wales](#)

(information and toolkit)



- [Home | BOSS \(gov.wales\)](#)

(e-learning module)



Diolch yn fawr
Thank you



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Unrhyw gwestiynau?

Any questions?

I gysylltu â ni :
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To contact us:
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