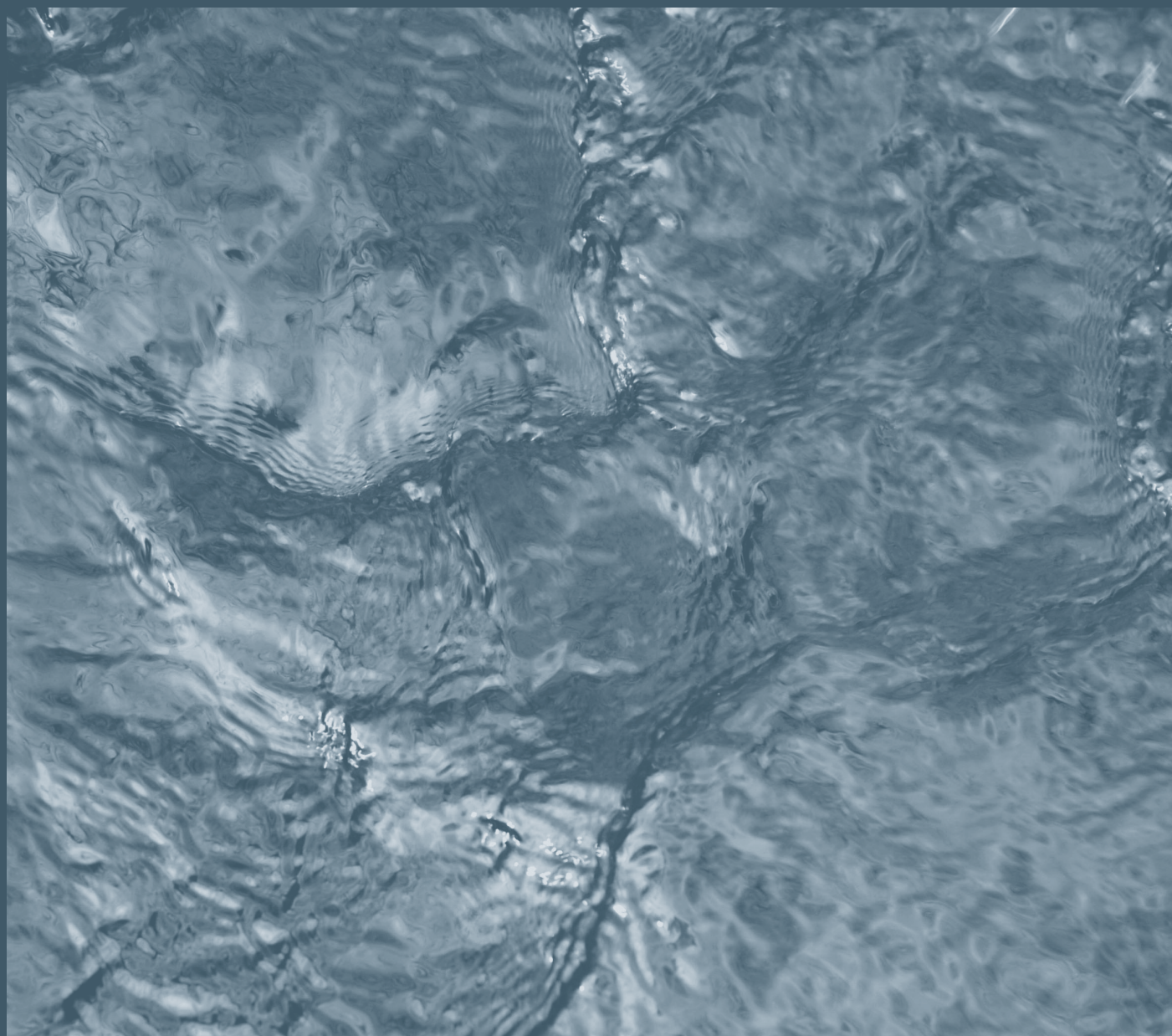

Adroddiad blynyddol 2012–2013

Annual report 2012–2013



Comisiynydd y
Gymraeg
Welsh Language
Commissioner

Gorffennaf 2013
July 2013



Adroddiad blynyddol 2012–2013

Annual report 2012–2013

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1 Rhagair

Tudalen 4–8

1 Foreword

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Gair gan y Comisiynydd

Rwy'n falch o gyflwyno adroddiad blynyddol cyntaf Comisiynydd y Gymraeg.

Crëwyd y swydd hon gan Fesur y Gymraeg (Cymru) 2011 — deddfwriaeth a grëwyd yng Nghymru o blaid y Gymraeg. Hwn oedd y darn cyntaf o ddeddfwriaeth yn ymwneud â'r Gymraeg i gael ei lunio a'i basio yng Nghymru ers cyn y Deddfau Uno yn yr unfed ganrif ar bymtheg.

Mae'r Mesur yn datgan yn glir fod gan y Gymraeg statws swyddogol a chyfreithiol yng Nghymru. Mae hwn yn adran aruthrol o bwysig yn y ddeddfwriaeth, a'm rôl i fel Comisiynydd yw mynd ati i sicrhau'r statws hwnnw a'i wneud yn rhywbeth real y gall pobl Cymru ei weld, ei glywed a'i deimlo ym mhob agwedd ar eu bywydau ac ym mhob cwr o Gymru.

Fe ddechreuais fy swydd ar 1 Ebrill 2012, ac agorodd drysau'r swyddfeydd y diwrnod canlynol, dydd Llun 2 Ebrill 2012.

Elfen newydd a chyffrous o rôl y Comisiynydd yw'r grym rheoleiddio y mae'r Mesur yn ei roi i'r swyddogaeth. Ar hyn o bryd rydym wrthi'n sefydlu strwythur rheoleiddio, ac yn asesu pa fath o reoleiddiwr sy'n briodol er mwyn sicrhau bod y Gymraeg yn ffynnu yng Nghymru.

Bydd y gwaith rheoleiddio'n digwydd ochr yn ochr, neu yn aml oherwydd y cyfrifoldeb o ddelio â chwynion. Wrth sefydlu'r swyddfa, roeddwn yn awyddus i osod yr elfen hon o'r gwaith yn ganolog i holl weithredoedd y sefydliad. Mae delio â chwynion yn bwysig, nid yn unig er mwyn gwella profiad yr unigolyn a wnaeth y gŵyn, ond hefyd er mwyn adnabod y gwendidau sydd yn y ddarpariaeth Gymraeg. Fe welwch yn yr adroddiad hwn fod nifer fawr o gwynion wedi dod i law yn ystod y flwyddyn, ac maent yn ffynhonnell dda o dystiolaeth sy'n ein galluogi i weithio'n barhaus tuag at wireddu'r weledigaeth o Gymru lle na chaiff y Gymraeg ei thrin yn llai ffafriol na'r Saesneg.

Maes newydd a heriol y mae gan y Comisiynydd y pŵer i ddelio ag ef yw ymyrraeth â'r rhyddid i ddefnyddio'r Gymraeg. Rwy'n rhagweld y bydd achosion diddorol yn codi yn sgil cwynion o'r math hwn yn y dyfodol, a bydd y rhain yn gorfodi cwestiynau cyfreithiol ynghylch beth yw'r diffiniad o ryddid i ddefnyddio'r iaith ac o dan ba amodau y bydd rhyddid yn dod yn hawl.

Mae'r Mesur yn rhoi grym i'r Comisiynydd i gynnal ymholiadau statudol, ac yn dilyn trafodaethau ag ystod eang o bobl yn ystod y misoedd diwethaf, fe gyhoeddais ddechrau 2013 mai maes gofal iechyd sylfaenol fyddai'n dod o dan y chwyddwydr yn y modd hwn gyntaf. Er bod gwasanaethau gofal sylfaenol yn cael eu darparu ym mhob cymuned yng Nghymru, ychydig iawn o ddata a thystiolaeth sydd ar gael ynghylch y ddarpariaeth Gymraeg yn y maes. Wrth gynnal yr ymholiad, byddaf yn mynd ati'n rhagweithiol i ymchwilio a chael gwell dealltwriaeth o beth yw profiadau pobl wrth ddefnyddio gwasanaethau gofal iechyd sylfaenol. Byddaf hefyd yn ymgynghori â phobl sy'n gweithio yn y sector i glywed eu barn a'u profiad wrth ddarparu'r gwasanaethau, ac er mwyn adnabod beth yw'r rhwystrau a'r cyfleoedd posibl. Yn ystod y flwyddyn i ddod, felly, byddaf yn casglu dystiolaeth a fydd yn arwain at gyhoeddi adroddiad cynhwysfawr yn ystod haf 2014. Bydd yr adroddiad yn cynnwys sylwadau a chyngor ac argymhellion i Weinidogion Cymru neu eraill ar y camau gweithredu sydd eu hangen i wella profiad defnyddwyr o wasanaethau gofal sylfaenol yng Nghymru heddiw.

A word from the Commissioner

It gives me great pleasure to present the Welsh Language Commissioner's first annual report.

This role was created by the Welsh Language (Wales) Measure 2011 — legislation that was created in Wales to support the development of the Welsh language. This was the first piece of legislation in relation to the Welsh language to be created and approved in Wales since before the Acts of Union in the sixteenth century.

The Measure states clearly that the Welsh language has official and legal status in Wales. This is a hugely important section in the legislation, and it is my role as Commissioner to seek to ensure that status and to make it a reality that the people of Wales can see, hear and feel in all aspects of their lives and in every corner of Wales.

I commenced my duties on 1 April 2012 and our offices opened their doors the following day, Monday 2 April 2012.

A new and exciting element of the Commissioner's role is the regulatory power granted under the Measure. We are currently in the process of establishing the regulatory structure and assessing the regulatory model which will best ensure that the Welsh language flourishes in Wales.

Regulation work will take place alongside — or often as a result of — our responsibility for dealing with complaints. In establishing the office, I was keen to ensure that this element of the work is central to all of the organization's activities. Dealing with complaints is important, not only in order to improve the experience of the complainant, but also in order to identify weaknesses in Welsh language provision. A large number of complaints were received during the year — as detailed in this report — and they are a valuable source of evidence that enables us to work continually towards realizing the vision of a Wales where the Welsh language is treated no less favourably than English.

A new and challenging area where the Commissioner has powers is in relation to interference with an individual's freedom to use Welsh. I foresee that interesting cases will arise as a result of complaints of this nature in the future, and that these will force legal questions in relation to the definition of the freedom to use the Welsh language and under which conditions such freedom becomes a right.

The Measure gives the Commissioner powers to conduct statutory inquiries, and following discussions with a wide range of people during the past months, I announced at the beginning of 2013 that the first area to be scrutinized in this manner would be primary health care. Although primary health care services are provided in all communities in Wales, very little data or evidence is available regarding Welsh-medium provision in this field. In conducting the investigation, I will set out proactively to research and understand people's experiences of using primary health care services. I will also consult with people who work in the sector to listen to their opinions and experiences in providing services, in order to identify where the possible obstacles and opportunities lie. During the coming year I will collect evidence which will lead to the publication of a comprehensive report during summer 2014. This report will include comments, advice and recommendations to Welsh Ministers or others on the steps necessary to improve users' experiences of primary care services in Wales today.

Yn ystod y blynyddoedd nesaf, fe fydd y gyfundrefn cynlluniau iaith yn cael ei disodli gan gyfundrefn newydd o safonau'n ymwneud â'r Gymraeg. Y prif wahaniaeth yn hyn o beth yw y bydd safonau'n cael eu gosod ar sefydliadau. Bydd safonau'n deillio o broses statudol lle mae Llywodraeth Cymru'n pennu safonau, ac yna bydd y safonau'n cael eu gosod ar gyrff a enwir yn y Mesur. Ein cyfrifoldeb ni fydd monitro cydymffurfiaeth â'r safonau, a delio â methiant i gydymffurfio.

Ym mis Mai 2012, dechreuwyd ar gyfnod o ymgynghori'n anstatudol ar safonau drafft. Trwy gynnal yr ymgynghoriad roeddem yn rhoi cyfle i bobl — yn unigolion, yn sefydliadau ac yn fudiadau — i ddweud sut roedden nhw am weld statws swyddogol y Gymraeg yn cael ei wireddu. Roedd yr ymarferiad hwn yn rhywbeth pwysig iawn yn fy ngolwg i ac yn gyfraniad gwerthfawr i'r drafodaeth ynghylch beth sy'n rhoi statws i iaith. Rwy'n croesawu'r ffaith bod y Gweinidog â chyfrifoldeb dros yr iaith Gymraeg am gyhoeddi amserlen fanwl o sut y daw'r safonau i fod erbyn diwedd 2014. Byddwn yn cydweithio yn y dasg o weithredu'r amserlen honno.

Un o ddigwyddiadau mwyaf arwyddocaol y deuddeng mis diwethaf o safbwynt y Gymraeg oedd cyhoeddi canlyniadau Cyfrifiad 2011. Yn naturiol, roeddwn yn siomedig â'r gostyngiad a welwyd yn y niferoedd a'r canrannau drwyddi draw, ac yn arbennig felly'r gostyngiad syfrdanol a welwyd yn Sir Gaerfyrddin a Cheredigion. Mae'r ffeithiau yn dangos yr her yn glir iawn, ac yn tanlinellu pa mor bwysig yw hi i Lywodraeth Cymru brif ffrydio'r Gymraeg i bob un o'i phenderfyniadau polisi. Mae'n hanfodol bod y Llywodraeth yn diwygio Nodyn Cyngor Technegol 20 ar fyrder, er mwyn sicrhau na fydd datblygiadau cynllunio yn cael effaith andwyol ar y Gymraeg.



Cyhoeddais mai un ffordd y byddwn yn mynd i'r afael â'r her fyddai trwy sefydlu Arsyllfa i graffu ar oblygiadau polisiâu a chynlluniau sy'n effeithio ar gymunedau a siaradwyr Cymraeg. Mae polisiâu economaidd, gwaith a thai yn cael effaith ar gynaliadwyedd cymunedau ac y mae cynaliadwyedd ieithyddol yn ffactor y bydd gofyn rhoi sylw iddo yn y cyd-destun hwn, a hynny ar fyrder.

Byddwn yn symud i'n hail flwyddyn yn hyderus ac yn barod i weithredu'n rhagweithiol er lles y Gymraeg. Mae canlyniadau Cyfrifiad 2011 yn arwydd clir o'r angen inni fod yn ddyfeisgar gan gynnig opsiynau polisi strategol a radical wrth ystyried dyfodol y Gymraeg yn ein cymunedau, ein hysgolion a'n gweithleoedd, a sicrhau bod cynlluniau iaith yn cael eu gweithredu a'u monitro i safon sy'n rhoi'r parch dyledus i'r Gymraeg.

Rwy'n ddiolchgar i'r tîm ymroddedig a gweithgar sydd wedi fy nghefnogi i yn y gwaith yn ystod y flwyddyn, ac am sicrhau ein bod yn gallu gweithredu er lles y Gymraeg o'r diwrnod cyntaf. Edrychaf ymlaen at gydweithio â hwy, ac ag unigolion a sefydliadau eraill, er mwyn gwireddu'r weledigaeth lle mae grym y gyfraith yn sicrhau statws y Gymraeg.

Meri Huws

Comisiynydd y Gymraeg

During the coming years, the Welsh language schemes system will be replaced by a new system of standards in relation to the Welsh language. The main difference between these systems is that standards will be imposed on organizations. Standards will derive from a statutory process in which the Welsh Government sets standards, and those standards will be imposed on identified organizations. It will be our responsibility to monitor compliance with the standards, and to deal with failure of compliance.

In May 2012, we commenced a period of non-statutory consultation on draft standards. By conducting the consultation we provided an opportunity for people — individuals, organizations and institutions — to state how they wanted to see the official status of the Welsh language being realized. This exercise was very important in my view and a valuable contribution to the discussion regarding the status of the language. I welcome the fact that the Minister with responsibility for the Welsh language intends to publish a full timetable detailing how the standards are to come into force by the end of 2014. We will collaborate in the task of implementing that timetable.

One of the most significant events of the past twelve months in terms of the Welsh language was the publication of the 2011 Census results. Naturally I was disappointed with the general decline in the numbers and percentages, and especially the striking decline in Carmarthenshire and Ceredigion. The facts indicate the challenge very clearly, and underline how important it is for the Welsh Government to mainstream the Welsh language in all of its policy decisions. It is vital that the Government amends Technical Advice Note 20 urgently, in order to ensure that planning developments do not have a detrimental effect on the Welsh language.

I announced that one of the ways in which I would tackle this challenge was by establishing an Observatory to scrutinize policies and plans that affect Welsh communities and speakers. Economic policies, employment and housing all affect the sustainability of communities, and linguistic sustainability is a factor that will need to be addressed in this context, as a matter of urgency.

We move to our second year confidently and prepared to take proactive action for the benefit of the Welsh language. The results of the 2011 Census are a clear sign of the need for us to be imaginative and to suggest strategic and radical policy options in considering the future of the Welsh language in our communities, our schools and our workplaces, and ensuring that Welsh language schemes are implemented and monitored to a standard that affords due respect to the Welsh language.

I am grateful to the hard-working and committed team of officers who have supported me in the work during the year, and for ensuring that we could act for the benefit of the Welsh language from the very first day. I look forward to working with them, and with other individuals and organizations, to realize the vision in which the force of law ensures the status of the Welsh language.

Meri Huws
Welsh Language Commissioner

Meri Huws

2

Comisiynydd y Gymraeg

Tudalen 10–12

2

The Welsh Language Commissioner

Page 11–13

Nod Comisiynydd y Gymraeg

Prif nod Comisiynydd y Gymraeg, corff annibynnol a grëwyd yn unol â Mesur y Gymraeg (Cymru) 2011, yw hybu a hwyluso defnyddio'r Gymraeg. Gwneir hyn drwy ddwyn sylw at y ffaith bod statws swyddogol i'r Gymraeg yng Nghymru a thrwy osod safonau ar sefydliadau. Bydd hyn, yn ei dro, yn arwain at sefydlu hawliau i siaradwyr Cymraeg.

Mae dwy egwyddor yn sail i'r gwaith:

- Ni ddylid trin y Gymraeg yn llai ffafriol na'r Saesneg yng Nghymru
- Dylai personau yng Nghymru allu byw eu bywydau drwy gyfrwng y Gymraeg os ydynt yn dymuno gwneud hynny.

Mae swydd y Comisiynydd yn swydd lawn amser am gyfnod o saith mlynedd.

Bydd y Comisiynydd yn gweithio tuag at gynyddu:

- defnydd o'r Gymraeg yng nghyswllt darparu gwasanaethau
- cyfleoedd i bobl ddefnyddio'r Gymraeg.

Yn unol â Mesur y Gymraeg (Cymru) 2011, rhaid i'r Comisiynydd roi sylw i:

- statws swyddogol y Gymraeg yng Nghymru
- dyletswyddau ar gyrrff i ddefnyddio'r Gymraeg, a'r hawliau sy'n deillio o allu gorfodi'r dyletswyddau hynny, fel y gall siaradwyr Cymraeg ddefnyddio'r iaith wrth ymwneud â'r sefydliadau hynny
- yr egwyddor na ddylai'r Gymraeg gael ei thrin yn llai ffafriol na'r Saesneg yng Nghymru
- yr egwyddor y dylai pobl Cymru allu byw eu bywydau drwy gyfrwng y Gymraeg os ydynt yn dymuno gwneud hynny.

Gweledigaeth Comisiynydd y Gymraeg

Dros amser, dyhead Comisiynydd y Gymraeg yw gweld:

- y Gymraeg wrth galon polisi yng Nghymru
- y defnydd o'r Gymraeg yn cynyddu
- gwell profiad i ddefnyddwyr y Gymraeg yn sgil gwaith rheoleiddio
- mynediad at gyfiawnder i unigolion mewn perthynas â'r Gymraeg
- arloesi wrth hybu a hwyluso isadeiledd y Gymraeg.

