



Cystadleuaeth Sgiliau Cymru
Skills Competition Wales

Guidance for supporting learners with barriers to learning, additional learning needs and disabilities

Overview

Inspiring Skills Excellence (ISE) in Wales are committed to providing a fair and equitable experience for all competitors.

ISE realise that for competitors with barriers to learning, Additional Learning Needs and Disabilities that this may require elements of support to provide a level playing field.

Inspiring Skills Excellence in Wales endeavour to ensure that appropriate levels of person centred support is available to a competitor whilst maintaining the integrity of the competition setting.

Definition of Additional Learning Needs and Disabilities

Competitors may be learners within an FE organisation or Work Based Learning Apprentices with the majority of their time spent in the workplace. Following the quality Act 2010 and the ALN Code For Wales 2021, ALN can be described as:

2 Additional learning needs

- (1) A person has additional learning needs if he or she has a learning difficulty or disability (whether the learning difficulty or disability arises from a medical condition or otherwise) which calls for additional learning provision.
- (2) A child of compulsory school age or person over that age has a learning difficulty or disability if he or she—
 - (a) has a significantly greater difficulty in learning than the majority of others of the same age, or
 - (b) has a disability for the purposes of the Equality Act 2010 which prevents or hinders him or her from making use of facilities for education or training of a kind generally provided for others of the same age in mainstream maintained schools or mainstream institutions in the further education sector.
- (3) A child under compulsory school age has a learning difficulty or disability if he or she is, or would be if no additional learning provision were made, likely to be within subsection (2) when of compulsory school age.
- (4) A person does not have a learning difficulty or disability solely because the language (or form of language) in which he or she is or will be taught is different from a language (or form of language) which is or has been used at home.

It is important to note that a competitor may have a diagnosis of ALND but may not require elements of additional support to access competitions.

Alternatively a competitor may have ALND that requires support greater than their peers - this would be evidenced by an Individual Development Plan (IDP), Educational Health Care Plan (EHCP) or Work Based Learning support plan.

In cases where a competitor with ALND states they require support in order to take part in competitions we ask that we are made aware of the support required upon registration and the rationale for the support that is to be provided.

If further discussion is needed to ensure a competitor's needs are met in a fair and person centred way, contact will be made with the registrant's supporting staff member.

Methods of Support

In order to create and embed inclusive practice that benefits all competitors, the following support is available:

Support Available	Provided By	Further Information
A detailed brief outlining the tasks and competencies required	Competition Leads / ISE	Competition Briefs are made available in September via https://inspiringskills.gov.wales/skills-competition-wales These documents provide information to staff and students on the tasks, rules and standards that will be demonstrated during the competition.
Access to the details of the competition lead	Competition Leads / ISE	Each Brief contains appropriate contact information on the Competition Lead - this is for questions and queries relating to the competition only.
Joining instructions	Competition Leads / ISE	Competition Leads provide detailed joining instructions for staff and competitors that include the address of the competition location, popular methods of travel and, where available, a running time of the day

Resources adhering to British Dyslexia Association (BDA) guidelines	Competition Leads / ISE	All resources available through the SCW website adhere to British Dyslexia Association standards.
Dual language resources and the option to compete in the medium of welsh	Competition Leads / ISE	Preferred language of communication is captured at the time of registration. Competitors requesting communication through the medium of Welsh will be made contact with to determine their needs for the competition day.
Reasonable access to technology	Competition Leads / ISE	Competitors may access equipment from staff, depending on specific competition criteria
On the day familiarisation with the work area and introduction to the judges	Competition Leads / ISE	Competitors will receive an introduction and verbal briefing to the competition. They will have time to familiarise themselves with their area of work.
Support Questionnaire	ISE	Competitors must complete the Support Questionnaire during the Registration process. The questionnaire enables competitors to reflect on their individual learning profile to identify potential support requirements during the competition.

Competitors that require additional support **MAY** receive:

Method of Support	Provided By	Further Information
Reader and/or Scribe	Competition Lead	Reasonable adjustments may include: A reader and/or scribe, Rest breaks, Use of a computer to complete written elements, Enlarged or adapted papers

