



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
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ECCE4001

Pwy ydw i?: Archwilio Hunaniaeth Broffesiynol

ECCE4001

Who Am I?: Exploring Professional Identity

Thema 2:

Thema 2: Egwyddorion Arfer Proffesiynol

Theme 2:

Theme 2: Principles of Professional Practice

Trawsnewid Addysg, Trawsnewid Bywydau
Transforming Education, Transforming Lives

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Cynnwys y Thema

Theme Content

- Egwyddorion Allweddol wrth weithio gyda phobl
- Deall y Jargon– Terminoleg Pwnc-benodol
- Gweithio i Safonau: Cyflwyniad
- Key Principles when working with people
- Jargon Busting – Subject specific terminology
- Working to Standards: An Introduction

Egwyddorion Allweddol – Gweithio gyda phobl

Key Principles – Working with people

- Mae'r wybodaeth ar y sleidiau canlynol wedi'i chymryd o Ellidge *et al* (2023) '*Professional Practice and Work-Based Learning*'
- Penod yw hon yn un o'r testunau ar eich Rhestr Ddarllen (Barnard *et al*, 2023)
- The information on the following slides is taken from Ellidge *et al* (2023) '*Professional Practice and Work-Based Learning*'
- This is a Chapter in one of the texts in your Reading List (Barnard *et al*, 2023)

Dyletswydd Gofal a Diogelu

Duty of Care & Safeguarding

- Rhaid i weithwyr proffesiynol amddiffyn defnyddwyr gwasanaeth rhag niwed, camdriniaeth, esgeulustod a risg (t.81)
- Mae gweithredu'n brydlon a chynyddu pryderon yn rhan o gyfrifoldeb proffesiynol (t.81)
- Professionals must protect service users from harm, abuse, neglect, and risk. (p. 81)
- Acting promptly and escalating concerns is part of professional responsibility. (p. 81)

(Ellidge *et al* 2023)

Deall risg, bregusrwydd a gwytnwch

Understanding risk, vulnerability, and resilience

- Mae asesiad risg yn hanfodol ar gyfer diogelwch ar waith (tt.79-80)
- Bregusrwydd yw bod yn agored i niwed a gall fod yn y tymor byr neu'r tymor hir (t.80)
- Mae gwytnwch yn cefnogi ymdopi ac yn lleihau effaith trallod (t.80)
- Risk assessment is essential for safety in practice. (pp. 79–80)
- Vulnerability is susceptibility to harm and may be short- or long-term. (p. 80)
- Resilience supports coping and reduces the impact of adversity. (p. 80)

(Ellidge *et al* 2023)

Atebolrwydd proffesiynol

Professional accountability

- Mae gweithwyr proffesiynol yn gyfrifol am eu penderfyniadau, eu gweithredoedd a'u hymddygiad. (t.88)
- Rhaid i weithwyr proffesiynol ddilyn codau ymddygiad a safonau rheoleiddio (t.88)
- Professionals are responsible for their decisions, actions, and behaviours. (p. 88)
- Professionals must follow codes of conduct and regulatory standards. (p. 88)

(Ellidge *et al* 2023)

Ymreolaeth ar waith

Autonomy in practice

- Dylai ymarferwyr wneud penderfyniadau annibynnol, gwybodus yn seiliedig ar y wybodaeth a gafwyd. (tt.88-89)
- Mae ymreolaeth yn gysylltiedig yn agos ag atebolrwydd mewn rolau proffesiynol. (t.88)
- Practitioners should make independent, informed decisions based on acquired knowledge. (pp. 88–89)
- Autonomy is closely linked with accountability in professional roles. (p. 88)

(Ellidge *et al* 2023)

Cyfathrebu effeithiol

Effective communication

- Mae cyfathrebu (llafar a di-eiriau) yn hanfodol ar gyfer asesu a diogelwch (tt.81-82)
- Mae'r ymarferydd yn adeiladu ymddiriedaeth, yn cefnogi diogelu, trwy gasglu a lledaenu gwybodaeth gywir (t.81)
- Communication (verbal and non-verbal) is essential for assessment and safety. (pp. 81–82)
- The practitioner builds trust, supports safeguarding, through accurate information gathering and dissemination (p.81)

(Ellidge *et al* 2023)

Arfer sy'n canolbwyntio ar y person

Person-centred Practice

- Dylai defnyddwyr gwasanaeth fod yn rhan o'u gofal a'u penderfyniadau eu hunain. (t.82)
- Mae'r ymarferydd yn hyrwyddo annibyniaeth, dewis a chanlyniadau gwell ar sail unigol. (t.82)
- Service users should be involved in their own care and decision-making. (p. 82)
- The practitioner promotes independence, choice, and better outcomes on an individual basis. (p. 82)

(Ellidge *et al* 2023)

Arfer sy'n seiliedig ar dystiolaeth

Evidence-based practice (EBP)

- Mae'r ymarferydd yn cyfuno tystiolaeth, arbenigedd ymarferydd, a gwerthoedd defnyddwyr gwasanaeth yn eu harfer. (t.84)
- Maent yn sicrhau darpariaeth gofal diogel, effeithiol ac o ansawdd uchel. (t.84)
- The practitioner combines research evidence, practitioner expertise, and service user values in their practice. (p. 84)
- They ensure safe, effective, and high-quality care delivery. (p. 84)

(Ellidge *et al* 2023)

Sgiliau a chymwyseddau proffesiynol

Professional skills and competencies

- Mae hyn yn cynnwys arsylwi, cyfathrebu a sgiliau meddwl beirniadol. (t.81)
- Mae'r rhain yn cael eu datblygu trwy addysg, hyfforddiant a phrofiad. (t.84)
- Includes observation, communication, and critical thinking skills. (p. 81)
- These are developed through education, training, and experience. (p. 84)