Gwerthoedd Comisiynydd y Gymraeg

Wrth gyflawni ei swyddogaethau statudol a gwireddu camau cychwynnol y weledigaeth, bydd y Comisiynydd a'i swyddogion yn gweithredu ar sail gwerthoedd craidd:

- Bydd y Comisiynydd yn gweithredu'n annibynnol drwy wneud a gweithredu penderfyniadau ar sail tystiolaeth
 - Wrth ffurfio barn bydd y Comisiynydd yn gadarn gan roi sicrwydd i'r defnyddiwr
 - Bydd y Comisiynydd yn defnyddio pob cyfle i fod yn rhagweithiol ac i dorri tir newydd er mwyn ysgogi newid a gwella parhaus
 - Er mwyn cyfrannu at gynyddu defnydd o'r Gymraeg, bydd y Comisiynydd yn llais dros ddefnyddwyr y Gymraeg
 - I feithrin amgylchedd gweithio atyniadol ac iach sy'n cefnogi ei weithwyr ac yn ceisio eu barn, ac er mwyn bod yn sefydliad sy'n dysgu o brofiad, bydd y Comisiynydd yn agored ac yn deg.
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The aim of the Welsh Language Commissioner

The principal aim of the Welsh Language Commissioner, an independent body created in accordance with the Welsh Language (Wales) Measure 2011, is to promote and facilitate the use of the Welsh Language. This entails raising awareness of the official status of the Welsh language in Wales and imposing standards on organizations. This, in turn, will lead to the establishment of rights for Welsh speakers.

Two principles underpin the work:

- In Wales, the Welsh language should be treated no less favourably than the English language
- Persons in Wales should be able to live their lives through the medium of Welsh if they choose to do so.

The office of Commissioner is a full-time post for a period of seven years.

The Commissioner will work to increase:

- use of the Welsh in terms of service provision
- opportunities for people to use the Welsh language.

In accordance with the Welsh Language (Wales) Measure 2011, the Commissioner must give attention to:

- the official status of the Welsh language in Wales
- duties on organizations to use the Welsh language, and the rights which arise from the enforceability of those duties, so that Welsh speakers can use the language when dealing with those organizations
- the principle that the Welsh language should be treated no less favourably than the English language in Wales
- the principle that the people of Wales should be able to live their lives through the medium of the Welsh language if they choose to do so.

The vision of the Welsh Language Commissioner

Over time, the Welsh Language Commissioner's vision is to see:

- the Welsh language at the heart of policy in Wales
- use of the Welsh language increasing
- a better experience for Welsh language users as a result of regulation
- access to justice for individuals in respect of the Welsh language
- innovation in promoting and facilitating the infrastructure of the Welsh language.

The values of the Welsh Language Commissioner

In carrying out statutory functions and realising the initial stages of the vision, the Commissioner and the Commissioner's officers will operate on the basis of core values.

- The Commissioner will operate independently by making and implementing decisions on the basis of evidence
 - In forming an opinion the Commissioner will be firm, providing assurance to the user
 - The Commissioner will take every opportunity to be proactive and innovative in order to encourage continuous change and improvement
 - In order to contribute towards increasing use of the Welsh language, the Commissioner will be a voice for Welsh language users
 - In order to develop an attractive and healthy working environment that supports its workers and seeks their opinions, and in order to be an organization that learns from experience, the Commissioner will be open and fair.
-

3

Llywodraethiant ac atebolrwydd

Tudalen 14–22

3 Governance and accountability

Page 15–23

Y Comisiynydd

Prif Weinidog Cymru sy'n penodi Comisiynydd y Gymraeg. Penodwyd Meri Huws i'r swydd yn dilyn gweithdrefnau recriwtio Llywodraeth Cymru ar gyfer penodiadau cyhoeddus.

Yn unol ag Atodlen 1 Mesur y Gymraeg (Cymru) 2011, mae'r Comisiynydd yn gorfforaeth undyn. Mae corfforaeth undyn yn bersonoliaeth gyfreithiol, a chanddi hawliau a dyletswyddau cyfreithiol penodol. Mae'r Comisiynydd yn endid annibynnol o unrhyw Lywodraeth.

Agorodd swyddfeydd y Comisiynydd yn swyddogol ddydd Llun 2 Ebrill 2012. Nodwyd achlysur lansio Comisiynydd y Gymraeg trwy gynnal cynhadledd i'r wasg a chyfres o gyfweiliadau â'r cyfryngau.

Y Dirprwy Gomisiynydd

Yn unol ag Adrannau 12 a 13 o Fesur y Gymraeg (Cymru) 2011, mae'n ofynnol i Gomisiynydd y Gymraeg benodi Dirprwy Gomisiynydd. Yn dilyn proses recriwtio fewnol ym mis Tachwedd 2012, penodwyd y Cyfarwyddwr Polisi a Chydymffurfiaeth, Gwenith Price, i rôl Dirprwy Gomisiynydd y Gymraeg am gyfnod o ddwy flynedd.

Y Panel Cyngori

Yn unol â gofynion y Mesur, mae gan y Comisiynydd Banel Cyngori. Caiff y Comisiynydd ymgynghori â'r Panel Cyngori ynghylch unrhyw fater. Ceir copi o gylch gwaith y Panel Cyngori ar wefan y Comisiynydd.

Aelodau'r Panel yw Dr Ian Rees, Virginia Isaac, Gareth Jones a'r Athro Gwynedd Parry. Mae eu penodiadau yn rhedeg o 1 Ebrill 2012 i 31 Mawrth 2015. Dr Ian Rees yw Cadeirydd y Panel. Mae'r Panel wedi cyfarfod pedair gwaith yn ystod 2012–2013.

Y Pwyllgor Archwilio a Risg

Sefydlodd y Comisiynydd Bwyllgor Archwilio a Risg, a'r Pwyllgor hwn sy'n gyfrifol am ddarparu cyngor a sicrwydd i'r Swyddog Cyfrifyddu a'r Tîm Rheoli ar faterion yn ymwneud â rheolaeth fewnol a rheoli risg. Mae'r Pwyllgor hefyd yn goruchwyllo trefniadau archwilio mewnol ac allanol y Comisiynydd, gan gynnwys systemau ariannol ac anariannol. Ceir copi o gylch gwaith y Pwyllgor Archwilio a Risg ar wefan y Comisiynydd.

Mae'r Tîm Rheoli yn mynychu pob cyfarfod o'r Pwyllgor Archwilio a Risg. Cynhaliwyd sesiwn hyfforddi i aelodau'r Pwyllgor a'r Tîm Rheoli ym mis Rhagfyr 2012.

Aelodau'r Pwyllgor Archwilio a Risg yw Wyn Penri Jones, Rheon Tomos a Maria Jones. Cynhaliwyd dau gyfarfod o'r Pwyllgor yn ystod 2012–2013.

Y Tîm Rheoli a'r cyfarwyddiaethau

Y Tîm Rheoli sy'n rheoli holl swyddogaethau a gweithgareddau'r sefydliad. Mae'r Tîm Rheoli'n gyfrifol am gytuno, arwain a chyflawni gweledigaeth strategol y Comisiynydd. Caiff cyfarfodydd y Tîm Rheoli eu cadeirio gan y Comisiynydd, ac mae'n cynnwys y Dirprwy Gomisiynydd a'r cyfarwyddwyr eraill. Mae cylch gorchwyl y Tîm Rheoli wedi ei gyhoeddi ar wefan y Comisiynydd.

Ceir tair cyfarwyddiaeth o fewn strwythur staffio Comisiynydd y Gymraeg, sef y Gyfarwyddiaeth Polisi a Chydymffurfiaeth, y Gyfarwyddiaeth Cyngor a Chyfathrebu a'r Gyfarwyddiaeth Gwasanaethau Corfforaethol.

The Commissioner

The Welsh Language Commissioner is appointed by the First Minister of Wales. Meri Huws was appointed to the post following the Welsh Government's recruitment procedure for public appointments.

In accordance with Schedule 1 of the Welsh Language (Wales) Measure 2011, the Commissioner is a corporation sole. A corporation sole is a legal personality, with specific legal rights and duties. The Commissioner is an entity which is independent of any Government.

The Commissioner's offices opened officially on Monday 2 April 2012. The launch of the Welsh Language Commissioner was noted by means of a press conference and a series of interviews with the media.

The Deputy Commissioner

In accordance with Sections 12 and 13 of the Welsh Language (Wales) Measure 2011, the Welsh Language Commissioner must appoint a Deputy Commissioner. Following an internal recruitment process in November 2012, the Policy and Compliance Director, Gwenith Price, was appointed to the role of Deputy Welsh Language Commissioner for a period of two years.

The Advisory Panel

In accordance with the requirements of the Measure, the Commissioner has an Advisory Panel. The Commissioner may consult with the Advisory Panel regarding any matter. A copy of the Advisory Panel's terms of reference can be found on the Commissioner's website.

The Panel members are Dr Ian Rees, Virginia Isaac, Gareth Jones and Professor Gwynedd Parry. Their appointments run from 1 April 2012 to 31 March 2015. Dr Ian Rees is the Chair of the Panel. The Panel met four times during 2012–2013.

The Audit and Risk Committee

The Commissioner established an Audit and Risk Committee, and this Committee is responsible for providing advice and assurance to the Accounting Officer and the Management Team on matters involving internal management and risk management. The Committee also supervises the Commissioner's internal and external audit arrangements, including financial and non-financial systems. A copy of the Audit and Risk Committee's terms of reference can be found on the Commissioner's website.

The Management Team attends every meeting of the Audit and Risk Committee. A training session for Committee members and the Management Team was held in December 2012.

The Members of the Audit and Risk Committee are Wyn Penri Jones, Rheon Tomos and Maria Jones. Two meetings of the Committee were held during 2012–2013.

The Management Team and the directorates

The Management Team manages all the organization's functions and activities. The Management Team is responsible for agreeing, leading, and implementing the Commissioner's strategic vision. Meetings of the Management Team are chaired by the Commissioner, and it includes the Deputy Commissioner and the other directors. The Management Team's terms of reference are published on the Commissioner's website.

The Welsh Language Commissioner has three directorates in its staffing structure, namely the Policy and Compliance Directorate, the Advice and Communications Directorate and the Corporate Services Directorate.

Cyfathrebu mewnol ac allanol

Mae cyfathrebu â rhanddeiliaid mewnol ac allanol yn effeithiol yn hollbwysig i Gomisiynydd y Gymraeg. I'r diben hwn, datblygodd y Comisiynydd bolisiau cyfathrebu, a chaiff y polisiau hyn eu hadolygu'n flynyddol.

Cydweithio strategol

Arwyddwyd Cytundeb Fframwaith rhwng Llywodraeth Cymru a Chomisiynydd y Gymraeg ym mis Medi 2012. Pwrpas y Cytundeb Fframwaith yw amlinellu'r berthynas waith rhwng Comisiynydd y Gymraeg a Llywodraeth Cymru, gan barchu annibyniaeth y Comisiynydd. Mae hefyd yn amlinellu meysydd lle bydd cydweithio.

Mae Adran 20 Mesur y Gymraeg (Cymru) 2011 yn caniatáu i'r Comisiynydd weithio ar y cyd a chyfnewid gwybodaeth ag Ombwdsmon Gwasanaethau Cyhoeddus Cymru. Mae Adran 21 Mesur yn caniatáu i'r Comisiynydd weithio'n gyfochrog ag Ombwdsmon Gwasanaethau Cyhoeddus Cymru, Comisiynydd Plant Cymru, Comisiynydd Pobl Hŷn Cymru a'r Comisiwn Cydraddoldeb a Hawliau Dynol.

Mae cyfarfodydd rheolaidd wedi eu cynnal ag Ombwdsmon Gwasanaethau Cyhoeddus Cymru, Comisiynydd Plant Cymru a Chomisiynydd Pobl Hŷn Cymru yn ystod 2012–2013. Mae trafodaethau wedi dechrau i ffurfioli'r cydweithio ac i lunio Memorandwm Cydweithio ag Ombwdsmon Gwasanaethau Cyhoeddus Cymru.

Mae Comisiynydd y Gymraeg yn Rheoleiddiwr Perthnasol o dan ddarpariaethau Mesur Llywodraeth Leol (Cymru) 2009. Yn ystod 2012–2013 cydweithiodd Comisiynydd y Gymraeg â Swyddfa Archwilio Cymru ar lunio adroddiadau gwella awdurdodau lleol.

Ymchwil

Ar 12 Mawrth 2013, pasiodd Cynulliad Cenedlaethol Cymru Orchymyn Ystadegau Swyddogol (Cymru) 2013. Diben y Gorchymyn yw dynodi fod yr ystadegau a gynhyrchir gan y Comisiynydd yn ystadegau swyddogol, at ddiibenion Deddf Gwasanaeth Ystadegau a Chofrestru 2007.

Golyga'r gorchymyn y bydd disgwyl i'r Comisiynydd ddilyn cod ymarfer ystadegau swyddogol Awdurdod Ystadegau'r DU ac y bydd yr ystadegau yn dod yn destun monitro ac adrodd gan yr Awdurdod.

Cwynion yn erbyn y sefydliad

Yn unol ag Adran 14 y Mesur mae gweithdrefn gwyno benodol ar gael os bydd unigolyn am gwyno am weithredoedd neu anweithiau'n ymwneud ag arfer swyddogaethau'r Comisiynydd. Ceir copi o'r weithdrefn hon ar wefan y Comisiynydd.

Derbyniwyd tair cwyn yn erbyn y sefydliad yn ystod 2012–2013. Roedd dwy o'r cwynion yn nodi anfodlonrwydd â phenderfyniadau polisi a wnaethpwyd cyn sefydlu Comisiynydd y Gymraeg, ac felly nid oedd modd ystyried y cwynion hyn. Roedd y drydedd gŵyn yn nodi anfodlonrwydd â'r penderfyniad i beidio ag ymchwilio i gŵyn yn erbyn sefydliad cyhoeddus. Anfonwyd llythyr at yr unigolyn yn egluro nad oedd modd ystyried ei gŵyn gan nad oedd yn ymwneud ag achos dilys o dorri cynllun iaith Gymraeg y sefydliad.

Internal and external communication

Effective communication with internal and external stakeholders is essential for the Welsh Language Commissioner. To this end, the Commissioner has developed communication policies and these policies are reviewed annually.

Strategic collaboration

A Framework Agreement was signed between the Welsh Government and the Welsh Language Commissioner in September 2012. The purpose of the Framework Agreement is to outline the relationship between the Welsh Language Commissioner and the Welsh Government, whilst respecting the independence of the Commissioner. It also outlines the areas where there will be collaboration.

Section 20 of the Welsh Language (Wales) Measure 2011 allows the Commissioner to work jointly and exchange information with the Public Services Ombudsman for Wales. Section 21 of the Measure allows the Commissioner to work alongside the Public Services Ombudsman for Wales, the Children's Commissioner for Wales, the Older People's Commissioner for Wales and the Equality and Human Rights Commission.

Regular meetings were held with the Public Services Ombudsman for Wales, the Children's Commissioner for Wales and the Older People's Commissioner for Wales during 2012–2013. Discussions have commenced to formalise the collaboration by drawing up a Memorandum of Collaboration with the Public Services Ombudsman for Wales.

The Welsh Language Commissioner is a Relevant Regulator under the provisions of the Local Government (Wales) Measure 2009. During 2012–2013, the Welsh Language Commissioner collaborated with the Wales Audit Office to draw up improvement reports for local authorities.

Research

On 12 March 2013, the National Assembly for Wales passed the Official Statistics (Wales) Order 2013. The purpose of the Order is to denote that statistics produced by the Commissioner are official statistics for the purposes of the Statistics and Registration Service Act 2007.

The order means that the Commissioner will be expected to follow the UK Statistics Authority's code of practice for official statistics and that the statistics will become the subject of monitoring and reports by the Authority.

Complaints against the organization

In accordance with Section 14 of the Measure, a specific complaints procedure is available if an individual wishes to complain about actions or inaction involving the exercise of the Commissioner's functions. A copy of this procedure can be found on the Commissioner's website.

Three complaints against the organization were received during 2012–2013. Two of the complaints noted dissatisfaction with policy decisions made before the establishment of the Welsh Language Commissioner; it was therefore not possible to consider these complaints. The third was a complaint noting dissatisfaction with a decision not to investigate a complaint against a public organization. A letter was sent to the individual explaining that it was not possible to consider the complaint as it did not involve a valid case of breach of the organization's Welsh language scheme.

Nifer swyddogion

Cyfartaledd nifer swyddogion a gyflogwyd yn ystod y flwyddyn oedd 45.

Demograffeg oedran / rhyw y gweithlu

Oedran cyfartalog swyddogion Comisiynydd y Gymraeg ar 31 Mawrth 2013 oedd 36 mlwydd oed.

Mae 36% o swyddogion y Comisiynydd yn wrywod a 64% yn fenywod.

Lleoliad swyddfeydd

Mae swyddfeydd Comisiynydd y Gymraeg wedi eu lleoli yng Nghaerdydd, Caerfyrddin, Caernarfon a Rhuthun.

Cydraddoldeb yn y gweithle

Mae Comisiynydd y Gymraeg yn gwrthwynebu'n llwyr unrhyw wahaniaethu ar ba bynnag sail. Wrth ddefnyddio arferion cyflogaeth teg a gwrthrychol, bydd y Comisiynydd yn sicrhau bod swyddogion yn cael eu trin yn deg a chyda pharch yn y gweithle, ac yn cael cyfle cyfartal i gyfrannu ac i gyflawni i'w potensial llawn.

Cynllun cydraddoldeb

Mae'n ddyletswydd ar Gomisiynydd y Gymraeg dan Ddeddf Cydraddoldeb 2010 i amlinellu ei amcanion ar gyfer cydraddoldeb mewn Cynllun Cydraddoldeb Strategol. Cytunwyd ar fframwaith ar gyfer y Cynllun Cydraddoldeb a fydd yn cael ei ddatblygu wrth weithredu amcanion strategol Comisiynydd y Gymraeg ar gyfer 2013–2015. Bwriedir ymgynghori â'r naw grŵp gwarchoddedig yn gynnar yn 2013–2014 yn ogystal â chynnal sesiynau ymwybyddiaeth i swyddogion.

Cydnabyddiaeth undeb

Mae gan y sefydliad gangen undeb gydnabyddedig, ac mae cyfarfodydd misol yn cael eu cynnal rhwng cadeirydd ac ysgrifennydd y gangen a'r Comisiynydd, y Cyfarwyddwr Gwasanaethau Corfforaethol a'r Uwch Swyddog Adnoddau Dynol.

Trosiant staff

Roedd cyfradd trosiant staff yn 2012–2013 yn 8.83%.

Rheoli absenoldeb a phresenoldeb

Cyfanswm y diwrnodau gwaith a gollwyd drwy absenoldeb salwch am y cyfnod 1 Ebrill 2012 i 31 Mawrth 2013 oedd 154.50. Cyfartaledd y diwrnodau gwaith a gollwyd fesul pen (cywerth â llawn amser) oedd 3.41 a hynny wedi ei seilio ar 45.28 aelod o staff cywerth â llawn amser.

O'r diwrnodau gwaith a gollwyd drwy salwch, roedd 87% ohonynt oherwydd absenoldeb tymor byr a 13% oherwydd absenoldeb hirdymor. Diffiniad absenoldeb hir dymor yw absenoldeb o fwy nag 20 diwrnod am yr un rheswm.

Lles

Mae'r Comisiynydd yn darparu gwasanaeth cynghori cyfrinachol yn rhad ac am ddim i swyddogion er mwyn eu cefnogi os ydynt yn teimlo'n isel neu o dan straen yn y gwaith. Darperir y gwasanaeth hwn gan gontractwr allanol.

Dysgu a datblygu

Mae'r Comisiynydd yn gweithredu trefn Rheoli Perfformiad sy'n sicrhau bod swyddogion yn deall beth a ddisgwyllir ganddynt ac yn sicrhau bod ganddynt y sgiliau a'r gallu i gyflawni hynny. Mae trafod anghenion hyfforddi a datblygu yn rhan allweddol o'r drefn ac mae cynllun datblygu'n cael ei lunio ar gyfer pob swyddog ar sail y trafodaethau hynny.

Number of officers

The average number of officers employed during the year was 45.

Age / sex demography of workforce

The average age of the Welsh Language Commissioner's officers on 31 March 2013 was 36 years.

36% of the Commissioner's officers are male and 64% are female.

Location of offices

The offices of the Welsh Language Commissioner are located in Cardiff, Carmarthen, Caernarfon and Ruthin.