Communication Support and OLM Oral Language Modification	Competitor Organisation and/or Competition Lead	Competitors may require further methods of communication support such as BSL, use of PECS or Widget symbols. Oral Language Modification may be provided with the appropriate evidence.
Visual Impairment support	Competitor Organisation and/or Competition Lead	Reasonable adjustments may include: sighted guide, access for Guide Dogs, altered format documents and access to resources in Braille
An easy read brief (inclusive skills)	ISE / Competition Organiser	An easy read version of each Inclusive Skills competition briefs will be made available via: https://inspiringskills.gov.wales/skills-competition-wales
Familiarisation with the judges in advance	Competitor Organisation / Competition Leads	Competitors that have anxiety or other needs that may require support with the pressures that competition can bring. Arrangements can be made to offer a brief bio and picture of the judges in advance, with the consent of the individuals concerned.
Physical mobility support	Competitor Organisation	Competitors that may need support with physical and mobility requirements may access support from their regular support staff with specific support requirements discussed with competition organiser and/or judge. Some elements of creative/practical competition may require this support method to be discussed in detail beforehand.
Access to a specialist rooms/facilities	Competition Leads	Examples include: The use of a Medical Room For learners who have physical or medical conditions that require support with personal care, mobility support, feeding, dressing, toileting, and general hygiene.

		A Quiet Space or Break out room for learners who may need a space to emotionally regulate themselves.
Specialist tools and/or technology	Competitor Organisation	Competitors who require adjusted and/or specialist equipment that is used on a day to day basis are able to bring and use this equipment on the day of competition. Some specialist equipment may be provided by the Competition Organiser upon request, such as large monitors
Environmental adjustments	Competition Leads	Whilst all efforts have been made to ensure each competition location is accessible and suitable for all, some competitors may require the use of further environmental adjustments such as wheelchair accessible tables, Sighted Guide or modified seating. It is vital this need is disclosed upon registration.
1:1 or Job Coach support	Competitor Organisation	Learners with Complex Needs and/or Social, Emotional and Mental Health needs may require support from a 1:1 support worker. This support will be outlined during registration. In order to ensure fairness and that competitors are able to work as independently as possible it is important that staff led support is structured allowing the learner to showcase their skills. Following a questioning model such as 'promoting, clueing, modelling, scaffolding' can be beneficial for both the learner and judges

In circumstances where ISE require further evidence or information in order to provide appropriate and equitable support then contact to the Competitor Organisation's ALNCO or WBL Provider may be made. This information may also be sought retrospectively after the competition has been completed.



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Canllawiau ar gyfer cefnogi dysgwyr â rhwystrau i ddysgu, anghenion dysgu ychwanegol ac anableddau

Trosolwg

Mae Ysbrydoli Rhagoriaeth Sgiliau (ISE) yng Nghymru wedi ymrwymo i ddarparu profiad teg a chyfiawn i bob cystadleuydd.

Mae ISE yn sylweddoli y gallai hyn olygu bod angen elfennau o gymorth er mwyn sicrhau chwarae teg ar gyfer cystadleuwyr â rhwystrau i ddysgu, Anghenion Dysgu Ychwanegol ac Anableddau.

Mae Ysbrydoli Rhagoriaeth Sgiliau yng Nghymru yn ymdrechu i sicrhau bod lefelau priodol o gymorth sy'n canolbwyntio ar yr unigolyn ar gael i gystadleuydd, gan sicrhau bod lleoliad y gystadleuaeth yn parhau i fod yn ddilys yr un pryd.

Diffiniad o Anghenion Dysgu Ychwanegol ac Anableddau

Gall y cystadleuwyr fod yn ddysgwyr o fewn sefydliad AB neu'n Brentisiaid sy'n Dysgu'n Seiliedig ar Waith sy'n treulio'r rhan fwyaf o'u hamser yn y gweithle. Yn dilyn Deddf Cydraddoldeb 2010 a Chod ADY Cymru 2021, gellir disgrifio ADY fel:

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Mae'n bwysig nodi y gall cystadleuydd fod â diagnosis o Anghenion Dysgu Ychwanegol ac Anableddau ond efallai na fydd angen elfennau o gymorth ychwanegol arnynt i gael mynediad at gystadlaethau.

Fel arall, efallai y bydd gan gystadleuydd Anghenion Dysgu Ychwanegol ac Anableddau sy'n gofyn am fwy o gymorth na'i gyfoedion - byddai tystiolaeth am hyn mewn Cynllun Datblygu Unigol, Cynllun Addysg, Iechyd a Gofal neu gynllun cymorth Dysgu Seiliedig ar Waith.

Mewn achosion lle mae cystadleuydd gydag Anghenion Dysgu Ychwanegol ac Anableddau yn nodi bod angen cymorth arnynt er mwyn cymryd rhan mewn cystadlaethau, gofynnwn ein bod yn cael gwybod am y cymorth sydd ei angen wrth iddynt gofrestru a'r rheswm dros y cymorth sydd i'w ddarparu.