(Ellidge *et al* 2023)

Arweinyddiaeth a modelu rôl

Leadership and role modelling

- Dylai gweithwyr proffesiynol hyrwyddo gofal diogel, o ansawdd uchel ac arwain trwy esiampl. (t.81)
- Mae arweinyddiaeth yn cynnwys gweithredu ar bryderon a chefnogi arfer da. (t.81)
- Professionals should promote safe, high-quality care and lead by example. (p. 81)
- Leadership includes acting on concerns and supporting good practice. (p. 81)

(Ellidge *et al* 2023)

Arfer adfyfyriol a datblygiad parhaus

Reflective practice and continuous development

- Mae adfyfyrio a goruchwyllo yn helpu i wella sgiliau a hyder. (t.81)
- Maent hefyd yn helpu i atal camgymeriadau a gwallau (t.81)
- Mae datblygiad parhaus yn hanfodol ar gyfer cymhwysedd proffesiynol (t.81)
- Reflection and supervision help improve skills and confidence. (p. 81)
- They also help to prevent mistakes and errors (p.81)
- Ongoing development is essential for professional competence. (p. 81)

(Ellidge *et al* 2023)

Arfer moesegol a chyfreithiol

Ethical and legal practice

- Mae arfer yn cael ei arwain gan ddeddfwriaeth (e.e., Deddf Cydraddoldeb 2010) a rheoleiddio proffesiynol. (t.79)
- Rhaid i weithwyr proffesiynol weithredu'n foesegol o fewn fframweithiau cyfreithiol. (t.79)
- Practice is guided by legislation (e.g., Equality Act 2010) and professional regulation. (p. 79)
- Professionals must act ethically and within legal frameworks. (p. 79)

(Ellidge *et al* 2023)

Deall y Jargon

Jargon Busting

- Yn ein maes astudio mae llawer o iaith sector-benodol
- Mae'n bwysig eich bod chi'n dod yn gyfarwydd â'r ymadroddion hyn
- In our field of study there is a lot of sector specific language
- It is important that you become familiar with these phrases

Gweithio i Safonau

Working to Standards

- Rydym wedi gweld bod egwyddorion proffesiynol yn cynnwys y canlynol:
 - Dilyn Codau Ymddygiad
 - Dilyn fframweithiau rheoleiddio
 - Datblygu sgiliau a gwybodaeth broffesiynol
- Mae'r rhain yn diffinio'r **safonau** y mae angen i ni eu bodloni ein gwaith
- We have seen that professional principles include the following:
 - Following Codes of Conduct
 - Following regulatory frameworks
 - Developing professional skills and knowledge
- These define the **standards** that we need to meet in our work

Gweithio i Safonau

Working to Standards

- Pa ffynonellau allech chi eu defnyddio i ddod o hyd i **safonau** ar gyfer gweithio gyda phlant a phobl ifanc?
- What sources could you use to find **standards** for working with children and young people?

Gweithio i Safonau (2)

Working to Standards (2)

- Mae gan y sector Blynyddoedd Cynnar a'r sector Addysg fframweithiau **Statudol**
- Mae angen i ymarferwyr ddilyn y rhain er mwyn sicrhau eu bod yn darparu gwasanaeth effeithiol sy'n bodloni gofynion cyfreithiol
- Both the Early Years and Education sectors have **Statutory** frameworks
- Practitioners need to follow these in order to ensure that they are providing an effective service that meets legal requirements

Safonau yn y Blynyddoedd Cynnar / Addysg

- Fframwaith statudol cyfnod sylfaen y blynyddoedd cynnar: Ar gyfer gwarchodwyr plant (Yr Adran Addysg, 2025a)



- Fframwaith statudol cyfnod sylfaen y blynyddoedd cynnar: Ar gyfer darparwyr grŵp ac ysgolion (Yr Adran Addysg, 2025b)



- Safonau Athrawon: Canllawiau i arweinwyr ysgolion, staff ysgolion a chyrrff llywodraethu



Standards in Early Years / Education

- Early years foundation stage statutory framework: For childminders (Department for Education, 2025a)
- Early years foundation stage statutory framework: For group and school-based providers (Department for Education, 2025b)
- Teachers' Standards: Guidance for school leaders, school staff and governing bodies



Egwyddorion ar Waith

Principles in Practice

- Ond sut beth yw egwyddorion proffesiynol ar waith?
- Byddwn nawr yn nodi egwyddorion proffesiynol mewn Astudiaeth Achos.
- But what do professional principles look like in practice?
- We will now identify professional principles in a Case Study.

Cyfeiriadau

- Department for Education (2021) *Teacher's standards* Available at: [Teachers' standards - GOV.UK](#) [Cyrchwyd diwethaf 22/05/2026]
- Department for Education (2025a) *Early years foundation stage (EYFS) statutory framework : For childminders* Available at: [Early years foundation stage \(EYFS\) statutory framework - GOV.UK](#) [Cyrchwyd diwethaf 22/05/2026]
- Department for Education (2025b) *Early years foundation stage (EYFS) statutory framework : For groups and schools* Available at: [Early years foundation stage \(EYFS\) statutory framework - GOV.UK](#) [Cyrchwyd diwethaf 22/05/2026]
- Ellidge, D., Arnold, J., Duncan, M. and Shepherd, D. (2023) 'Professional Practice and Work-Based Learning' in Barnard, A., Calabria, V. and Griffiths, L. (eds) (2023) *Key themes in health and social care: a companion to learning*. Second edition. London; Routledge. Available at: [Professional Practice and Work-Based Learning | 8 | v2 | Key Themes in](#) [Cyrchwyd diwethaf 21/05/2026] *Rhestr Ddarllen Pellach

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