Equality in the workplace

The Welsh Language Commissioner totally opposes any discrimination on any basis. Using fair and objective employment practices, the Commissioner will ensure that officers are treated fairly and with respect in the workplace, and have an equal opportunity to contribute and achieve their full potential.

Equality Scheme

Under the Equality Act 2010, the Welsh Language Commissioner has a duty to outline objectives for equality in a Strategic Equality Scheme. A framework for the Equality Scheme has been agreed, and this will be developed as the Welsh Language Commissioner's strategic objectives are implemented for 2013–2015. We intend to consult with the nine protected groups early in 2013–2014 and to hold awareness sessions for officers.

Union recognition

The organization has a recognised union branch and monthly meetings are held between the chair and secretary of the branch and the Commissioner, the Corporate Services Director and the Senior Human Resources Officer.

Staff turnover

The staff turnover rate in 2012–2013 was 8.83%

Managing absence and attendance

The total number of work days lost through sickness absence for the period 1 April 2012 to 31 March 2013 was 154.50. The average work days lost per head (full-time equivalent) was 3.41 based on 45.28 full-time equivalent members of staff.

Of the work days lost through sickness 87% of them were due to short-term sickness and 13% were lost due to long-term sickness. Long-term absence means an absence of more than 20 days for the same reason.

Well-being

The Commissioner provides a free confidential counselling service for officers in order to support them if they feel low or under strain at work. This service is provided by an external contractor.

Learning and development

The Commissioner operates a Performance Management system that ensures officers understand what is expected of them and that they have the skills and ability to achieve this. Discussion of training and development needs is a key part of the system and a development plan is drawn up for each officer on the basis of those discussions.

Gweithredu cynaliadwy

Mae Comisiynydd y Gymraeg wedi ymrwymo i arferion amgylcheddol da. Ers ei sefydlu ar 1 Ebrill 2012 mae'r Comisiynydd wedi datblygu polisi ar gynaliadwyedd amgylcheddol.

Mae'r Comisiynydd yn ceisio lleihau ei effaith ar yr amgylchedd drwy hyrwyddo'r defnydd o dechnoleg er mwyn osgoi teithiau busnes; drwy annog y defnydd o drafnidiaeth gyhoeddus a rhannu ceir lle bo teithiau busnes yn angenrheidiol; a thrwy annog swyddogion i ddefnyddio llai o ynni, ailgylchu gwastraff a defnyddio llai o nwyddau traul lle bo hynny'n bosibl.

Ar gais y Comisiynydd, bydd Canolfan Busnes Gwyrdd Cymru yn cynnal ymgynghoriad er mwyn datblygu Cynllun Gweithredu Cynaliadwyedd, a chaiff y cynllun hwn ei weithredu yn ystod 2013–2014. Nod y Cynllun Gweithredu Cynaliadwyedd fydd gosod amcanion er mwyn lleihau'r effaith ar yr amgylchedd.

Rhyddid gwybodaeth

Derbyniwyd 11 cais am wybodaeth o dan Ddeddf Rhyddid Gwybodaeth 2000 yn ystod y flwyddyn. Mae ymateb y Comisiynydd i geisiadau, yn ogystal ag unrhyw wybodaeth a ryddhawyd, wedi eu cyhoeddi ar y wefan.

Ni ddaeth unrhyw gais am wybodaeth o dan Ddeddf Diogelu Data 1998 yn ystod y flwyddyn.

Systemau rheoli gwybodaeth

Mae Comisiynydd y Gymraeg yn datblygu system rheoli gwybodaeth newydd ar gyfer rheoli ymholiadau, cwynion, ymchwiliadau a phob dogfen a chofnod a grëir neu a dderbynnir gan y Comisiynydd. Bydd y system yn olrhain cynnydd pob math o gyfathrebu rhwng y Comisiynydd a sefydliadau ac aelodau'r cyhoedd.

Mae meddalwedd arbenigol yn cael ei ddatblygu ar gyfer cofnodi manylion personol swyddogion a chynhyrchu adroddiadau.

Nod y systemau hyn yw galluogi'r Comisiynydd i ddod yn fwy effeithlon drwy wneud y defnydd gorau o dechnoleg newydd, gan ganiatáu i'r swyddogion ganolbwyntio ar dasgau mwy cynhyrchiol a strategol.

Sustainable action

The Welsh Language Commissioner is committed to sound environmental practices. Since the post was established on 1 April 2012 the Commissioner has developed a policy on environmental sustainability.

The Commissioner strives to reduce its effect on the environment by promoting the use of technology to avoid business journeys; by encouraging the use of public transport and car sharing where business journeys are necessary; and by encouraging officers to use less energy, to recycle waste and use less consumer goods where possible.

At the request of the Commissioner, the Wales Green Business Centre will conduct a consultation in order to develop a Sustainability Action Plan, and this plan will be implemented during 2013–2014. The aim of the Sustainability Action Plan will be to set down objectives in order to reduce the effect on the environment.

Freedom of information

11 requests for information were received under the Freedom of Information Act 2000 during the year. The Commissioner's response to requests, as well as any information released, are published on the website.

No request for information was received under the Data Protection Act 1998 during the year.

Information management systems

The Welsh Language Commissioner is developing a new information management system for managing inquiries, complaints, investigations and all documents and records created or received by the Commissioner. The system will track the progress of all kinds of communication between the Commissioner and organizations and members of the public.

A specialist software for recording the personal details of officers and producing reports is being developed.

The aim of these systems is to enable the Commissioner to become more effective by making the best use of new technology, enabling officers to concentrate on more productive and strategic tasks.

4

Cyd-destun y Gymraeg yn 2012–2013

Tudalen 24–30

4

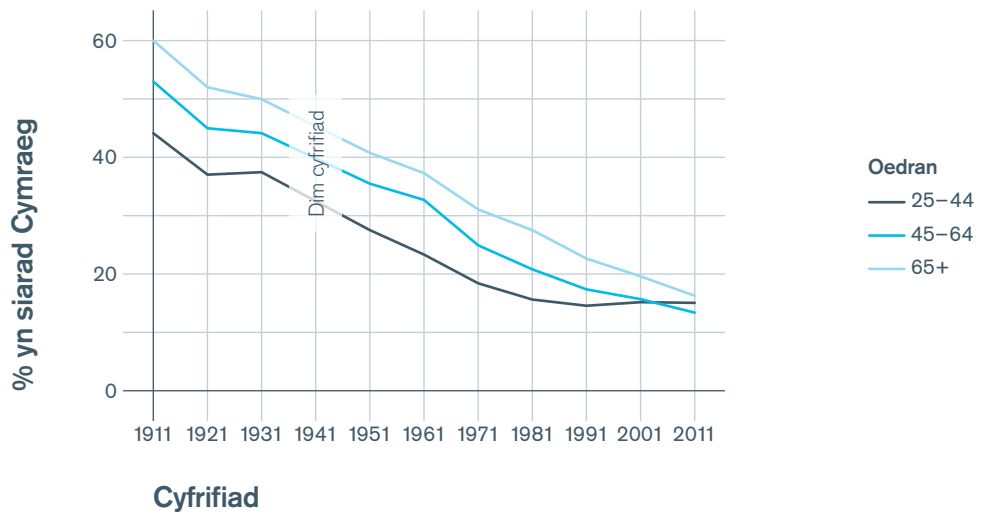
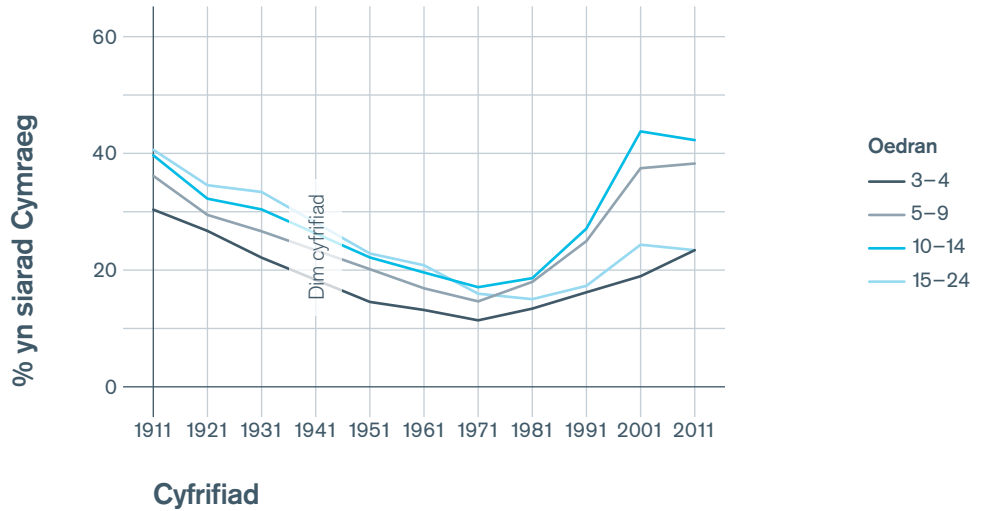
The context of the Welsh language in 2012–2013

Page 25–31

Ymateb i Gyfrifiad 2011

Cyhoeddwyd canlyniadau cychwynnol Cyfrifiad 2011 ym mis Rhagfyr 2012 ac ym mis Ionawr 2013. Bu gostyngiad yn y ganran a oedd yn gallu siarad Cymraeg o 20.8% yn 2001 i 19.0% yn 2011. Roedd hynny'n ostyngiad mewn niferoedd o 582,000 yn 2001 i 562,000 yn 2011. Cyhoeddodd y Comisiynydd nifer o siartiau a mapiau ar y wefan er hwyluso trafodaeth gyhoeddus ac fe gyflwynwyd dadansoddiadau ohonynt mewn nifer o ddigwyddiadau a chynadleddau.

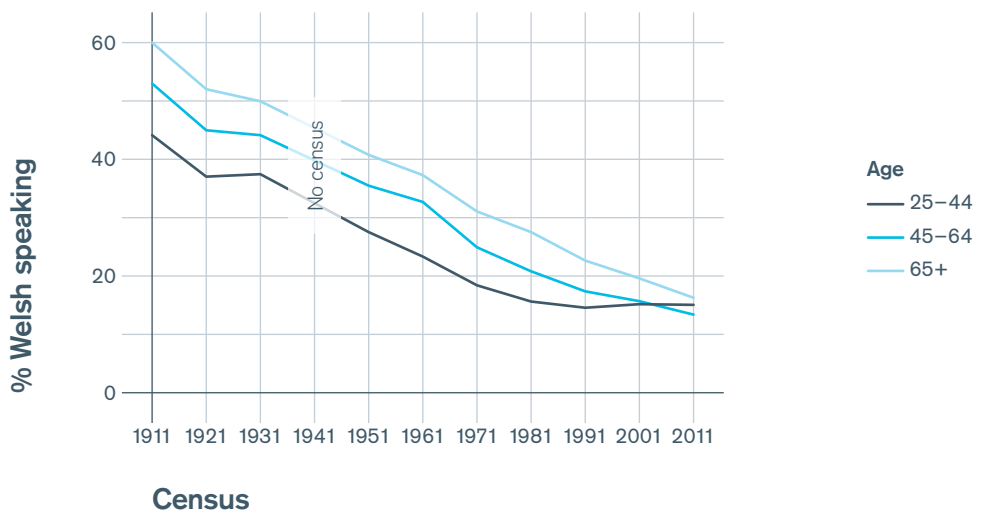
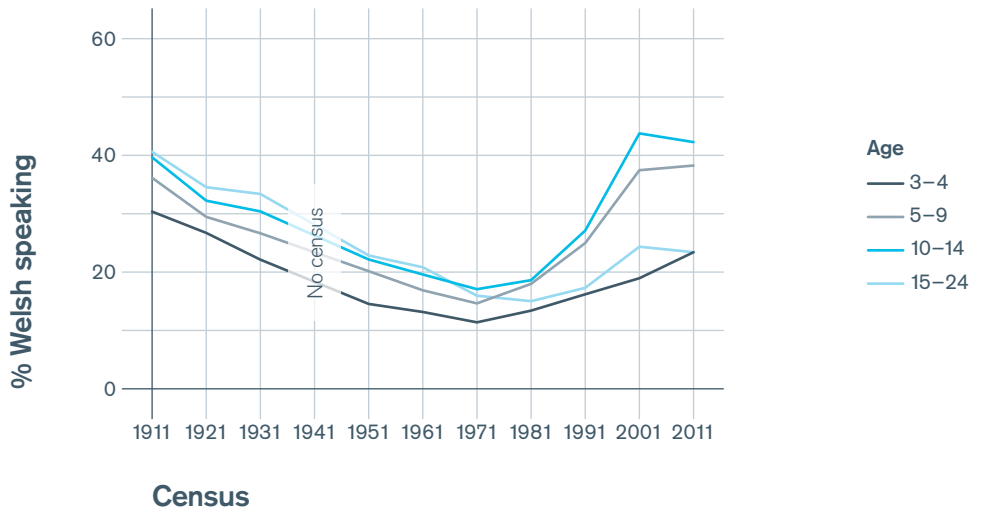
Er bod gostyngiadau er 2001, roedd nifer o dueddiadau o gynnydd. Ymhlith y rhain roedd cynnydd cenedlaethol yng nghanran y plant 3 i 4 a 5 i 9 oed a allai siarad Cymraeg. Bydd y Comisiynydd yn parhau i ddadansoddi'r canlyniadau pellach wrth iddynt gael eu cyhoeddi yn ystod 2013–2014. Bydd y gwaith hwn yn sail i'r Adroddiad 5-mlynedd ar sefyllfa'r Gymraeg a gyhoeddir gan y Comisiynydd yn 2016.



Responding to the 2011 Census

The initial results of the 2011 Census were published in December 2012 and January 2013. There was a reduction in the percentage that could speak Welsh from 20.8% in 2001 to 19.0% in 2011. That was a reduction in numbers from 582,000 in 2001 to 562,000 in 2011. The Commissioner published a number of charts and maps on the website to facilitate public discussion and also presented an analysis of them at a number of events and conferences.

Although there were reductions since 2001, there were a number of trends of growth. Among these was a national increase in the percentage of children aged 3 to 4 and 5 to 9 who could speak Welsh. The Commissioner will continue to analyse the further results as they are published during 2013–2014. This work will be the basis for a 5-year Report on the position of the Welsh language, to be published by the Commissioner in 2016.

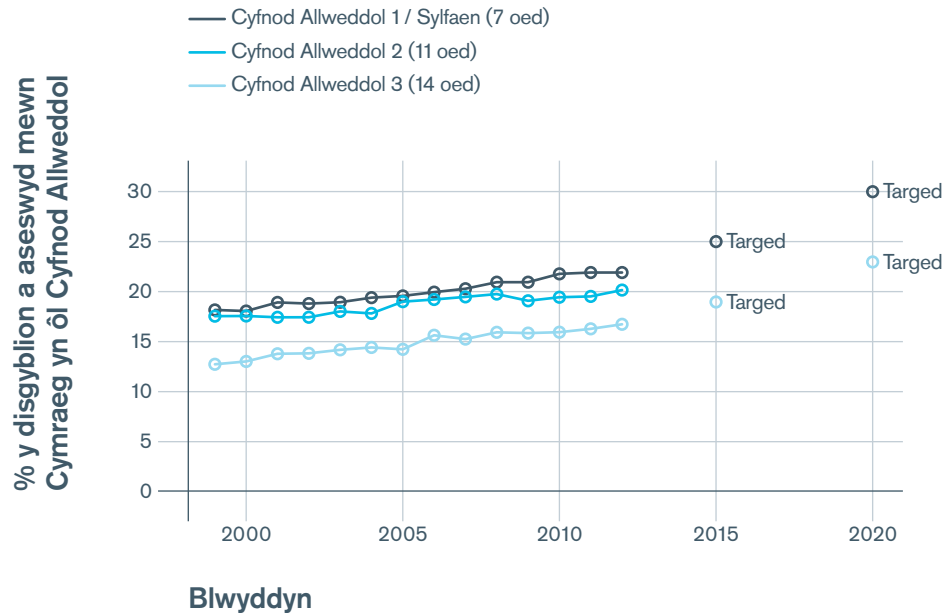


Llywodraeth Cymru

Cyhoeddodd Llywodraeth Cymru ei hadroddiad blynyddol cyntaf ar ei Rhaglen Lywodraethu ym mis Mai 2012; ac ym mis Mehefin cyhoeddodd ei hadroddiad blynyddol cyntaf ar ei Strategaeth Addysg Cyfrwng Cymraeg. Cyhoeddodd Fframwaith Gwerthuso Strategaeth y Gymraeg ym mis Chwefror 2013, ac adroddiad ar sut y mae'n bwriadu mesur dangosyddion y Strategaeth ym mis Mawrth 2013. Ar ddiwedd mis Mawrth 2013 cyhoeddodd gynllun gweithredu 2013–2014 Strategaeth y Gymraeg.

Ym mis Tachwedd 2012, cyhoeddodd Llywodraeth Cymru *Mwy na Geiriau*, sef ei fframwaith strategol ar gyfer gwasanaethau Cymraeg ym maes lechyd, Gwasanaethau Cymdeithasol a Gofal Cymdeithasol. Ar yr un pryd, cyhoeddwyd dau gynllun gweithredu tair blynedd, gan ddechrau ym mis Ebrill 2013, un ar gyfer y GIG ac un ar gyfer Gwasanaethau Cymdeithasol. Nodir sut y mesurir cynnydd yn y ddau gynllun ond ni phennwyd yr un targed meintiol.

Derbyniodd Deddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 gydsyniad brenhinol ar 4 Mawrth 2013. Mae Rhan 4 y Ddeddf yn ymwneud â chynlluniau strategol Cymraeg mewn addysg ac yn rhoi pŵer i Weinidogion Cymru ei gwneud yn ofynnol i awdurdodau lleol wneud asesiad o'r galw ymhlith rhieni am addysg cyfrwng Cymraeg i'w plant. Mae'r ganran o blant a asesir yn y Gymraeg ar ddiwedd y Cyfnod Sylfaen ac ar ddiwedd Cyfnod Allweddol 3 yn ddangosyddion yr adroddir arnynt yn yr adroddiad ar y Rhaglen Lywodraethu a'r adroddiad blynyddol ar y Strategaeth Addysg Cyfrwng Cymraeg. Fe'u dangosir, ynghyd â thargedau'r Llywodraeth, yn y siart isod.

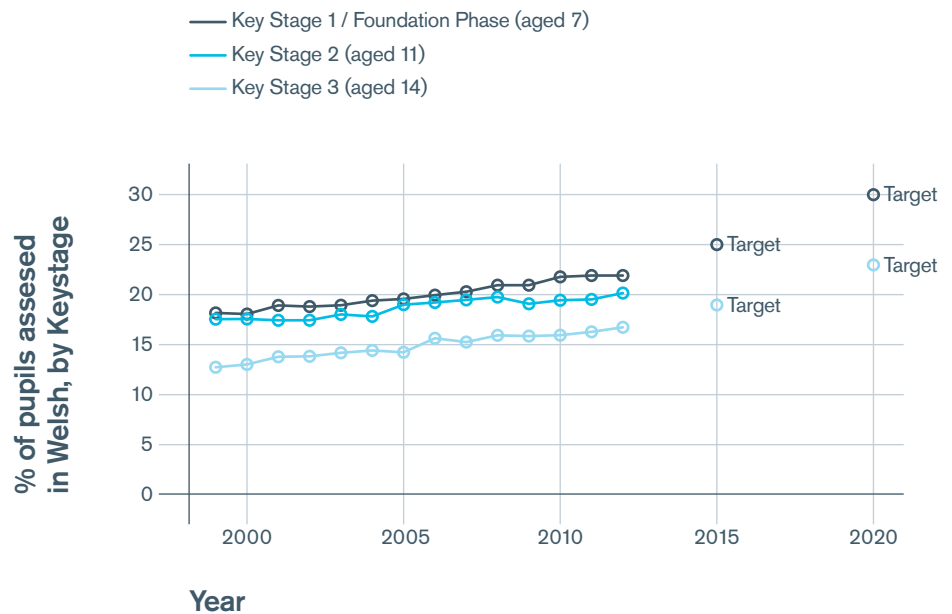


Welsh Government

The Welsh Government published its first annual report on its Governance Programme in May 2012, and the following month it published its first annual report on its Welsh Medium Education Strategy. It published the Welsh Language Strategy Evaluation Framework in February 2013, and a report on how it intends to measure the Strategy indicators in March 2013. At the end of March 2013 it published its Welsh Language Strategy action plan for 2013–2014.