Os oes angen trafodaeth bellach er mwyn sicrhau bod anghenion cystadleuydd yn cael eu diwallu mewn ffordd deg sy'n canolbwyntio ar yr unigolyn, cysylltir ag aelod o staff cefnogol y cofrestrydd.

Dulliau Cymorth

Er mwyn creu ac ymgorffori ymarfer cynhwysol sydd o fudd i bob cystadleuydd, mae'r cymorth canlynol ar gael:

Y cymorth sydd ar gael	Darperir gan	Rhagor o wybodaeth
Briff manwl yn amlinellu'r tasgau a'r cymwyseddau sy'n ofynnol	Arweinwyr Cystadlaethau / ISE	Mae briffiau cystadlaethau ar gael o fis Medi trwy https://inspiringskills.gov.wales/skills-competition-wales Mae'r dogfennau hyn yn rhoi gwybodaeth i staff a myfyrwyr am y tasgau, y rheolau a'r safonau a fydd yn cael eu dangos yn ystod y gystadleuaeth.
Mynediad at fanylion arweinydd y gystadleuaeth	Arweinwyr Cystadlaethau / ISE	Mae pob Briff yn cynnwys gwybodaeth gyswllt briodol am Arweinydd y Gystadleuaeth - mae hyn ar gyfer cwestiynau ac ymholiadau sy'n ymwneud â'r gystadleuaeth yn unig.
Cyfarwyddiadau ar gyfer ymuno	Arweinwyr Cystadlaethau / ISE	Mae Arweinwyr Cystadlaethau'n rhoi cyfarwyddiadau ymuno manwl i staff a chystadleuwyr sy'n cynnwys cyfeiriad lleoliad y gystadleuaeth, dulliau poblogaidd o deithio ac amserlen y dydd pan mae ar

		gael.
Adnoddau sy'n dilyn canllawiau Cymdeithas Dyslecsia Prydain (BDA)	Arweinwyr Cystadlaethau / ISE	Mae'r holl adnoddau sydd ar gael ar wefan Cystadleuaeth Sgiliau Cymru yn cadw at safonau Cymdeithas Dyslecsia Prydain.
Adnoddau dwyieithog a'r opsiwn i gystadlu yn y Gymraeg	Arweinwyr Cystadlaethau / ISE	Mae'r iaith a ffefrir ar gyfer cyfathrebu yn cael ei chofnodi adeg cofrestru. Bydd cyswllt yn cael ei wneud gyda chystadleuwyr sy'n gofyn am gyfathrebu trwy gyfrwng y Gymraeg er mwyn penderfynu beth yw eu hanghenion ar gyfer diwrnod y gystadleuaeth.
Mynediad rhesymol i dechnoleg	Arweinwyr Cystadlaethau / ISE	Gall cystadleuwyr gael mynediad at offer gan staff, yn dibynnu ar feini prawf y gystadleuaeth benodol
Ymgyswrtio â'r maes gwaith a chael cyflwyniad i'r beirniaid ar y diwrnod	Arweinwyr Cystadlaethau / ISE	Bydd cystadleuwyr yn derbyn cyflwyniad a chael eu briffio ar lafar ar gyfer y gystadleuaeth. Bydd ganddynt amser i ymgyswrtio â'u maes gwaith.
Holiadur Cymorth	ISE	Rhaid i gystadleuwyr gwblhau'r Holiadur Cymorth yn ystod y broses Gofrestru. Mae'r holiadur yn galluogi cystadleuwyr i ystyried beth yw eu proffil dysgu unigol er mwyn nodi beth yw eu gofynion cymorth posibl yn ystod y gystadleuaeth.

GALL cystadleuwyr sydd angen cymorth ychwanegol gael:

Dull o roi cymorth	Darperir gan	Rhagor o wybodaeth
Darllenydd a/neu Ysgrifennydd	Arweinydd y Gystadleuaeth / ISE	Gall addasiadau rhesymol gynnwys: Darllenydd a/neu ysgrifennydd, Seibiannau gorffwys, Defnyddio cyfrifiadur i gwblhau elfennau ysgrifenedig, Papurau wedi'u chwyddo neu wedi'u haddasu