In November 2012, the Welsh Government published *More Than Just Words*, namely its strategic framework for Welsh services in Health, Social Services and Social Care. At the same time, two three-year action plans were published, starting in April 2013, one for the NHS and one for Social Services. Both plans set out how progress will be measured but no quantitative targets were set.

The School Standards and Organisation (Wales) Act 2013 received royal assent on 4 March 2013. Part 4 of the Act deals with Welsh in education strategic plans and provides Welsh Ministers with powers to require local authorities to assess the demand among parents for Welsh-medium education for their children. The percentage of children assessed in Welsh at the end of the Foundation Phase and at the end of Key Stage 3 are indicators which are reported in the report on the Governance Programme and the annual report on the Welsh Medium Education Strategy. They are shown, together with the Government's targets, in the chart below.



Cynulliad Cenedlaethol Cymru

Daeth Deddf Cynulliad Cenedlaethol Cymru (Ieithoedd Swyddogol) 2012 yn gyfraith ar 12 Tachwedd 2012. Ni chafodd y Cynulliad na Chomisiwn y Cynulliad eu henwi ym Mesur y Gymraeg (Cymru) 2011, felly roedd angen deddfwriaeth arall i roi sail statudol i'r Gymraeg. Diben y Ddeddf yw gwneud darpariaeth ynglŷn â'r defnydd o'r Gymraeg a'r Saesneg yn nhrefodion y Cynulliad ac wrth i Gomisiwn y Cynulliad gyflawni ei swyddogaethau. Noda'r Ddeddf bod y Gymraeg a'r Saesneg yn ieithoedd swyddogol yn y Cynulliad, a bod rhaid trin y ddwy iaith ar y sail eu bod yn gyfartal.

Llywodraeth Prydain

Yn unol â Mesur y Gymraeg (Cymru) 2011 ni ellir gosod safonau ar Weinidogion y Goron heb gydsyniad Ysgrifennydd Gwladol Cymru. Ym mis Medi 2012 penodwyd David Jones AS yn Ysgrifennydd Gwladol Cymru, ac ym mis Rhagfyr cyhoeddodd yr Ysgrifennydd Gwladol ei fod wedi penodi Guto Bebb AS yn ymgynghorydd i Swyddfa Cymru ar y Gymraeg.

Ym mis Hydref 2010 cyhoeddodd yr Ysgrifennydd Gwladol dros Ddiwylliant, Cyfryngau a Chwaraeon y bydd mwyafrif incwm S4C yn dod o ffi'r drwydded o 2013 ymlaen. Yn Eisteddfod Genedlaethol Bro Morgannwg 2012 lansiodd y ddau ddarlledwr, S4C a'r BBC, ymgynghoriad ar y cyd yn holi barn pobl am y cytundeb gweithredu rhyngddynt. Nodwyd mai'r brif flaenoriaeth oedd galluogi S4C i ddarparu'r gwasanaeth gorau posibl i gynulleidfa Gymraeg ei hiaith a diogelu annibyniaeth olygyddol y sianel gan sicrhau, ar yr un pryd, fod cyllid ffi'r drwydded yn cael ei wario'n ddoeth. Ar 30 Ionawr 2013 cyhoeddodd Ymddiriedolaeth y BBC ac Awdurdod S4C gytundeb gweithredu mewn partneriaeth i'r dyfodol ar ôl proses o ymgynghori cyhoeddus. Golyga hyn y bydd S4C yn cael ei ariannu'n bennaf gan y BBC hyd at 2017.

National Assembly for Wales

The National Assembly for Wales (Official Languages) Act 2012 became law on 12 November 2012. Neither the Assembly nor the Assembly Commission were named in the Welsh Language (Wales) Measure 2011, so further legislation was necessary to give the Welsh language a statutory basis. The purpose of the Act is to make provision regarding the use of the English and Welsh languages in the Assembly's proceedings and in the discharge of the functions of the Assembly Commission. The Act notes that Welsh and English are official languages in the Assembly, and that both languages must be treated on the basis of equality.

The British Government

In accordance with the Welsh Language (Wales) Measure 2011, standards cannot be imposed on Ministers of the Crown without the consent of the Secretary of State for Wales. In September 2012 David Jones MP was appointed Secretary of State for Wales, and in December the Secretary of State announced that he had appointed Guto Bebb MP as an adviser to the Wales Office on the Welsh language.

In October 2010, the Secretary of State for Culture, Media and Sport announced that the majority of S4C's income would derive from the licence fee from 2013 onwards. At the Vale of Glamorgan National Eisteddfod in 2012, the two broadcasters, S4C and BBC, launched a joint consultation seeking people's opinions about the operational agreement between them. It was specified that the main priority was to enable S4C to provide the best possible service to a Welsh-speaking audience and to safeguard the channel's editorial independence, ensuring at the same time that the licence fee funds were spent wisely. On 30 January 2013, the BBC Trust and the S4C Authority announced an operating agreement in partnership for the future following a process of public consultation. This means that S4C will be funded mainly by the BBC until 2017.

5 Swyddogaethau a chyflawniadau Comisiynydd y Gymraeg 2012–2013

Tudalen 32–58

5

The functions and achievements of the Welsh Language Commissioner 2012–2013

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Y flwyddyn 2012–2013 oedd blwyddyn gyntaf bodolaeth Comisiynydd y Gymraeg ac yn ystod y flwyddyn bu gwaith yn mynd rhagddo i ddehongli'r ddeddfwriaeth, sefydlu cyfundrefn i weithredu fel corff annibynnol ac effeithiol, yn ogystal â chyflawni swyddogaethau hybu a hwyluso defnyddio'r Gymraeg yng Nghymru.

5.1 Safonau

Paratoi at gyfundrefn o safonau'n ymwneud â'r Gymraeg

Mae Mesur y Gymraeg (Cymru) 2011 yn sefydlu fframwaith ar gyfer safonau sy'n ymwneud â'r Gymraeg. Unwaith y bydd safonau mewn perthynas â'r Gymraeg wedi eu cyflwyno drwy reoliadau gan Weinidogion Cymru bydd Comisiynydd y Gymraeg mewn sefyllfa i osod safonau statudol ar sefydliadau a rheoleiddio cydymffurfiaeth â hwy.

Ymgynghoriad ar safonau drafft

Yn unol â Mesur y Gymraeg (Cymru) 2011, cyfrifoldeb Gweinidogion Cymru yw cyflwyno safonau mewn perthynas â'r Gymraeg. Rhwng 16 Mai ac 11 Awst 2012 cynhaliodd y Comisiynydd ymgynghoriad cyhoeddus ar *Safonau mewn perthynas â'r Gymraeg: Beth yw'ch barn?* Nid oedd unrhyw ofyniad statudol ar y Comisiynydd i gynnal yr ymgynghoriad hwn, ond roedd y Comisiynydd yn awyddus i'w gynnal er mwyn clywed barn unigolion a sefydliadau ar beth ddylai safonau mewn perthynas â'r Gymraeg fod. Yn ystod y cyfnod o ymgynghori, cynhaliodd y Comisiynydd chwe chyfarfod cyhoeddus a thri chyfarfod i swyddogion iaith ledled Cymru.

- Derbyniwyd 261 o ymatebion i'r ymgynghoriad
- Roedd 107 o'r ymatebion hynny'n dod gan sefydliadau cyhoeddus, 76 gan sefydliadau'r trydydd sector, 26 gan gwmnïau preifat a 52 gan unigolion neu gyrff eraill
- Cafwyd ymateb o bob sir yng Nghymru
- Roedd dros 60% o'r rhai a atebodd naill ai'n cytuno neu'n cytuno'n gryf â phob un o'r datganiadau ynglŷn â'r safonau.

Cyhoeddodd y Comisiynydd adroddiad yn rhoi trosolwg o ymatebion yr ymgynghoriad; ac, wedi craffu'n fanwl ar yr ymatebion a ddaeth i law ac ystyried unrhyw batrymau a welwyd yn yr ymatebion a'r sylwadau, diwygiodd y Comisiynydd safonau enghreifftiol a'u cyflwyno i Weinidogion Cymru yn unol ag Adran 4(2)h Mesur y Gymraeg (Cymru) 2011.

Ym mis Chwefror 2013 cyhoeddodd Gweinidogion Cymru eu bod yn gweithio ar lunio safonau statudol a'u troi'n rheoliadau. Cyhoeddodd y Gweinidogion y bydd y safonau'n statudol cyn diwedd 2014.

5.2 Cynlluniau iaith Gymraeg

Trosglwyddwyd nifer o bwerau Deddf yr Iaith Gymraeg 1993 i Gomisiynydd y Gymraeg o dan Fesur y Gymraeg (Cymru) 2011. Mae gwaith y Comisiynydd yn y sector cyhoeddus yn cynnwys cynghori a monitro gweithrediad cynlluniau iaith Gymraeg statudol. Bydd y gyfundrefn hon yn cael ei disodli gan safonau maes o law.

Cymeradwyo cynlluniau iaith

Ar 31 Mawrth 2013 roedd 552 cynllun iaith statudol yn weithredol. Roedd hyn yn cynnwys 356 cynllun iaith gan sefydliadau cyhoeddus, 63 cynllun gan sefydliadau addysgol, 39 o gynlluniau iaith gan gyrff y Goron a phedwar gan gwmnïau preifat o dan ddyletswydd. Yn ogystal roedd 18 cynllun iaith wedi eu mabwysiadu gan sefydliadau cyhoeddus ar sail wirfoddol.

The year 2012–2013 was the first year of the Welsh Language Commissioner's existence and during the year work was carried out to interpret the legislation, to establish a system for operating as an independent and effective organization, as well as carrying out functions to promote and facilitate the use of the Welsh language in Wales.

5.1 Standards

Preparing for a system of standards in respect of the Welsh language

The Welsh Language (Wales) Measure 2011 establishes a framework for standards in respect of the Welsh language. Once standards in respect of the Welsh language have been introduced through regulations by Welsh Ministers, the Welsh Language Commissioner will be in a position to impose statutory standards on organizations and regulate compliance with them.

Consultation on draft standards

In accordance with the Welsh Language (Wales) Measure 2011, it is the responsibility of Welsh Ministers to introduce standards in respect of the Welsh language. Between 16 May and 11 August 2012 the Commissioner conducted a public consultation on *Standards and the Welsh language: What are your views?* There was no statutory requirement made of the Commissioner to conduct this consultation, but the Commissioner was eager to do so in order to listen to the views of individuals and organizations regarding what the standards in respect of the Welsh language should be. During the consultation period, the Commissioner held six public meetings and three meetings for Welsh language officers across Wales.

- 261 responses to the consultation were received
- 107 of those responses came from public organizations, 76 from third sector organizations, 26 from private companies and 52 from individuals or other bodies
- Responses were received from all counties in Wales
- Over 60% of respondents either agreed or agreed strongly with each of the statements regarding the standards.

The Commissioner published a report providing an overview of the responses to the consultation, and, after detailed scrutiny of the responses received and consideration of any patterns seen in the responses and comments, the Commissioner amended the sample standards and submitted them to Welsh Ministers in accordance with Section 4(2)h of the Welsh Language (Wales) Measure 2011.

In February 2013 the Welsh Ministers announced that they were working on drafting statutory standards and turning them into regulations. The Ministers announced that the standards would be statutory before the end of 2014.

5.2 Welsh language schemes

A number of powers in the Welsh Language Act 1993 were transferred to the Welsh Language Commissioner under the Welsh Language (Wales) Measure 2011. The Commissioner's work in the public sector includes advising and monitoring the implementation of statutory Welsh language schemes. This system will be replaced by standards in due course.

Approving Welsh language schemes

On 31 March 2013, 552 statutory Welsh language schemes were in operation. This included 356 in public organizations, 63 in educational establishments, 39 in Crown bodies and four in the duty-bound private sector. Language schemes were also adopted by 18 public organizations on a voluntary basis.

Anfonwyd dau hysbysiad statudol i baratoi cynllun iaith gan y Comisiynydd: un at y BBC mewn perthynas â gwasanaethau Trwyddedu Teledu, ac un i Cyfoeth Naturiol Cymru. Bu swyddogion y Comisiynydd yn cydweithio â swyddogion Cyngor Cefn Gwlad Cymru, y Comisiwn Coedwigaeth, Asiantaeth yr Amgylchedd a'r Llywodraeth i sicrhau bod cynllun iaith Gymraeg yn cael ei ddatblygu erbyn sefydlu'r corff amgylcheddol newydd, Cyfoeth Naturiol Cymru. Mae gweledigaeth y sefydliad yn ei gynllun iaith drafft yn egluro ei fod yn anelu at fod yn sefydliad naturiol ddwyieithog wrth gynnig gwasanaethau i'r cyhoedd, wrth weithio â phartneriaid ac wrth gynnal ei weinyddiaeth fewnol.

Yn sgil uno llysoedd a thribiwnlysoedd Cymru a Lloegr ym mis Ebrill 2012 bu'r Comisiynydd yn cydweithio â Gwasanaeth Llysoedd a Thribiwnlysoedd EM i baratoi cynllun iaith Gymraeg. Mae'r cynllun hwnnw'n darparu ar gyfer defnyddio'r Gymraeg mewn achosion llys ac mae'n destun ymgynghoriad cyhoeddus ar hyn o bryd.

Cafodd wyth cynllun iaith Gymraeg eu cymeradwyo o dan adran 14 Deddf yr Iaith Gymraeg 1993 yn ystod y flwyddyn ariannol. Maent yn cynnwys Cyngor Iechyd Cymuned Abertawe Bro Morgannwg; Cyngorau Ymchwil DU; Coleg Caerdydd a'r Fro; Partneriaeth Sgiliau Ariannol; Cymdeithas Tai Calon, Cyngor Bro Corwen, yr Awdurdod Digolledu am Anafiadau Troseddol a'r Ymddiriedolaeth Garbon.

Diwygiwyd saith cynllun iaith Gymraeg o dan adran 16 y Ddeddf. Ymysg rhain roedd y Cyngor Proffesiynau Iechyd a Gofal; Prifysgol Bangor; Coleg Pen-y-bont; Coleg Ystrad Mynach; BBC; Estyn a'r Asiantaeth Sicrhau Ansawdd Addysg Uwch.

Ym mis Mai 2012 ysgrifennodd y Gweinidog â chyfrifoldeb dros yr iaith Gymraeg at Gomisiynydd y Gymraeg yn ei hysbysu ei fod wedi gosod cynllun iaith Gymraeg ar Ofcom dan bwerau Adran 14(5) Deddf yr Iaith Gymraeg 1993. Daeth y cynllun hwnnw i rym ddiwedd Awst 2012. Mae'r cynllun yn ymrwymo Ofcom i roi ystyriaeth briodol i'r defnydd o'r Gymraeg wrth gyflawni ei swyddogaethau sy'n ymwneud â gwasanaethau i'r cyhoedd, gan gynnwys paratoi a chyhoeddi Canllawiau Lleolrwydd, a chyflawni swyddogaethau trwyddedu. Mae Comisiynydd y Gymraeg wedi ysgrifennu at Ofcom yn nodi'r angen i adrodd ar gyflawniad y cynllun iaith hwnnw ym mis Mehefin 2013.

Monitro gweithrediad cynlluniau iaith

Ceir ymrwymiad mewn cynlluniau iaith i baratoi a chyflwyno adroddiad monitro yn flynyddol. Hunanasesiad yw adroddiad monitro blynyddol; ac, wrth ymateb iddynt, mae Comisiynydd y Gymraeg yn disgwyl i sefydliadau dystio eu bod yn cydymffurfio â'u cynlluniau iaith.

Arfer y Comisiynydd wrth ymateb i adroddiadau monitro blynyddol cynlluniau iaith yw dwyn sylw at risgiau a dylanwadu ar berfformiad, a hynny er mwyn galluogi sefydliadau i gydymffurfio â'u hymrwymadau statudol.

Yn ystod 2012–2013 ymatebodd Comisiynydd y Gymraeg i 167 adroddiad monitro blynyddol. Cyhoeddir pob ymateb ar wefan y Comisiynydd.

The Commissioner issued two statutory notices to prepare a Welsh language scheme, one to the BBC in respect of Television Licensing Services, and one to Natural Resources Wales. The Commissioner's officers worked with officers of the Countryside Council for Wales, the Forestry Commission, the Environment Agency and the Government to ensure that a Welsh language scheme was developed by the time the new environmental body, Natural Resources Wales was established. The organization's vision in its draft Welsh language scheme explains that it aims to be a naturally bilingual organization in offering services to the public, in working in partnership and in conducting its internal administration.

As a result of merging the courts and tribunals of England and Wales in April 2012, the Commissioner worked with HM Courts and Tribunals Service to prepare a Welsh language scheme. This scheme provides for use of the Welsh language in court cases and it is at present the subject of public consultation.

Eight Welsh language schemes were approved under section 14 of the Welsh Language Act 1993 during the financial year. They include Swansea Vale of Glamorgan Community Health Council; UK Research Councils; Cardiff and Vale College; Financial Skills Partnership; Calon Housing Association and Corwen Community Council and the Criminal Injuries Compensation Authority and the Carbon Trust.

Seven Welsh language schemes were amended under section 16 of the Act. Among these were the Health and Care Professions Council; Bangor University; Bridgend College; Ystrad Mynach College; BBC; Estyn and the Higher Education Quality Assurance Agency.

In May 2012 the Minister with responsibility for the Welsh language wrote to the Welsh Language Commissioner informing her that he had imposed a Welsh language scheme on Ofcom under the powers of Section 14(5) of the Welsh Language Act 1993. That scheme came into force at the end of August 2012. The scheme commits Ofcom to give appropriate consideration to the use of Welsh in undertaking its functions involving services to the public, including preparation and publication of Localness Guidelines and in undertaking licensing functions. The Welsh Language Commissioner wrote to Ofcom in June 2013 noting the need to report on the implementation of the Welsh language scheme.

Monitoring the implementation of Welsh language schemes

Welsh language schemes include a commitment to prepare and submit an annual monitoring report. An annual monitoring report is a self-assessment, and in responding to them, the Welsh Language Commissioner expects organizations to provide evidence that they are complying with their Welsh language schemes.

It is the Commissioner's practice, in responding to annual monitoring reports, to draw attention to risks and to influence performance, in order to enable organizations to comply with their statutory commitments.

During 2012–2013, the Welsh Language Commissioner responded to 167 annual monitoring reports. All responses are published on the Commissioner's website.

Awdurdodau lleol

Darparwyd crynodebau i Swyddfa Archwilio Cymru ar weithrediad cynlluniau iaith awdurdodau lleol. Y prif flaenoriaethau a adnabuwyd ar gyfer awdurdodau lleol oedd bod angen gwella'r wybodaeth am sgiliau ieithyddol y gweithlu; parhau i gynyddu a gwella cynnwys Cymraeg ar wefannau; sicrhau trefniadau llywodraethu a chraffu mewnol cadarn ar y cynllun iaith; buddsoddi ymhellach mewn hyfforddiant iaith Gymraeg ac ystyried dulliau eraill o wella sgiliau'r gweithlu yn sgil cyfyngu sylweddol ar recriwtio allanol; sicrhau bod cynlluniau busnes adrannol yn cysylltu'n well â'r cynllun iaith a'u bod yn cynnwys cyfeiriadau a thargedau priodol.

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Llywodraeth Cymru

Derbyniwyd adroddiad monitro blynyddol 2011–2012 gan Lywodraeth Cymru yn ystod haf 2012. Craffwyd ar yr adroddiad yn fanwl, a nododd y Comisiynydd dros hanner cant o argymhellion i'r Llywodraeth weithredu arnynt mewn meysydd yn ymwneud â chynyddu ymwybyddiaeth o'r Gymraeg; gwedd a naws ddwyieithog; sgiliau dwyieithog; y Gymraeg yn y gweithle; perchenogaeth, monitro ac adrodd ar y cynllun.

Sector iechyd

Paratowyd adroddiad gorolwg ar weithrediad cynlluniau iaith Gymraeg byrddau iechyd ac ymddiriedolaethau'r GIG. Roedd cyflawniad cynlluniau iaith yn amrywio o gorff i gorff. Er hynny, gwelwyd bod nifer o'r meysydd lle nad oedd cynnydd digonol yn gyffredin i sawl un o'r cyrff. Y prif flaenoriaethau a adnabuwyd ar gyfer byrddau iechyd ac ymddiriedolaethau'r GIG oedd bod angen i sefydliadau gynyddu lefel y dystiolaeth am ofynion contractau neu â'r cyswllt ag ansawdd gofal; parhau i gynyddu a gwella cynnwys Cymraeg ar wefannau; gwella eu gwybodaeth am sgiliau iaith y gweithlu drwy ddatblygu prosesau systematig i gasglu a chofnodi data am sgiliau iaith staff a buddsoddi ymhellach mewn hyfforddiant iaith Gymraeg ac ystyried dulliau eraill o wella sgiliau'r gweithlu.

Addysg a sgiliau

Y prif flaenoriaethau a adnabuwyd ar gyfer sefydliadau addysg bellach oedd bod angen iddynt gryfhau eu trefniadau ar gyfer casglu data am allu ieithyddol darpar fyfyrwyr ac annog myfyrwyr i barhau i ddatblygu eu sgiliau dwyieithog wrth astudio yn y coleg; llunio strategaeth ag amcanion clir ar gyfer y Gymraeg o safbwynt prosesau hysbysebu a phenodi swyddi ar draws holl rychwant lefelau staff; a blaenoriaethu staff presennol ar gyfer hyfforddiant ieithyddol. Nodwyd hefyd y dylai sefydliadau addysg bellach gydweithio â sefydliadau eraill i gytuno ar feysydd blaenoriaeth cenedlaethol a chynllunio'r ddarpariaeth mewn modd effeithlon a chydlynol. Dylid hefyd fesur y galw am ddarpariaeth ddwyieithog ymysg myfyrwyr a darpar fyfyrwyr.

5.3

Cynnal ymchwiliadau statudol

Dengys yr adroddiadau monitro blynyddol a dderbyniwyd gan sefydliadau cyhoeddus fod sefydliadau ar y cyfan yn parhau i geisio gweithredu yn unol ag ymrwymadau eu cynlluniau iaith Gymraeg. Ymdriniwyd â chwynion yn unol â threfniadau cwynion Comisiynydd y Gymraeg a chafwyd datrysiadau buan i drwch yr achosion lle'r oedd cynlluniau iaith mewn bodolaeth.

Mae gan Gomisiynydd y Gymraeg y grym cyfreithiol i gynnal ymchwiliad statudol i fethiannau honedig gan sefydliadau cyhoeddus i gydymffurfio â gofynion eu cynlluniau iaith Gymraeg.

Local authorities

Summaries were provided for the Wales Audit Office on the implementation of local authority Welsh language schemes. The main priorities identified for local authorities were the need to improve the information about the language skills of the workforce; to continue to increase and improve Welsh content on websites; to ensure robust internal governance and scrutiny arrangements in respect of the Welsh language scheme; to invest further in Welsh language training and to consider other methods of improving the skills of the workforce as a result of substantial restrictions on external recruitment; to ensure that departmental business plans link better with the Welsh language scheme and that they include appropriate directions and targets.

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The Welsh Government

The 2011–2012 annual monitoring report was received from the Welsh Government during the summer of 2012. The report was scrutinized in detail and the Commissioner noted over fifty recommendations for the Government to act upon in areas involving increasing awareness of the Welsh language; a bilingual brand and ethos; bilingual skills; Welsh in the workplace; ownership; monitoring and reporting on the scheme.

The Health sector

An overview report of the implementation of the Welsh language schemes of health boards and NHS trusts was prepared. The implementation of Welsh language schemes varied from one body to another. However, a number of the areas where insufficient progress was made were common among a number of organizations. The main priorities identified for health boards and NHS trusts were the need for organizations to increase the level of evidence regarding contract requirements or regarding the link with quality of care; to continue to increase and improve Welsh content on websites; to improve their knowledge of the language skills of the workforce by developing systematic processes to collect and record data on the language skills of staff and to invest further in Welsh language training and to consider other methods of improving the skills of the workforce.

Education and skills

The main priorities identified for further education establishments was that they needed to strengthen their arrangements for collecting data about the linguistic ability of prospective students and to encourage students to continue to develop their bilingual skills as they study in the college; to create a strategy and clear objectives for the Welsh language in terms of the processes for advertising and appointing to posts across the whole range of staff levels; and to prioritise present staff for linguistic training. It was also noted that further education establishments should work with other organizations on areas of national priority and plan the provision in an effective and co-ordinated way. The demand for bilingual provision among students and prospective students should also be measured.

5.3

Conducting statutory investigations

The annual monitoring reports received from public organizations indicate that organizations are, in general, continuing to endeavour to operate in accordance with the commitments in their Welsh language schemes. Complaints were dealt with in accordance with the Welsh Language Commissioner's complaints procedures and early solutions were found for most of the cases where there were Welsh language schemes in place.

The Welsh Language Commissioner has legal powers to conduct statutory investigations into alleged failures by public organizations to comply with the requirements of their Welsh language schemes.

Defnyddiwyd y pwerau i gynnal ymchwiliadau o dan adran 17 Deddf yr Iaith Gymraeg 1993 ar dri achlysur yn ystod 2012–2013 ac ym mhob achos gwnaed argymhellion statudol o dan adran 19 y Ddeddf honno. Dylid nodi fod yr ymchwiliadau hyn wedi dechrau yn ystod cyfnod gweithredol Bwrdd yr Iaith Gymraeg ac wedi eu trosglwyddo i Gomisiynydd y Gymraeg ar 31 Mawrth 2012. Mae adroddiadau'r ymchwiliadau wedi eu cyhoeddi ar wefan y Comisiynydd.

Cyngor Bwrdeistref Sirol Merthyr Tudful

Derbyniwyd cwynion a oedd yn honni bod y Cyngor yn cyhoeddi deunyddiau hyrwyddo uniaith Saesneg; yn cyfathrebu â'r cyhoedd ar bapur yn Saesneg yn unig; yn methu â darparu cyfieithu ar y pryd mewn cyfarfodydd rhwng swyddogion a'r cyhoedd; ac yn cyhoeddi taflenni gorfodaeth parcio sifil yn uniaith Saesneg.

Daeth yr ymchwiliad i'r casgliad bod y Cyngor wedi methu â chydymffurfio â phedwar allan o'r pum maes yr ymchwiliwyd iddynt. Gwnaed pedwar argymhelliad statudol i'r Cyngor. Cyhoeddwyd adroddiad yr ymchwiliad ar 30 Awst 2012 a nodwyd y bydd swyddogion Comisiynydd y Gymraeg yn monitro'r modd y bydd y Cyngor yn gweithredu'r argymhellion.

Bwrdd Iechyd Prifysgol Betsi Cadwaladr

Cynhaliwyd yr ymchwiliad yn dilyn penderfyniad y Bwrdd Iechyd Lleol i hysbysebu am Gaplaniaid newydd gan nodi mai gofyniad 'dymunol' oedd y Gymraeg er bod Caplan rhan-amser Cymraeg ei iaith newydd adael ei swydd.

Daeth yr ymchwiliad i'r casgliad bod y Bwrdd Iechyd Lleol wedi methu â chydymffurfio â chymalau'n ymwneud â phedwar maes yn ei gynllun iaith sef polisïau a mentrau newydd, safon y gwasanaeth, recriwtio staff a gweithredu a monitro'r cynllun. Gwnaed pedwar argymhelliad statudol er mwyn i'r Bwrdd adfer y sefyllfa a chydymffurfio â'i gynllun iaith yn y dyfodol. Cyhoeddwyd adroddiad yr ymchwiliad ar 25 Ionawr 2013 a nodwyd y bydd swyddogion Comisiynydd y Gymraeg yn monitro'r modd y bydd y Bwrdd yn gweithredu'r argymhellion.

Yr Asiantaeth Safonau Gyrru

Cynhaliwyd yr ymchwiliad hwn yn sgil derbyn cwynion gan aelodau o'r cyhoedd a phryderon bod y gwasanaethau Cymraeg yn debygol o ddirywio yn sgil lleihau presenoldeb y corff yng Nghymru. Cyn agor yr ymchwiliad roedd amheuaeth nad oedd yr Asiantaeth Safonau Gyrru wedi llwyddo i gyflawni wyth o gymalau'r cynllun iaith.

Yn dilyn cynnal ymchwiliad i weithrediad cynllun iaith Gymraeg yr Asiantaeth Safonau Gyrru gwnaed pum argymhelliad i'r corff.

Derbyniwyd llythyr gan yr Asiantaeth ar 18 Hydref 2012 yn cadarnhau bod y pum argymhelliad wedi eu cyflawni.

Cwblhawyd yr ymchwiliad hwn yn nyddiau Bwrdd yr Iaith Gymraeg, a chyflwynwyd yr adroddiad â'r partion perthnasol yn nyddiau cynnar Comisiynydd y Gymraeg.

These powers were used to conduct investigations under section 17 of the Welsh Language Act 1993 on three occasions during 2012–2013 and in all cases statutory recommendations were made under section 19 of that Act. It should be noted that these investigations commenced during the operational period of the Welsh Language Board and were transferred to the Welsh Language Commissioner on 31 March 2012. The investigation reports have been published on the Commissioner's website.

Merthyr Tydfil County Borough Council

Complaints were received alleging that the Council was publishing publicity materials in English only; communicating with the public on paper in English only; failing to provide simultaneous translation at meetings between officers and the public; and publishing civil parking enforcement leaflets in English only.

The investigation concluded that the Council had failed to comply with four of the five areas investigated. Four statutory recommendations were made to the Council. The investigation report was published on 30 August 2012 and the Welsh Language Commissioner's officers will be monitoring the Council's implementation of the recommendations.

Betsi Cadwaladr University Health Board

An investigation was conducted following the Local Health Board's decision to advertise for new Chaplains with the Welsh language as a 'desirable' requirement, even though a Welsh-speaking part-time Chaplain had just left the post.

The investigation concluded that the Local Health Board had failed to comply with clauses involving four areas of its Welsh language scheme, namely new policies and enterprises; the standard of the service; staff recruitment, and implementing and monitoring the scheme. Four statutory recommendations were made in order for the Board to rectify the situation and comply with its Welsh language scheme in future. The investigation report was published on 25 January 2013 and the Welsh Language Commissioner's officers will be monitoring the Board's implementation of the recommendations.

The Driving Standards Agency

This investigation was conducted as a result of complaints made by members of the public and concerns that the Welsh language services were likely to suffer as a result of reducing the organization's presence in Wales. Before the investigation commenced, there were suspicions that the Driving Standards Agency had failed to carry out eight of the Welsh language scheme's clauses.

Following an investigation into the implementation of the Driving Standard Agency's Welsh language scheme, five recommendations were made to the body.

A letter was received from the Agency on 18 October 2012 confirming that the five recommendations had been implemented.

This investigation was completed before the abolition of the Welsh Language Board and the report was presented to the relevant parties in the early days of the Welsh Language Commissioner.

5.4 Cyflwyno argymhellion polisi i Weinidogion Cymru

Un o swyddogaethau Comisiynydd y Gymraeg yn unol â'r Mesur yw cyflwyno sylwadau ac argymhellion polisi i Weinidogion Cymru. Nodir yma'r prif sylwadau a gyflwynwyd yn ystod 2012–2013. Ceir rhagor o wybodaeth ynglŷn ag argymhellion a sylwadau polisi'r Comisiynydd ar y wefan.

Argymhellion a sylwadau cyffredinol

Enwi sefydliadau cyhoeddus o dan Ddeddf yr Iaith Gymraeg 1993

Gohebodd y Comisiynydd â'r Gweinidog â chyfrifoldeb dros y Gymraeg ynglŷn â'r angen i gynnal a chynyddu gafael Llywodraeth Cymru dros gyfrif cyhoeddus mewn perthynas ag ymrwymïadau iaith statudol drwy enwi sefydliadau cyhoeddus newydd o dan adran 6(1)(o) Deddf yr Iaith Gymraeg 1993 a thrwy ddiwygio atodlenni Mesur y Gymraeg (Cymru) 2011 fel eu bod yn gyfredol. O ganlyniad, cyflwynodd Llywodraeth Cymru Orchymyn Enwi, a gafodd ei osod ar 4 Ionawr 2013.

Y Gymraeg a chynllunio

Bu'r Comisiynydd yn cwrdd ac yn gohebu'n gyson â'r Gweinidogion perthnasol yn dwyn pwysau arnynt i ddiwygio Nodyn Cyngor Technegol 20 er mwyn rhoi ystyriaeth ar fyrder i'r Gymraeg yn rhan o'r system cynllunio a defnyddio tir. Nododd y Comisiynydd ei phryder na chyflawnodd y Llywodraeth y gwaith hwn yn ystod y flwyddyn.

Sylwadau ac argymhellion mewn ymateb i ymgynghoriadau

Cyflwynodd y Comisiynydd argymhellion a sylwadau trwy ymateb i filiau drafft Llywodraeth Cymru yn ogystal â chyfrannu at ymgynghoriadau yn ymwneud ag is-ddeddfwriaeth. Ymatebwyd hefyd i ymgynghoriadau polisi Llywodraeth Cymru mewn meysydd o flaenoriaeth. Ymatebodd y Comisiynydd i 37 ymgynghoriad o'r fath yn ystod y flwyddyn. Nodir yma grynoded o'r math o sylwadau a wnaed. Mae'r ymatebion llawn i'r holl ymgynghoriadau wedi eu cyhoeddi ar wefan y Comisiynydd.

Fframwaith Strategol ar gyfer Gwasanaethau Cymraeg mewn lechyd

Croesawodd y Comisiynydd ymrwymiad Llywodraeth Cymru i ddatblygu gwasanaethau Cymraeg trwy gyfrwng y Fframwaith Strategol ar gyfer Gwasanaethau Cymraeg mewn lechyd, Gwasanaethau Cymdeithasol a Gofal Cymdeithasol, *Mwy na Geiriau*, a phwysleisiodd yr angen am drefn fonitro gadarn yn ogystal â phrif ffrydio egwyddorion y fframwaith i wahanol feysydd polisi.

Bil Datblygu Cynaliadwy

Cyflwynodd y Comisiynydd sylw ar Bapur Gwyn Llywodraeth Cymru, *Cymru Gynaliadwy; Dewis Gwell ar gyfer Dyfodol Gwell: Ymgynghoriad ar y cynigion ar gyfer y Bil Datblygu Cynaliadwy*. Wrth ymateb i'r Papur Gwyn hwn, nodwyd nad oedd diffiniad y Llywodraeth o ddatblygu cynaliadwy yn hollol eglur o safbwynt y Gymraeg, ac nad oedd y pwyslais ar y Gymraeg yng nghyd-destun ehangach datblygu cynaliadwy yn ddigon cadarn. Mae sicrhau bod y Gymraeg wrth wraidd egwyddor datblygu cynaliadwy yng Nghymru yn allweddol os ydym am weld yr iaith yn ffynnu yn ein cymunedau.

5.4 Submitting policy recommendations to Welsh Ministers

One of the Welsh Language Commissioner's functions in accordance with the Measure is to submit comments and policy recommendations to Welsh Ministers. The main comments submitted during 2012–2013 are outlined here. More information regarding the Commissioner's policy recommendations and comments can be found on the website.

General recommendations and comments

Naming public organizations under the Welsh Language Act 1993

The Commissioner corresponded with the Minister responsible for the Welsh language regarding the need to maintain and increase the Welsh Government's hold over public bodies in respect of statutory language undertakings by naming new public organizations under section 6(1)(o) Welsh Language Act 1993, and by amending the schedules of the Welsh Language (Wales) Measure 2011 so that they are current. As a result, the Welsh Government submitted a Naming Order, which was laid on 4 January 2013.

The Welsh language and planning

The Commissioner met and corresponded regularly with the relevant Ministers, urging them to amend Technical Advice Note 20 in order to give urgent consideration to the Welsh language as part of the planning and land use system. The Commissioner expressed her concern that the Government did not carry out this work during the year.

Comments and recommendations in response to consultations

The Commissioner submitted recommendations and comments by responding to Welsh Government draft bills, and contributing to consultations involving secondary legislation. Responses were also made to Welsh Government policy consultations in priority areas. The Commissioner responded to 37 such consultations during the year. A brief resume of specific comments made is given below. The full responses to all the consultations have been published on the Commissioner's website.

Strategic Framework for Welsh Language Services in Health

The Commissioner welcomed the Welsh Government's commitment to develop Welsh language services by means of the Strategic Framework for Welsh Language Services in Health, Social Services and Social Care, *More Than Just Words*, and emphasised the need for a robust monitoring framework alongside the mainstreaming of the principles of the framework in various policy areas.

Sustainable Development Bill

The Commissioner submitted a comment on the Welsh Government's White Paper, *A Sustainable Wales; Better Choices for a Better Future: Consultation on proposals for a Sustainable Development Bill*. In responding to this White Paper, the Commissioner noted that the Government's definition of sustainable development was not totally clear in relation to the Welsh language, and that the emphasis on the Welsh language in the wider context of sustainable development was not robust enough. Ensuring that the Welsh language is at the heart of sustainable development principles in Wales is vital if we wish to see the language flourish in our communities.

5.5 Cyflwyno argymhellion polisi i Weinidogion y Goron

Ar ddiwrnod olaf Mawrth 2013 roedd 39 cynllun iaith yn weithredol gan gyrff y Goron. Golyga hyn fod yna adrannau yn Whitehall sy'n darparu gwasanaeth i bobl yng Nghymru heb gynllun iaith. Nid yw Deddf yr Iaith Gymraeg 1993 yn ei gwneud hi'n orfodol i gyrff y Goron lunio cynlluniau iaith, ac nid yw'n rhoi'r pŵer i'r Comisiynydd orfodi cyrff y Goron i gydymffurfio â chynlluniau iaith.

Yn gyffredinol mae blwyddyn gyntaf y Comisiynydd o weithio gydag adrannau Whitehall wedi amlygu diffygion niferus yn narpariaeth Gymraeg cyrff y Goron. Cynhaliwyd cyfres o gyfarfodydd rhwng Comisiynydd y Gymraeg ac Ysgrifennydd Gwladol Cymru er mwyn adnabod cyfleoedd i gydweithio i hyrwyddo defnyddio'r Gymraeg yn adrannau Whitehall. Cytunwyd mewn egwyddor i osod trefniadau cydweithio cadarn yn eu lle ar ffurf secondiad tymor penodol unwaith y byddai safonau wedi eu cyflwyno trwy Reoliadau. Nodir yma'r prif sylwadau a gyflwynwyd yn ystod 2012–2013.

Gwasanaethau a gwybodaeth ar-lein

Yn ystod y flwyddyn lansiodd Llywodraeth Prydain wefan newydd gov.uk ar gyfer ei holl wasanaethau a gwybodaeth ar-lein, gan ddisodli gwefan Directgov. Mae llawer iawn llai o dudalennau Cymraeg ar gael ar wefan gov.uk, o'i chymharu â Directgov. Ysgrifennodd y Comisiynydd at y Gweinidog perthnasol i leisio pryder ynglŷn â'r newid.

Papurau pleidleisio dwyieithog

Gohebdd y Comisiynydd â'r Gweinidog â chyfrifoldeb dros Blismona a Chyfiawnder Troseddol Llywodraeth y DU am yr angen i basio Gorchymyn Ffurflenni Cymraeg yn caniatáu defnyddio papurau pleidleisio dwyieithog yn ystod etholiadau i ddewis Comisiynwyr Heddlu a Throseddau. Cafwyd canlyniad cadarnhaol yn y cyswllt hwn.

Cais i ddiwygio deddfwriaeth Brydeinig

Gohebwyd â'r Ysgrifennydd Gwladol dros Gymru i nodi'r angen i ddiwygio'r darnau canlynol o ddeddfwriaeth Brydeinig: Rheoliadau Amlosgi 2008; Rheoliadau Enwau Cwmnïau a Busnesau (Darpariaethau Amrywiol) 2009; Deddf Cofrestru Genedigaethau a Marwolaethau 1953; Rheoliadau Cofrestru Priodasau (Iaith Gymraeg) 1999; Deddf yr Heddlu 1997; Deddf Diwygio'r Heddlu a Chyfrifoldeb Cymdeithasol 2011.