Cymorth Cyfathrebu ac Addasiad Iaith Lafar (OLM)	Sefydliad y Cystadleuydd a/neu Arweinydd Cystadleuaeth	Efallai y bydd angen dulliau pellach o gymorth cyfathrebu ar gystadleuwyr fel BSL, defnyddio symbolau cyfathrebu drwy gyfnewid lluniau (PECS) neu symbolau Widget. Gellir darparu OLM gyda'r dystiolaeth briodol.
Cymorth os oes amhariad ar y golwg	Sefydliad y Cystadleuydd a/neu Arweinydd Cystadleuaeth	Gall addasiadau rhesymol gynnwys: tywysydd sy'n gweld, mynediad i Gŵn Tywys, dogfennau mewn fformat wedi'u haddasu a mynediad at adnoddau mewn Braille
Brîff hawdd ei ddarllen (sgiliau cynhwysol)	ISE / Trefnydd Cystadleuaeth	Bydd fersiwn hawdd ei darllen o bob brîff cystadleuaeth Sgiliau Cynhwysol ar gael drwy: https://inspiringskills.gov.wales/skills-competition-wales
Ymgyswngydd â'r beirniaid ymlaen llaw	Sefydliad y Cystadleuydd / Arweinwyr Cystadlaethau	Cystadleuwyr â gorbryder neu anghenion eraill a all fod angen cymorth gyda'r pwysau a ddaw yn sgil cystadlu. Gellir gwneud trefniadau i gynnig bywgraffiad byr a llun o'r beirniaid ymlaen llaw, gyda chaniatâd yr unigolion dan sylw.
Cymorth symudedd corfforol	Sefydliad y Cystadleuydd	Gall cystadleuwyr a allai fod angen cymorth gyda gofynion corfforol a symudedd gael mynediad at gymorth gan eu staff cymorth rheolaidd gyda'u gofynion cymorth penodol wedi'u trafod gyda threfnydd a/neu feirniad y gystadleuaeth. Efallai y bydd rhai elfennau o gystadlaethau creadigol/ymarferol yn gofyn am drafod y dull cymorth hwn yn fanwl ymlaen llaw.
Mynediad i ystafelloedd / cyfleusterau arbenigol	Arweinwyr y Gystadleuaeth	Mae enghreifftiau'n cynnwys: Defnyddio Ystafell Feddygol Ar gyfer dysgwyr sydd â chyflyrau corfforol neu feddygol sydd angen cymorth gyda gofal personol, cymorth symudedd, bwydo, gwisgo, mynd i'r toiled,

		a hylendid cyffredinol. Lle tawel neu ystafell ymneilltuo ar gyfer dysgwyr a allai fod angen lle i reoleiddio'u hunain yn emosiynol.
Offer a/neu dechnoleg arbenigol	Sefydliad y Cystadleuydd	Mae cystadleuwyr sydd angen offer wedi'i addasu a/neu arbenigol sy'n cael ei ddefnyddio o ddydd i ddydd yn gallu dod â'r offer hwn a'i ddefnyddio ar ddiwrnod y gystadleuaeth. Gall Trefnydd y Gystadleuaeth ddarparu rhywfaint o offer arbenigol ar gais, fel monitorau mawr
Addasiadau amgylcheddol	Arweinwyr y Gystadleuaeth	Er bod pob ymdrech wedi'i wneud i sicrhau bod pob lleoliad cystadleuaeth yn hygyrch ac yn addas i bawb, efallai y bydd angen defnyddio addasiadau amgylcheddol pellach ar rai cystadleuwyr, fel byrddau hygyrch i gadeiriau olwyn, Tywysydd sy'n Gweld neu seddi wedi'u haddasu. Mae'n hanfodol y sonnir am yr angen hwn wrth gofrestru.
Cymorth Un i Un neu gan Hyfforddwr Swyddi	Sefydliad y Cystadleuydd	Efallai y bydd angen cymorth gan weithiwr cymorth Un i Un ar ddysgwyr ag anghenion Cymhleth a/neu Gymdeithasol, Emosiynol ac Iechyd Meddwl. Bydd y gefnogaeth hon yn cael ei hegluro wrth gofrestru. Er mwyn sicrhau tegwch a bod cystadleuwyr yn gallu gweithio mor annibynnol â phosibl, mae'n bwysig bod cymorth dan arweiniad staff wedi'i strwythuro gan ganiatáu i'r dysgwr arddangos ei sgiliau. Gall dilyn model cwestiynu fel 'procio, rhoi ar ben ffordd, modelu, sgaffaldwaith' fod yn fuddiol i'r dysgwr a'r beirniaid

Mewn amgylchiadau lle mae angen rhagor o dystiolaeth neu wybodaeth ar ISE er mwyn darparu cymorth priodol a theg, yna gellir cysylltu â CADY neu Ddarparwr Dysgu Seiliedig ar Waith Sefydliad y Cystadleuydd. Gellir gofyn am yr wybodaeth hon hefyd wedyn, ar ôl i'r gystadleuaeth gael ei chwblhau.