Cynilion a Buddsoddiadau Cenedlaethol

Cafwyd enghraifft o fethu â chadw at egwyddorion craidd deddfwriaeth iaith pan ohebdd Cynilion a Buddsoddiadau Cenedlaethol (CBC), un o asiantaethau'r Goron, â Chomisiynydd y Gymraeg ym mis Chwefror 2013 yn nodi ei fwriad i ddod â'i gynllun iaith Gymraeg i ben ar 22 Ebrill 2013. Ysgrifennodd y Comisiynydd yn egluro nad oes darpariaeth yn Neddf yr Iaith Gymraeg 1993 i gorff, o'i ddewis ei hun, ddirwyn cynllun statudol i ben. Ysgrifennodd Llywodraeth Cymru at CBC yn nodi bod cynlluniau iaith i aros mewn grym hyd nes y bo safonau'n cael eu cyflwyno.

5.6 Ymholiad Iechyd

O dan Adran 7 Mesur y Gymraeg (Cymru) 2011, mae gan y Comisiynydd bŵer i gynnal ymholiad statudol i unrhyw fater sy'n ymwneud ag unrhyw un neu ragor o'i swyddogaethau.

5.5 Submitting policy recommendations to Ministers of the Crown

On the last day of March 2013, 39 Welsh language schemes were in operation by Crown bodies. This means that there are departments in Whitehall which provide services to people in Wales which do not have a Welsh language scheme. The Welsh Language Act 1993 does not make it compulsory for Crown bodies to draw up Welsh language schemes, and it does not give the Commissioner powers to force Crown bodies to comply with Welsh language schemes.

In general, the Commissioner's first year of working with Whitehall departments has revealed numerous shortcomings in the Welsh language provisions of Crown bodies. A series of meetings were held between the Welsh Language Commissioner and the Secretary of State for Wales in order to identify opportunities to collaborate to promote the use of Welsh in Whitehall departments. It was agreed in principle to put robust collaboration arrangements in place in the form of a fixed term secondment once the standards had been introduced through Regulations. Noted here are the main comments submitted during 2012–2013.

Online services and information

During the year, the British Government launched the new gov.uk website for all its on-line services and information, in place of the Directgov website. There are far fewer Welsh pages available on the gov.uk website compared to Directgov. The Commissioner wrote to the relevant Minister to express concern regarding this change.

Bilingual voting papers

The Commissioner corresponded with the Minister responsible for UK Government Policing and Criminal Justice regarding the need to pass a Welsh Forms Order permitting the use of bilingual voting papers during the Police & Crime Commissioner elections. A positive result ensued in this respect.

Request to amend British legislation

There was correspondence with the Secretary of State for Wales noting the need to amend the following pieces of British legislation: Cremation Regulations 2008; Company and Business Names (Miscellaneous Provisions) Regulations 2009; Registration of Births and Deaths Act 1953; Registration of Marriages (Welsh Language) Regulations 1999; Police Act 1997; Police Reform and Social Responsibility Act 2011.

National Savings and Investments

An example of failure to adhere to the core principles of language legislation occurred when one of the Crown agencies, National Savings and Investments, corresponded with the Welsh Language Commissioner in February 2013 noting its intention to terminate its Welsh language scheme on 22 April 2013. The Commissioner replied explaining that there is no provision in the 1993 Welsh Language Act for an organization to terminate a statutory scheme voluntarily. The Welsh Government wrote to National Savings and Investments noting that Welsh language schemes were to remain in force until standards were introduced.

5.6 Health inquiry

Under Section 7 of the Welsh Language (Wales) Measure 2011, the Commissioner has the power to conduct a statutory inquiry into any matter relating to one or more of its functions.

Fis Awst 2012 cyhoeddodd y Comisiynydd fwiad i gynnal ymholiad o dan Adran 7 Mesur y Gymraeg (Cymru) 2011 yn y sector iechyd, a phenderfynwyd canolbwyntio ar faes gofal sylfaenol gan ei fod yn faes sy'n cyffwrdd â bywydau nifer fawr o bobl yng Nghymru. Erbyn diwedd mis Mawrth 2013 roedd cylch gorchwyl yr ymholiad wedi ei gyhoeddi. Caiff yr Ymholiad ei gynnal o fis Mai 2013 ymlaen a bydd yn edrych ar brofiadau siaradwyr Cymraeg wrth dderbyn neu fethu â derbyn gwasanaethau drwy gyfrwng y Gymraeg gan ddarparwyr gofal sylfaenol. Bydd hefyd yn edrych ar dystiolaeth gan y sector ei hun ac yn ystyried y ffactorau hynny sy'n ganolog i ddarpariaeth cyfrwng Cymraeg.

5.7 **Arsyllfa**

Yn dilyn cyhoeddi canlyniadau Cyfrifiad 2011, cyhoeddwyd y byddai'r Comisiynydd yn sefydlu Arsyllfa. Nod yr Arsyllfa fydd cyflwyno dadansoddiadau ac argymhellion polisi i wneuthurwyr polisi fel y gallant weithredu'n gadarnhaol mewn perthynas â'r Gymraeg, yn benodol mewn perthynas â materion yn ymwneud â datblygu economaidd, cynllunio a gwaith. Bydd angen i'r argymhellion fod yn seiliedig ar dystiolaeth, ac er mwyn cyflawni hynny bydd yr Arsyllfa'n tynnu ynghyd yr ymchwil a'r wybodaeth sydd eisoes ar gael; yn comisiynu ymchwil newydd yn ôl yr angen, ac yn cynnal adolygiadau mewn meysydd penodol.

5.8 **Delio â phryderon y cyhoedd**

Mae gan Gomisiynydd y Gymraeg bwerau statudol o dan Fesur y Gymraeg (Cymru) 2011 i ystyried ac ymchwilio i gwynion am fethiannau honedig gan sefydliadau cyhoeddus i weithredu gofynion eu cynlluniau iaith Cymraeg ac achosion o ymyrraeth â rhyddid unigolion i ddefnyddio'r Gymraeg â'i gilydd yng Nghymru. Er nad oes gan y Comisiynydd bwerau statudol dros y defnydd a wneir o'r Gymraeg gan nifer o gwmnïau preifat a sefydliadau'r trydydd sector, mae'n croesawu cwynion am sefydliadau o'r fath gyda golwg ar gydweithio â'r sefydliadau hyn i geisio datrys cwynion ar ran unigolion.

Pan sefydlwyd Comisiynydd y Gymraeg rhoddwyd proses ar waith i alluogi unigolion i gwyno i'r Comisiynydd drwy lenwi ffurflen gwyno bapur neu ar-lein, neu drwy gwyno dros y ffôn neu'n ysgrifenedig.

Sefydlwyd Panel Cwynion ac Ymchwiliadau Statudol er mwyn ystyried materion yn ymwneud â chwynion yn ogystal ag unrhyw ymchwiliadau statudol sydd ar waith. Mae'r Panel fel arfer yn cwrdd yn fisol ac mae'n cynnig argymhellion i'r Comisiynydd.

Pan fydd safonau mewn grym bydd gan Gomisiynydd y Gymraeg fwy o rym statudol i ymchwilio i gwynion a'u datrys. Pan na fydd sefydliad sy'n ddarostyngedig i'r safonau hyn yn darparu gwasanaeth Cymraeg, bydd modd gosod cosb arno, sicrhau ei fod yn unioni'r cam neu roi dirwy iddo.

Dadansoddiad o'r cwynion

Yn ystod y flwyddyn cyflwynwyd 468 achos i'r Comisiynydd gan unigolion a oedd yn teimlo bod ganddynt le i gwyno. Mae'r achosion hyn yn cynnwys cwynion statudol, lle mae gan y Comisiynydd bŵer cyfreithiol dros ddefnydd y sefydliad neu'r person o'r Gymraeg, a chwynion anstatudol, lle nad oes gan y Comisiynydd bŵer o'r fath.

In August 2012, the Commissioner announced the intention to conduct an inquiry under Section 7 of the Welsh Language Measure (Wales) 2011 in the health sector, concentrating on primary care, as it was an area that touched the lives of a large number of people in Wales. By the end of March 2013, the inquiry's terms of reference had been published. The inquiry will begin in May 2013 and will look at the experiences of Welsh speakers as they receive or fail to receive services through the medium of Welsh from primary care providers. It will also look at evidence from the sector itself and consider those factors that are central to a Welsh-medium provision.

5.7 **Observatory**

Following the publication of the results of the 2011 Census, the Commissioner announced the establishment of an Observatory. The aim of the Observatory will be to submit policy analyses and recommendations to policy makers in order for them to take positive action in respect of the Welsh language, specifically in relation to economic, planning and employment-development issues. The recommendations will need to be evidence-based, and in order to achieve this, the Observatory will collate research and information that is already available, commission new research as necessary and conduct reviews of specific fields.

5.8 **Dealing with public concerns**

The Welsh Language Commissioner has statutory powers under the Welsh Language (Wales) Measure 2011 to consider and investigate complaints about alleged failures by public organizations to implement the requirements of their Welsh language schemes and cases of interference with the freedom of individuals to use Welsh with each other in Wales. Although the Commissioner has no statutory powers over the use made of the Welsh language by a number of private companies and third sector organizations, complaints about such organizations are welcomed with a view to collaborating with these organizations to try to resolve complaints on behalf of individuals.

When the Welsh Language Commissioner was established, a process was put in place to enable individuals to complain to the Commissioner by filling in a paper or on-line complaint form, or by complaining over the telephone or in writing.

A Complaints and Statutory Investigations Panel was established in order to consider matters involving complaints as well as any statutory investigations that are under way. The Panel usually meets on a monthly basis and it proposes recommendations to the Commissioner.

Once the standards are in force the Welsh Language Commissioner will have increased statutory powers to investigate and resolve complaints. When an organization subject to these standards fails to provide services in Welsh, it will be possible to penalize that organization, ensure that it rectifies the omission, or impose a fine on the organization.

Analysis of the complaints

During the year 468 cases were submitted to the Commissioner by individuals who felt they had reason to complain. These cases include statutory complaints, where the Commissioner has legal power over the organization or the individual's use of the Welsh language, and non-statutory complaints, where the Commissioner has no powers.

Ymysg y rhain derbyniwyd 103 cwyn am gyrff y Goron, sef Adrannau Llywodraeth y DU a'u hasiantaethau. Mae Rhan 2 Deddf yr Iaith Gymraeg 1993 yn caniatáu gosod dyletswydd ar gyrff cyhoeddus i baratoi cynlluniau iaith Gymraeg. Yng nghyd-destun y ddyletswydd honno ni ystyrir unrhyw was neu asiant i'r Goron yn 'gorff cyhoeddus'. Er bod gan nifer o Adrannau Llywodraeth y DU a'u hasiantaethau gynlluniau iaith Gymraeg gwirfoddol nid oes gan y Comisiynydd yr un pwerau i fynd i'r afael â chwynion am gyrff y Goron ag sydd ganddo i ystyried cwynion am sefydliadau cyhoeddus yng Nghymru.

Cwynion a datganiadau o anfonlonrwydd yn ôl sector:

	Nifer	Canran
Cyhoeddus	213	45%
Preifat	120	26%
Cyrff y Goron	103	22%
Arall	18	4%
Trydydd	14	3%

Rhyddid i ddefnyddio'r Gymraeg

Mae Mesur y Gymraeg (Cymru) 2011 yn nodi bod gan siaradwyr Cymraeg ryddid i ddefnyddio'r Gymraeg â'i gilydd yng Nghymru. Caiff unigolyn ofyn i'r Comisiynydd ymchwilio i achosion o ymyrraeth honedig o ran defnyddio'r Gymraeg rhwng unigolion yng Nghymru.

Mater i'r Comisiynydd yw penderfynu ymchwilio i ymyrraeth honedig ai peidio. Gall y Comisiynydd gynnal ymchwiliad i achosion o'r fath a llunio adroddiad yn nodi casgliadau ynghylch yr ymyrraeth ond ni chaiff gymryd camau gorfodi.

Yn ystod y flwyddyn cyflwynwyd tri chais perthnasol i'r Comisiynydd. Serch hynny, nid oedd modd cymryd unrhyw gamau pellach ar sail diffyg tystiolaeth i gefnogi'r ceisiadau neu oherwydd i'r ymyrraeth honedig ddigwydd cyn 1 Ebrill 2012.

5.9

Y trydydd sector

Erbyn diwedd mis Mawrth 2013 roedd gan y Comisiynydd dîm o swyddogion yn gweithio'n uniongyrchol â sefydliadau'r trydydd sector, yn eu cynghori ar sut i gynyddu'r defnydd o'r Gymraeg yn wirfoddol, a sut i baratoi ar gyfer cydymffurfio â gofynion statudol maes o law os ydynt yn gymwys i wneud hynny'n unol â'r Mesur. Am ran helaeth o'r flwyddyn, dim ond un swyddog fu'n ymgymryd â gwaith y sector hwn.

Cynlluniau iaith y trydydd sector

Nid oes gofyniad yn Neddf yr Iaith Gymraeg 1993 ar sefydliadau'r trydydd sector i baratoi cynlluniau iaith, ond mae llawer yn dewis eu llunio ar sail wirfoddol. Ar 31 Mawrth 2013 roedd 90 cynllun iaith gwirfoddol yn weithredol gan fudiadau yn y trydydd sector. Mae'r Comisiynydd wedi paratoi templedi polisïau iaith Gymraeg enghreifftiol ar gyfer y trydydd sector er mwyn hwyluso'r broses o baratoi cynlluniau iaith gwirfoddol.

Among these, 103 complaints were received about Crown bodies, namely UK Government Departments and their agencies. Part 2 of the Welsh Language Act 1993 allows the imposition of a duty on public bodies to prepare Welsh language schemes. In the context of that duty no servant or agent of the Crown is considered a 'public body'. Although a number of UK Government Departments and their agencies have voluntary Welsh language schemes, the Commissioner does not have the same powers to deal with complaints about Crown bodies as it does in the case of public organizations in Wales.

Complaints and statements of dissatisfaction according to sector:

	Number	Percentage
Public	213	45%
Private	120	26%
Crown Bodies	103	22%
Other	18	4%
Third	14	3%

Freedom to use Welsh

The Welsh Language (Wales) Measure 2011 notes that Welsh speakers have the right to use the Welsh language with each other in Wales. Individuals may ask the Commissioner to investigate cases of alleged interference in terms of using the Welsh language between individuals in Wales.

It is a matter for the Commissioner to decide whether to investigate an alleged interference or not. The Commissioner may conduct an investigation into such cases and produce a report noting conclusions regarding the interference, but may not take enforcement action.

During the year, three relevant applications were submitted to the Commissioner. However, it was not possible to take any further action due to lack of evidence to support the applications or due to the alleged interference having taken place before 1 April 2012.

5.9

The third sector

By the end of March 2013 the Commissioner had a team of officers working directly with third sector organizations, advising them on how to increase the use of Welsh voluntarily, and how to prepare for complying with statutory requirements in due course if they are eligible to do so under the Measure. For a considerable part of the year, work in this sector was undertaken by only one officer.

Third sector Welsh language schemes

There is no requirement in the Welsh Language Act 1993 for third sector organizations to prepare Welsh language schemes, but many choose to create them on a voluntary basis. On 31 March 2013, 90 voluntary Welsh language schemes were in operation by third sector organizations. The Commissioner has prepared templates of exemplar Welsh language policies for the third sector in order to facilitate the process of preparing voluntary Welsh language schemes.

Bu'r Comisiynydd yn cyfarfod â phartneriaid allweddol sy'n dylanwadu ar gyllideb neu gyfeiriad polisi'r trydydd sector gan gynnwys Prif Weithredwr a Bwrdd Cyngor Gweithredu Gwirfoddol Cymru, Chwaraeon Cymru, Cyngor Celfyddydau Cymru a'r Gronfa Loteri Fawr er mwyn eu haddysgu am y gofynion newydd a fydd yn berthnasol i rai o sefydliadau'r trydydd sector yn sgil Mesur y Gymraeg (Cymru) 2011.

Yn ystod 2012–13 bu'r Comisiynydd yn cefnogi cynllun Estyn Llaw, sef cynllun sy'n cynnig cefnogaeth a chymorth i fudiadau trydydd sector a chymunedol i gynyddu eu defnydd o'r Gymraeg. Un o brosiectau Estyn Llaw yn ystod 2012–2013 oedd cynorthwyo'r canolfannau gwirfoddoli sirol i ddysgu sut i ddenu mwy o wirfoddolwyr sy'n siarad Cymraeg a'u cyfeirio at elusennau sy'n chwilio am wirfoddolwyr Cymraeg eu hiaith.

Cynhaliodd y Comisiynydd bedair seminar ar y cyd ag Estyn Llaw er mwyn darparu cyngor i sefydliadau ar oblygiadau'r Mesur ar eu gwaith. Canolbwyntiwyd ar yr elusennau hynny sydd â phencadlys cenedlaethol a strwythur ffederal ar gyfer swyddfeydd rhanbarthol. Rhoddwyd cyflwyniad i ymddiriedolwyr biwros lleol Cyngor ar Bopeth Cymru ac fe gynhaliwyd seminar â phenaethiaid canghennau sirol Gofal a Thrwsio Cymru.

Yn dilyn adroddiad ymgynghorwyr allanol ar waith Estyn Llaw, mae'r Comisiynydd yn awr yn ystyried y ffordd orau o gynnig arweiniad i sefydliadau'r trydydd sector.

5.10 Y sector preifat

Mae'r Comisiynydd wedi gweithio ar ddylanwadu ar fusnesau gan bwysleisio bod defnyddio'r Gymraeg yn arwydd o fusnes sy'n ystyried ei effaith ar gymdeithas a'r amgylchedd lleol.

Bu pwyslais ar gyfathrebu'n gyson â'r prif randdeiliaid busnes er mwyn eu haddysgu am y gofynion newydd ac am effaith y ddeddfwriaeth ar gwmnïau preifat. Roedd hyn yn cynnwys cyfarfodydd a chyflwyniadau i swyddogion ac aelodau Conffederasiwn Busnes Prydain, Ffederasiwn Busnesau Bach, Sefydliad y Cyfarwyddwyr, Siambr Fasnach De Cymru a Siambr Fasnach Gogledd Cymru. Yn ogystal, bu swyddogion yn bresennol mewn nifer o ddiwyddiadau busnes er mwyn egluro gwaith y Comisiynydd a'r newid o drefn polisiau iaith gwirfoddol i'r drefn safonau.

Mae nifer cynyddol o fusnesau'r stryd fawr yn gwneud defnydd amlwg o'r Gymraeg yng Nghymru. Maent yn gwneud hyn trwy arddangos arwyddion dwyieithog, trwy ddefnyddio'r Gymraeg mewn datblygiadau technolegol, trwy farchnata eu gwasanaeth i gwsmeriaid ac wrth ddatblygu eu staff.

Yn dilyn trafodaethau â swyddogion Comisiynydd y Gymraeg mae archfarchnad Morrisons wedi buddsoddi mewn datblygiad technoleg Cymraeg drwy gyflwyno opsiwn Cymraeg ar eu desgiau talu hunan wasanaeth ar draws Cymru. Mae'r busnesau eraill sydd eisoes yn cynnig y gwasanaeth hwn yn cynnwys Tesco, Marks & Spencer a B&Q.

Gyda'r Gymraeg yn iaith swyddogol yng Nghymru, mae nifer o fanciau yn ailedrych ar eu polisiau ac yn eu hadnewyddu ar y cyd â'r Comisiynydd. Arweiniodd trafodaethau rhwng swyddogion y Comisiynydd â NatWest at ail-frandio'r cwmni yng Nghymru fel NatWest Cymru.

The Commissioner met key partners who influence the budget or policy direction of the third sector including the Chief Executive and the Board of the Wales Council for Voluntary Action, Sports Wales, Arts Council for Wales and the Big Lottery Fund in order to educate them about the new requirements that will be relevant to some of the third sector organizations as a result of the Welsh Language (Wales) Measure 2011.

During 2012–13 the Commissioner supported the Estyn Llaw project, a scheme that offers help and support to third sector and community organizations to increase their use of the Welsh language. One of the Estyn Llaw projects during 2012–2013 was to help the county volunteer centres to learn how to attract more Welsh-speaking volunteers and to direct them to charities that are looking for Welsh-speaking volunteers.

The Commissioner held four seminars jointly with Estyn Llaw to provide advice to organizations on the implications of the Measure for their work. Charities with a national headquarters and a federal structure for regional offices were targeted specifically. A presentation was given to the trustees of local Citizen's Advice Bureaux and a seminar was held with the heads of county branches of Care and Repair Wales.

Following a report by external consultants on the work of Estyn Llaw, the Commissioner is now considering the best way of offering guidance to third sector organizations.

5.10 The private sector

The Commissioner has worked on influencing businesses, emphasising that using the Welsh language is a sign of a business that considers its effect on society and the local environment.

Regular communication with the main business stakeholders was emphasised in order to inform them of the new requirements and how the legislation will affect private companies. This included meetings and presentations to officers and members of the Confederation of British Industry, Federation of Small Businesses, Institute of Directors, South Wales Chamber of Commerce and North Wales Chamber of Commerce. Also, officers were present at a number of business events in order to explain the work of the Commissioner and the change from a system of voluntary Welsh language schemes to a system of standards.

An increasing number of high street businesses make prominent use of the Welsh language in Wales. They do this by displaying bilingual signs, using Welsh in technological developments, marketing their service to customers and developing their staff.

Following discussions with Welsh Language Commissioner officers, Morrisons supermarkets have invested in the development of Welsh language technology by introducing a Welsh option on their self-service pay desks across Wales. The other businesses which already offer this service include Tesco, Marks & Spencer and B&Q.

As Welsh is an official language in Wales, a number of banks are revising their policies and renewing them jointly with the Commissioner. Discussion between the Commissioner's officers and NatWest led to re-branding the company in Wales as NatWest Cymru.

Mae'r Comisiynydd hefyd yn gweithio ag ystod eang o fusnesau bach sy'n asgwrn cefn economi Cymru. Ymysg y busnesau sydd wedi cynyddu eu darpariaeth Gymraeg yn sgil trafod â swyddogion y Comisiynydd mae sefydliadau yn y maes twristiaeth a gwasanaethau lleol.

Cynhaliwyd nifer o gyfarfodydd i annog datblygu'r defnydd o'r Gymraeg ym maes hamdden a chwaraeon. Er i'r Comisiynydd gynnal cyfarfodydd pwrpasol â swyddogion Undeb Rygbi Cymru i geisio dylanwadu arnynt i ddefnyddio'r Gymraeg, ni chafwyd ymateb cadarnhaol. Bu ymgyrch gref hefyd gan ddefnyddwyr y wefan rhwydweithio cymdeithasol Twitter i gynyddu defnydd URC o'r Gymraeg, a bydd y Comisiynydd yn parhau i roi pwysau arnynt i gyflwyno'r Gymraeg yn ystod 2013–2014.

5.11 Cyfieithu, terminoleg, enwau lleoedd ac isadeiledd

Yn sgil diddymu Bwrdd yr Iaith Gymraeg ac er mwyn gwireddu amcanion Strategaeth y Gymraeg, *Iaith Fyw: Iaith Byw*, trosglwyddwyd y cyfrifoldeb o ddatblygu'r meysydd hyn i Gomisiynydd y Gymraeg ym mis Ebrill 2012.

Cyfieithu

Comisiynwyd adolygiad o'r dull o reoleiddio ac achredu'r proffesiwn cyfieithu Cymraeg/Saesneg i gynorthwyo Comisiynydd y Gymraeg i adnabod y dull gorau o gefnogi a datblygu'r diwydiant cyfieithu.

Cytunodd Comisiynydd y Gymraeg a'r Coleg Cymraeg Cenedlaethol i gydweithio i gryfhau a datblygu'r proffesiwn cyfieithu Cymraeg/Saesneg. Bu'r Comisiynydd yn trafod y camau nesaf â Chymdeithas Cyfieithwyr Cymru er mwyn iddi ymaddasu i weithredu fel corff proffesiynol sy'n canolbwyntio ar faterion rheoleiddio a chynrychioli ei haelodau dros y blynyddoedd nesaf.

Terminoleg

Cwblhawyd prosiect safoni termau gweinyddu cyfiawnder ar y cyd ag unigolion a sefydliadau o'r sector gweinyddu cyfiawnder. Er mwyn cyflawni'r gwaith hwn daethpwyd ag arbenigwyr o'r maes gweinyddu cyfiawnder ac arbenigwyr ieithyddol at ei gilydd i sicrhau bod y termau'n safonol ac yn gywir. Bydd y termau hyn yn gymorth mawr i gynyddu'r defnydd a wneir o'r Gymraeg yn y sector cyfiawnder.

Bu'r Comisiynydd yn ymchwilio i'r gweithgareddau presennol yn y maes safoni termau yng Nghymru a thramor. Bydd hyn yn gymorth i osod rhaglen waith y Comisiynydd yn y maes dros y blynyddoedd nesaf fel cyfraniad i hwyluso isadeiledd y Gymraeg.

Y Comisiynydd sy'n gyfrifol am gynnal a datblygu *Geiriadur yr Academi* ar-lein. Yn ystod 2012–2013 gwnaed dros 1.25 miliwn chwiliad yn y geiriadur ar-lein.

Enwau lleoedd

Ymatebodd y Comisiynydd i Arolwg 2013 y Comisiwn Ffiniau i Gymru o Etholaethau Seneddol yng Nghymru gan dynnu sylw'r Comisiwn at y pŵer o dan Ddeddf yr Iaith Gymraeg 1993 i roi enwau drwy offeryn statudol i unrhyw gorff, swydd neu le, ac sy'n cynnwys pŵer i roi enwau gwahanol yn Saesneg ac yn Gymraeg.

The Commissioner also works with a wide range of small businesses that are the backbone of the Welsh economy. Among the businesses that have increased their Welsh language provision as a result of discussions with the Commissioner's officers are organizations in the fields of tourism and local services.

A number of meetings were held to encourage developing the use of the Welsh language in sports and leisure. Despite the Commissioner holding specific meetings with officers of the Wales Rugby Union to try to persuade them to use the Welsh language, their response was negative. There was also a concerted effort by users of the social networking site Twitter to increase the use of Welsh by the WRU, and the Commissioner will continue to exert pressure on them during 2013–2014.

5.11 Translation, terminology, place-names and infrastructure

As a result of the abolition of the Welsh Language Board, and in order to realise the objectives of the Welsh Language Strategy, *A Living Language: A Language for Living*, the responsibility for developing these areas was transferred to the Welsh Language Commissioner in April 2012.

Translation

A review of the method of regulating and accrediting the Welsh/English translation profession was commissioned to assist the Welsh Language Commissioner in identifying the best means of supporting and developing the translation industry.

The Welsh Language Commissioner and the Coleg Cymraeg Cenedlaethol agreed to work together to strengthen and develop the Welsh/English translation profession. The Commissioner discussed the next steps with Cymdeithas Cyfieithwyr Cymru (The Association of Welsh Translators and Interpreters) in order for it to adapt over the coming years to operate as a professional body concentrating on regulatory matters and representing its members.

Terminology

A project to standardize administration of justice terminology was completed jointly with individuals and organizations from the administration of justice sector. In order to carry out this work, experts from the administration of justice field and linguistic experts were brought together to ensure that the terms are standard and correct. These terms will be very useful in increasing the use of Welsh in the justice sector.

The Commissioner investigated the present activities in the field of terminology standardization in Wales and abroad. This will inform the Commissioner's work programme in this field over the coming years as a contribution to facilitating the infrastructure of the Welsh language.

The Commissioner is responsible for maintaining and developing the on-line *Welsh Academy English-Welsh Dictionary*. During 2012–2013, over 1.25 million searches were made in the on-line dictionary.

Place-names

The Commissioner responded to the Wales Boundary Commission's 2013 Survey of Parliamentary Constituencies in Wales, drawing the Commission's attention to the power under the Welsh Language Act 1993 to provide names by statutory instrument to any body, post or place, and which includes the power to give different names in English and in Welsh.

Yn Adroddiad Cynigion Diwygiedig Arolwg 2013 o Etholaethau Seneddol a gyhoeddwyd ym mis Hydref 2012 nododd y Comisiwn ei fod o'r farn ei fod yn briodol i bob etholaeth yng Nghymru fod ag enwau cyfatebol yn Gymraeg a Saesneg lle bo hynny'n bosibl.

Rhoddwyd cyngor i 15 o gyrff (cyhoeddus a phreifat) ac unigolion ynglŷn ag enwau lleoedd yng Nghymru. Hefyd, rhoddwyd cyngor i Aelodau Cynulliad am faterion yn ymwneud ag enwau lleoedd neu strydoedd yn eu hetholaethau. Ymatebwyd i gais gan Bwyllgor Deisebau Cynulliad Cymru yn gofyn am safbwynt y Comisiynydd ar roi enwau Cymraeg ar gefnffyrdd Cymru.

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Isadeiledd technoleg gwybodaeth

Ym mis Mai 2012 lanswyd Gmail Cymraeg. Cafodd Gmail ei gyfieithu gan ddefnyddio system Translator Toolkit Google, sef system cof cyfieithu soffistigedig yn y cwmwl sy'n cynnwys peiriant cyfieithu peirianyddol Google Translate. Cafodd y gwaith ei reoli gan swyddogion Comisiynydd y Gymraeg ar y cyd â Google.

Ymatebwyd i ymgynghoriad Nominet ar barthau gwe .cymru a .wales. Gobaith y Comisiynydd yw y bydd modd i Nominet gynyddu presenoldeb y Gymraeg ar y we.

5.12 Darparu cyngor cyfreithiol

Derbyniodd Comisiynydd y Gymraeg geisiadau am gyngor cyfreithiol, yn unol ag Adran 9 y Mesur, ar ddau fater neilltuol gan aelodau'r cyhoedd yn ystod y flwyddyn. Ymatebwyd yn gadarnhaol i'r ceisiadau drwy ddarparu llythyrau a seiliwyd ar gyngor cyfreithiol i'r Comisiynydd.

Roedd un mater yn ymwneud â darparu cludiant ysgol a'r ddyletswydd ym Mesur Teithio i Ddysgwyr (Cymru) 2008 ar awdurdodau lleol i hybu mynediad i addysg a hyfforddiant drwy gyfrwng y Gymraeg. Nododd cyngor cyfreithiol y Comisiynydd mai dyletswydd i hybu, nid sicrhau, mynediad sydd yn y Mesur, ac felly gellid dadlau nad yw hynny'n creu dyletswydd absoliwt ar awdurdodau lleol. Cyfrifoldeb yr awdurdod lleol yw ystyried yr holl amgylchiadau perthnasol a dod i farn ar faterion cludiant a theithio i ysgolion a manau addysg eraill.

Roedd a wnelo'r cyngor cyfreithiol arall ag erthyglau 12 a 30 Confensiwn y Cenhedloedd Unedig ar Hawliau Plant. Nododd cyngor cyfreithiol y Comisiynydd mai cytundeb rhyngwladol yw'r Confensiwn rhwng y gwledydd hynny sydd wedi ei fabwysiadu yn ffurfiol. Yng Nghymru o fis Mai 2012 ymlaen, mae Mesur Hawliau Plant a Phobl Ifanc (Cymru) 2011 yn ymgorffori holl hawliau'r Confensiwn i'r graddau bod dyletswydd ar Weinidogion Cymru wrth weithredu eu swyddogaethau i dalu sylw dyledus i hawliau'r Confensiwn. Er nad yw'r Mesur yn rhoi hawliau uniongyrchol i blant, mae'n gosod dyletswydd statudol ar Weinidogion Cymru i dalu sylw dyledus i'r Confensiwn.

5.13 Codi ymwybyddiaeth

Canolbwyntiodd y Comisiynydd ar gyfathrebu negeseuon ynghylch bodolaeth y swyddogaeth, yr ymgynghoriad ar safonau drafft, a'r newid o gynlluniau iaith i gyfundrefn safonau.

In the Revised Proposals Report of the 2013 Review of Parliamentary Constituencies published in October 2012, the Commission noted that it was of the opinion that it was appropriate for each constituency in Wales to have corresponding names in English and in Welsh if possible.

Advice was given to 15 bodies (public and private) and individuals regarding place-names in Wales. Advice was also given to Assembly Members in matters involving place-names or street names in their constituencies. A response was made to a request from the Petitions Committee of the Welsh Assembly for the Commissioner's viewpoint on giving Welsh names to trunk roads in Wales.

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Information technology infrastructure

In May 2012 a Welsh version of Gmail was launched. Gmail was translated using the Google Translator Toolkit system, a sophisticated cloud translation memory system which includes Google Translate machine translation. The project was managed by the Welsh Language Commissioner's officers in partnership with Google.

A response was given to the Nominet consultation on .cymru and .wales web domains. The Commissioner hopes it will be possible for Nominet to increase the presence of the Welsh language on the internet.

5.12 Providing legal advice

The Welsh Language Commissioner received requests for legal advice from members of the public, in accordance with Section 9 of the Measure, on two specific matters during the year. A positive response was given to the requests by providing letters based on legal advice given to the Commissioner.

One matter involved the provision of school transport and the duty placed upon local authorities in the Learner Travel (Wales) Measure 2008 to promote access to education and training through the medium of Welsh. The Commissioner's legal advice noted that the Measure included a duty to promote, not to ensure access, and so it could be argued that it did not create an absolute duty for local authorities. Each local authority is responsible for considering all relevant circumstances and deciding on transport and travel to schools and other education sites.

The other legal advice involved articles 12 and 30 of the United Nations Convention on the Rights of the Child. The Commissioner's legal advice noted that the Convention was an international agreement between those countries that had formally adopted it. In Wales, from May 2012 onwards, the Rights of Children and Young Persons (Wales) Measure 2011, incorporated all the Convention's rights to the extent that there was a duty on Welsh Ministers, to give due regard to the rights of the Convention in carrying out their functions. Although the Measure does not give direct rights to children, it places a duty on Welsh Ministers to give due regard to the Convention.

5.13 Raising awareness

The Commissioner concentrated on communicating messages regarding the existence of the function, the consultation on draft standards, and the change from Welsh language schemes to a system of standards.

Rhwng mis Mai a mis Awst 2012, cynhaliodd y Comisiynydd chwe cyfarfod cyhoeddus ar draws Cymru. Roedd y cyfarfodydd hyn yn agored i'r cyhoedd a gwahoddiwyd yn ogystal gynrychiolwyr o nifer fawr o sefydliadau yn y sector cyhoeddus, y trydydd sector a'r sector preifat. Yr ardaloedd yr ymwelwyd â hwy oedd Wrecsam, Caernarfon, Aberystwyth a Chaerfyrddin a chynhaliwyd dau gyfarfod yng Nghaerdydd. Aed ati i dynnu sylw'r cyhoedd at y cyfarfodydd hyn drwy anfon gwahoddiadau at wahanol sefydliadau a chymdeithasau yn yr ardaloedd, drwy hysbysebu yn y wasg leol a thrwy ddefnyddio gwefannau rhwydweithio cymdeithasol.

Sesiynau briffio

Bu'r Comisiynydd mewn dros 200 o gyfarfodydd allanol pwrpasol yn ystod y flwyddyn gyda chyrff cyhoeddus, sefydliadau sector preifat a'r trydydd sector ynghyd â gwleidyddion. Bu'n annerch cynadleddau arbennig, er enghraifft Cynhadledd a Gwobrau Cymraeg mewn Iechyd a chynhadledd Mudiadau Dathlu'r Gymraeg, ynghyd â siarad am ei gwaith yng nghyfarfodydd blynyddol y Coleg Cymraeg Cenedlaethol a phwyllgor 'Rhwydiaith' y Gymdeithas Llywodraeth Leol.

Bu'n rhoi cyflwyniadau i nifer o wahanol sectorau, sefydliadau a grwpiau, er enghraifft Sefydliad y Cyfarwyddwyr, y Grŵp Trawsbleidiol ar y Gymraeg, cartrefi Cymunedol Cymru ac Undeb Myfyrwyr Cymru. Mae rhestr gyflawn ar wefan y Comisiynydd.

Sioeau

Roedd gan y Comisiynydd bresenoldeb yn sioeau cenedlaethol haf 2012, sef yn Eisteddfod yr Urdd, y Sioe Fawr yn Llanelwedd a'r Eisteddfod Genedlaethol.

Roedd bod yn y sioeau hyn yn galluogi'r Comisiynydd a'i swyddogion i gwrdd â phobl a thrafod cwmpas y gwaith, a rhannu gwybodaeth drwy ddsbarthu llyfrynau gwybodaeth ynglŷn â'r swyddogaeth, y drefn gwyno a'r ymgynghoriad ar safonau.

Yn yr Eisteddfod Genedlaethol cynhaliodd a chadeiriodd y Comisiynydd sesiynau panel i drafod goblygiadau'r gyfraith ar y Gymraeg ynghyd â meysydd posibl y gallasai'r ymholiad iechyd a gofal ganolbwyntio arnynt.

Cynhaliodd y Comisiynydd sesiwn ymwybyddiaeth a chyflwyno'r safonau gydag aelodau'r Ddraig Ffyni, sef Cynulliad Plant a Phobl Ifanc Cymru.

Y wasg a'r cyfryngau

Yn ystod y flwyddyn, ymddangosodd 294 erthygl am Gomisiynydd y Gymraeg yn y wasg brint ac ar-lein. Roedd yr erthyglau hyn yn gyfuniad o erthyglau a luniwyd ar sail cyhoeddiad neu ddatganiad gan y Comisiynydd, ymatebion i gwestiynau penodol gan newyddiadurwyr neu'n straeon yn seiliedig ar weithredoedd y Comisiynydd. O'r erthyglau hyn, ymddangosodd pump ohonynt yn y wasg Brydeinig, 89 yn y wasg genedlaethol (cyfrwng Cymraeg), 110 yn y wasg genedlaethol (cyfrwng Saesneg), 32 mewn erthyglau ar-lein, 34 mewn cyhoeddiadau rhanbarthol neu leol a 26 mewn papurau bro.

Cymerodd y Comisiynydd ran mewn 22 cyfweiliad radio a 21 cyfweiliad teledu yn ystod y flwyddyn.

Between May and August 2012, the Commissioner held six public meetings across Wales. These meetings were open to the public and representatives of a large number of public sector, third sector and private sector organizations were also invited. The areas visited were Wrexham, Caernarfon, Aberystwyth and Carmarthen and two meetings were held in Cardiff. The public was made aware of these meetings through invitations sent to various organizations and societies in the areas, advertisements in the local press and social networking sites.

Briefing sessions

The Commissioner attended over 200 external meetings during the year with public bodies, third sector and private organizations as well as politicians. The Commissioner addressed special conferences, for example the Welsh in Health Conference and Awards and the Mudiadau Dathlu'r Gymraeg conference, and also spoke about her work at the annual meetings of the Coleg Cymraeg Cenedlaethol and the Local Government Association 'Rhwydiaith' committee.

The Commissioner gave presentations to a number of different sectors, organizations and groups, for example the Institute of Directors, the Cross-Party Group on the Welsh Language, Cartrefi Cymunedol Cymru and the National Union of Students in Wales. A full list can be found on the Commissioner's website.

Shows

The Commissioner had a presence at the national summer shows of 2012, namely the Urdd Eisteddfod, the Royal Welsh Agricultural Show and the National Eisteddfod.

Attending these shows enabled the Commissioner and the Commissioner's officers to meet people and discuss the scope of the work, and share information by distributing information booklets regarding the function, the complaints procedure and the consultation on standards.

At the National Eisteddfod, the Commissioner held and chaired panel sessions to discuss the implications of legislation on the Welsh language together with the possible areas on which the health and care investigation could focus.

The Commissioner held an awareness and introductory session to the standards with members of Funky Dragon, the Children and Young People's Assembly for Wales.

The press and media

During the year, 294 articles about the Welsh Language Commissioner appeared in the printed press and on-line. These articles were a combination of articles written on the basis of an announcement or statement by the Commissioner, responses to specific questions from journalists or stories based on the actions of the Commissioner. Of these articles, five appeared in the British press, 89 in the national press (Welsh-medium), 110 in the national press (English-medium), 32 online, 34 in regional or local publications and 26 in papurau bro (community newspapers).

The Commissioner took part in 22 radio interviews and 21 television interviews during the year.

laith Gwaith

Dosbarthwyd dros 10,500 o fathodynau a chortynnau 'laith Gwaith' i sefydliadau yn ystod y flwyddyn. Roedd y rhain yn cynnwys 7,155 i sefydliadau cyhoeddus, 1,637 i gwmnïau preifat, 1,552 i sefydliadau'r trydydd sector a 339 i unigolion. Mae arddangos y logo oren gyda'r gair 'Cymraeg' arno'n fodd i helpu sefydliadau i ddangos bod gwasanaeth Cymraeg ar gael ac mae'n helpu cwsmeriaid i adnabod y gwasanaethau hynny.

Gwefan

Lansiwyd gwefan gorfforaethol Comisiynydd y Gymraeg ar 1 Ebrill 2012. Mae'r wefan wedi datblygu dros y flwyddyn i fod yn adnodd pwysig i'r cyhoedd sydd am ganfod rhagor o wybodaeth am waith y Comisiynydd, sut mae cwyno wrth y Comisiynydd neu er mwyn canfod dogfennau'n ymwneud â'r Gymraeg

Rhwydweithiau cymdeithasol

Mae gan Gomisiynydd y Gymraeg gyfrif Twitter sef @comygyymraeg. Mae'r Comisiynydd yn defnyddio'r cyfrif i rannu gwybodaeth â dilynwyr ac i gyfathrebu â rhanddeiliaid allanol.

Ar 31 Mawrth 2013 roedd gan y Comisiynydd 1,235 o ddilynwyr ar Twitter, ac yn ystod y flwyddyn fe bostiodd 214 trydar.

5.14

Darparu cyngor

Un o swyddogaethau statudol y Comisiynydd yw rhoi cyngor. Yn ystod y flwyddyn cyhoeddodd y Comisiynydd ddogfennau cyngor yn ymwneud â'r canlynol a gellir eu gweld ar wefan y Comisiynydd:

- Cyngor i fusnesau
 - Manteision defnyddio'r Gymraeg
 - Cyngor i sefydliadau'r trydydd sector
 - Ystadegau'n ymwneud â'r Gymraeg
 - Drafftio dwyieithog, cyfieithu a chyfieithu ar y pryd
 - Recriwtio
 - Grantiau, benthyciadau a nawdd
 - Technoleg, gwefannau a meddalwedd.
-

Working Welsh (Iaith Gwaith)

Over 10,500 'Working Welsh' badges and lanyards were distributed to organizations during the year. These included 7,155 to public organizations, 1,637 to private companies, 1,552 to third sector organizations and 339 to individuals. Displaying the orange logo with the word 'Cymraeg' on it is a means of helping organizations to indicate that Welsh language services are available and it helps customers to identify those services.

Website

The Welsh Language Commissioner's corporate website was launched on 1 April 2012. The website has developed over the year to be an important resource for the public who want more information about the work of the Commissioner, how to complain to the Commissioner or in order to find documents relating to the Welsh language.

Social networks

The Welsh Language Commissioner has a Twitter account namely @comygymraeg. The Commissioner uses the account to share information with followers and to communicate with external stakeholders.

On 31 March 2013, the Commissioner had 1,235 followers on Twitter, and during the year 214 tweets were posted.

5.14 Providing advice

One of the Commissioner's statutory functions is to provide advice. During the year the Commissioner published advice documents on the following matters and they can be found on the Commissioner's website:

- Advice to businesses
 - Advantages of using the Welsh language
 - Advice to third sector organizations
 - Statistics regarding the Welsh language
 - Bilingual drafting, translation and simultaneous interpretation
 - Recruitment
 - Grants, loans and sponsorship
 - Technology, websites and software.
-

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Rhaglen waith Comisiynydd y Gymraeg 2013–2015

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Cynllun Strategol 2013–2015

Ar 1 Ebrill 2013 cyhoeddodd y Comisiynydd Gynllun Strategol ar gyfer 2013–2015. Mae'r cynllun yn egluro sut yn union y bwriedir gweithio tuag at gyflawni nod cyffredinol Comisiynydd y Gymraeg dros y ddwy flynedd nesaf. Mae Cynllun Gweithredol wedi ei lunio sy'n nodi targedau penodol er mwyn gwireddu amcanion y Cynllun Strategol.

Mae amcanion y Cynllun Strategol yn cyfateb i'r swyddogaethau y mae angen i'r Comisiynydd eu cyflawni yn ôl y Mesur, ac mae blaenoriaethau strategol wedi eu pennu ar gyfer pob amcan. Rhestrir yr amcanion fel a ganlyn:

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Dylanwadu ar yr ystyriaethau a roddir i'r Gymraeg mewn datblygiadau polisi

Dylai penderfyniadau polisi a datblygiadau polisi wneud darpariaeth ar gyfer y Gymraeg. Oni fydd hynny'n digwydd gall y datblygiadau polisi eu hunain effeithio'n andwyol ar hyfywedd y Gymraeg yn hytrach na'i chryfhau.

Gwrando ar farn a phryderon am y Gymraeg a cheisio sicrhau cyfiawnder i unigolion

Mae teitl byr Mesur y Gymraeg (Cymru) 2011 yn cyfeirio at 'hawliau' a 'rhyddid i ddefnyddio'r Gymraeg'. Yn ystod oes y cynllun strategol bydd y Comisiynydd yn symud yn raddol, ond yn gynyddol, at ddefnyddio darpariaethau deddfwriaethol er mwyn sicrhau cyfiawnder i unigolion.

Ehangu a chryfhau ymrwymadau iaith Gymraeg sefydliadau a gwella profiad siaradwyr Cymraeg

Erbyn diwedd cyfnod y cynllun strategol disgwylir y bydd safonau eglur a gorfodadwy wedi eu cyflwyno gan Weinidogion Cymru. Wedi hynny, bydd y Comisiynydd yn gosod dyletswyddau iaith ar sefydliadau a thrwy hynny'n cysoni arferion ieithyddol sefydliadau. Dros amser disgwylir y bydd y cyhoedd yn dod yn gynyddol ymwybodol o'u hawliau ieithyddol wrth i Gomisiynydd y Gymraeg orfodi dyletswyddau iaith.

Hybu a hwyluso defnyddio'r Gymraeg

Rhaid i'r Gymraeg fod yn rhwydd i bawb ei defnyddio a chyrraedd ati ac yn rhwydd i ddarparwyr gyflenwi gwasanaethau drwyddi. Rôl y Comisiynydd yn y cyswllt hwn yw rhannu a gwreiddio'r cyfrifoldeb dros hyrwyddo'r Gymraeg ymysg nifer cynyddol o sefydliadau drwy eu harfogi i weithredu yn Gymraeg a thrwy osod dyletswyddau arnynt i hybu defnyddio'r iaith ar sail wirfoddol yn ogystal â thrwy ddulliau statudol.

Creu sefydliad iach a gweithredu'n briodol

Mae'n bwysig i unrhyw sefydliad newydd weithredu â hygyrdded o'r cychwyn ac mae hyn yn ystyriaeth ganolog i Gomisiynydd y Gymraeg. Bydd gan y Comisiynydd a'i swyddogion, y Tîm Rheoli, y Panel Cyngori, a benodwyd gan Weinidogion Cymru, a'r Pwyllgor Archwilio a Risg, a benodwyd gan y Comisiynydd, rôl gynhaliol bwysig drwy gyfrwng eu gwahanol gyfrifoldebau, pwerau a swyddogaethau.

Strategic Plan 2013–2015

On 1 April 2013, the Commissioner published a Strategic Plan for 2013–2015. The plan explains how exactly it is proposed to work towards attaining the Welsh Language Commissioner's general aim over the next two years. An Operational Plan has been drawn up noting specific targets for realising the objectives of the Strategic Plan.

The objectives of the Strategic Plan correspond to the functions the Commissioner need to carry out according to the Measure, and strategic priorities have been determined for each objective. The objectives are listed as follows:

To influence the consideration given to the Welsh language in policy developments

Policy decisions and policy developments should make provision for the Welsh language. Unless this happens, the policy developments themselves may damage the viability of the Welsh language rather than strengthen it.

To listen to opinions and concerns about the Welsh language and try to ensure justice for individuals

The short title of the Welsh Language (Wales) Measure 2011 refers to 'rights' and 'freedom to use Welsh'. During the period covered in the strategic plan the Commissioner will move gradually but increasingly towards using legislative provisions to ensure justice for individuals.

To broaden and strengthen the Welsh language commitments of organizations and improve the experience of Welsh speakers

By the end of the period covered in the strategic plan it is expected that clear and enforceable standards will have been introduced by Welsh Ministers. Thereafter, the Commissioner will impose language duties on organizations which will lead to the harmonization of organizations' language practices. Over time, it is expected that the public will become increasingly aware of their linguistic rights as the Welsh Language Commissioner enforces language duties.

To promote and facilitate the use of the Welsh language

The Welsh language must be easily accessible to everybody and it should be easy for providers to supply services through the medium of Welsh. The Commissioner's role in this respect is to share and embed the responsibility for promoting the Welsh language among an increasing number of organizations by equipping them to operate in Welsh and by imposing duties on them to promote use of the language on a voluntary basis as well as by statutory methods.

To create a healthy organization and operate appropriately

It is important for any new organization to operate with credibility from the outset and this is a central consideration for the Welsh Language Commissioner. The Commissioner and the Commissioner's officers, the Management Team, the Advisory Panel appointed by Welsh Ministers, and the Audit and Risk Committee appointed by the Commissioner, will have an important supportive role by virtue of their various responsibilities, powers and functions.

Amcangyfrif ar gyfer y flwyddyn ariannol 2013–2014

Mae'n ofynnol i Gomisiynydd y Gymraeg gyflwyno amcangyfrif i Weinidogion Cymru bob blwyddyn ariannol o incwm a gwariant y flwyddyn, a hynny o leiaf bum mis cyn cychwyn y flwyddyn ariannol. Gosodwyd yr amcangyfrif gerbron y Cynulliad ar 28 Chwefror 2013, gan ddyrannu cyllideb o £4.1 miliwn ar gyfer 2013–2014.

Estimate for the 2013–2014 financial year

It is a requirement for the Welsh Language Commissioner to submit an estimate to Welsh Ministers each financial year of income and expenditure for the year, at least five months in advance of the start of the financial year. The estimate was laid before the Assembly on 28 February 2013 allocating a budget of £4.1 million for 2013–2014.

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Datganiadau Ariannol Cryno 2012–2013

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Sylwadau Rheolaethol

Mae'r datganiadau ariannol hyn yn grynodedb o gyfrifon Comisiynydd y Gymraeg ar gyfer y flwyddyn hyd at 31 Mawrth 2013 ac yn deillio o'r Cyfrifon Blynyddol llawn a'r Adroddiad Taliadau Cydnabyddiaeth. Nid ydynt yn cynnwys digon o wybodaeth i ganiatáu dealltwriaeth lawn o'r canlyniadau nac o sefyllfa ariannol Comisiynydd y Gymraeg. I gael gwybodaeth bellach, dylid cyfeirio at y Cyfrifon Blynyddol llawn ac adroddiad yr archwilydd ar y cyfrifon hynny. Gellir cael copi o'r cyfrifon archwiliedig, sy'n cynnwys yr wybodaeth fanwl sy'n ofynnol dan y gyfraith ac yn unol â chanllawiau arfer gorau, yn rhad ac am ddim, drwy gysylltu â swyddfa Comisiynydd y Gymraeg, Siambrau'r Farchnad, 5–7 Heol Eglwys Fair, Caerdydd, CF10 1AT.

Gwybodaeth Statudol Gefndirol

Yn unol â Pharagraff 18(1) Atodlen 1 Mesur y Gymraeg (Cymru) 2011, mae'n ofynnol i Gomisiynydd y Gymraeg lunio cyfrifon ar gyfer pob blwyddyn ariannol yn unol â chyfarwyddiadau a roddir, gyda chydysniad y Trysorlys, gan Weinidogion Cymru.

Canlyniadau a Chyfeddiant

Corfforaeth undyn yw Comisiynydd y Gymraeg a ariennir gan Weinidogion Cymru. Cyfanswm y cyllid ar gyfer y flwyddyn 1 Ebrill 2012 hyd at 31 Mawrth 2013 oedd £4,100,000. Y gwariant net ar ôl llog, yn ystod y flwyddyn, oedd £3,565,000, a'r gwariant ar gyfalaf oedd £128,000. Ar 31 Mawrth 2013 roedd £854,000 yn y gronfa gyffredinol (1 Ebrill 2012 £319,000).

Trosglwyddwyd y balansau agoriadol o Fwrdd yr Iaith Gymraeg yn unol ag Atodlen 12 Mesur y Gymraeg (Cymru) 2011.

Management Commentary

These financial statements are a summary of the accounts for the Welsh Language Commissioner for the year ended 31 March 2013, derived from the full Annual Accounts and Remuneration Report. They do not contain sufficient information to allow for a full understanding of the results and the state of affairs of the Welsh Language Commissioner. For further information the full Annual Accounts and the auditor's report on those accounts should be consulted. A copy of the audited accounts, which contain the detailed information required by law and under best practice guidelines, can be obtained free of charge, by contacting the office of the Welsh Language Commissioner, Market Chambers, 5–7 St Mary Street, Cardiff, CF10 1AT.

Background statutory information

Under Paragraph 18(1) of Schedule 1 to the Welsh Language (Wales) Measure 2011, the Welsh Language Commissioner is required to prepare accounts in respect of each financial year in accordance with directions given, with the consent of HM Treasury, by the Welsh Ministers.

Results and appropriations

The Welsh Language Commissioner is a corporation sole funded by Welsh Ministers. The total funding for the year 1 April 2012 to 31 March 2013 was £4,100,000. The net expenditure after interest for the year was £3,565,000 with capital expenditure of £128,000. At 31 March 2013 the general reserve was £854,000 (1 April 2012 £319,000).

The opening balances were transferred from the Welsh Language Board under Schedule 12 of the Welsh Language (Wales) Measure 2011.

Adroddiad Archwilydd Cyffredinol Cymru i Gynulliad Cenedlaethol Cymru ar y Datganiadau Ariannol Cryno

Rwyf wedi archwilio'r datganiadau ariannol cryno ar ddatganiadau ariannol statudol Comisiynydd y Gymraeg am y flwyddyn hyd at 31 Mawrth 2013, a nodir ar dudalennau 72 i 78 yr Adroddiad Blynyddol.

Priod gyfrifoldebau'r Comisiynydd a'r archwilydd

Y Swyddog Cyfrifyddu sy'n gyfrifol am baratoi'r Adroddiad Blynyddol. Fy nghyfrifoldeb i yw nodi fy marn ar gysondeb y datganiadau ariannol cryno â'r datganiadau ariannol statudol, adroddiad 'Perfformiad y Sefydliad 2012–2013' a'r Adroddiad Taliadau Cydnabyddiaeth. Byddaf hefyd yn darllen yr wybodaeth arall a geir yn yr Adroddiad Blynyddol ac yn ystyried y goblygiadau i'm hadroddiad os dof yn ymwybodol o unrhyw gamddatganiadau neu anghysondebau perthnasol rhyngddynt a'r datganiadau ariannol cryno.

Sail y farn

Cynhaliais fy ngwaith yn unol â Bwletin 2008/3 'The auditor's statement on the summary financial statements' a gyhoeddwyd gan y Bwrdd Arferion Archwilio i'w ddefnyddio yn y Deyrnas Unedig.

Barn

Yn fy marn i, mae'r datganiadau ariannol cryno yn gyson â'r datganiadau ariannol statudol, yr adroddiad 'Perfformiad y Sefydliad 2012–2013' ac Adroddiad Taliadau Cydnabyddiaeth Comisiynydd y Gymraeg am y flwyddyn hyd at 31 Mawrth 2013, yr wyf wedi rhoi barn ddiamod arnynt.

Nid wyf wedi ystyried effeithiau unrhyw ddigwyddiadau rhwng y dyddiadau y bu i mi lofnodi fy adroddiad ar y datganiadau ariannol llawn, sef 12 Gorffennaf 2013 a dyddiad y datganiad hwn.

Huw Vaughan Thomas

Archwilydd Cyffredinol Cymru
24 Heol y Gadeirlan
Caerdydd
CF11 9LJ

12 Gorffennaf 2013

Cyfrifoldeb y Comisiynydd yw i gynnal a chadw a sicrhau uniondeb gwefan Comisiynydd y Gymraeg; nid yw gwaith sydd yn cael ei gynnal gan yr archwilwyr yn ymwneud ag ystyried y materion hyn, ac o ganlyniad, nid yw'r archwilwyr yn derbyn unrhyw gyfrifoldeb dros unrhyw newidiadau a allai fod wedi digwydd i'r datganiadau ariannol cryno ers cael eu cyhoeddi gyntaf ar y wefan.

Report of the Auditor General for Wales to the National Assembly for Wales on the Summary Financial Statements

I have examined the summary financial statements of the Welsh Language Commissioner's statutory financial statements for the year ended 31 March 2013, set out on pages 73 to 79 of the Annual Report.

Respective responsibilities of the Commissioner and auditor

The Accounting Officer is responsible for preparing the Annual Report. My responsibility is to report my opinion on the consistency of the summary financial statements with the statutory financial statements, the 'Performance of the Organisation 2012–2013' report and the Remuneration Report. I also read the other information contained in the Annual Report and consider the implications for my report if I become aware of any misstatements or material inconsistencies with the summary financial statements.

Basis of opinion

I conducted my work in accordance with Bulletin 2008/3 'The auditor's statement on the summary financial statements' issued by the Auditing Practices Board for use in the United Kingdom.

Opinion

In my opinion the summary financial statements are consistent with the statutory financial statements, the Performance of the Organisation 2012–2013 report and the Remuneration Report of the Welsh Language Commissioner for the year ended 31 March 2013, on which I have issued an unqualified opinion.

I have not considered the effects of any events between the dates on which I signed my report on the full financial statements on 12 July 2013 and the date of this statement.

Huw Vaughan Thomas

Auditor General for Wales
24 Cathedral Road
Cardiff
CF11 9LJ

12 July 2013

The maintenance and integrity of the Welsh Language Commissioner's website is the responsibility of the Commissioner; the work carried out by the auditors does not involve consideration of these matters and accordingly the auditors accept no responsibility for any changes that may have occurred to the summary financial statements since they were initially presented on the website.

**Datganiad Gwariant Net Cynhwysfawr
am y flwyddyn hyd at 31 Mawrth 2013**

72

	2012–2013	
	£000	£000
Gwariant		
Grantiau	181	
Gwariant rhaglenni eraill	164	
Costau swyddogion	2,098	
Gweinyddu	1,043	
Dibrisiant ac amorteiddiad	<u>84</u>	
		3,570
Incwm	<u>—</u>	
Gwariant net		<u>3,570</u>
Llog a dderbyniwyd		(5)
Gwariant net ar ôl llog		<u><u>3,565</u></u>

**Statement of Comprehensive Net Expenditure
for the year ended 31 March 2013**

73

	2012–2013	
	£000	£000
Expenditure		
Grants	181	
Other programme expenditure	164	
Officers' costs	2,098	
Administration	1,043	
Depreciation and amortisation	84	
	<hr/>	3,570
Income	<hr/>	
Net expenditure		<hr/> 3,570
Interest receivable		(5)
Net expenditure after interest		<hr/> 3,565 <hr/>

All activities undertaken during the year are continuing

Datganiad Sefyllfa Ariannol ar 31 Mawrth 2013

74

	31 Mawrth 2013		1 Ebrill 2012	
	£000	£000	£000	£000
Asedau nad ydynt yn gyfredol				
Asedau anghyfyrrddadwy	60		55	
Eiddo, offer a pheiriannau	172		141	
Cyfanswm asedau nad ydynt yn gyfredol		232		196
Asedau cyfredol				
Masnach a symiau eraill sy'n dderbyniadwy	147		132	
Arian parod ac arian cywerth	834		111	
Cyfanswm asedau cyfredol		981		243
Cyfanswm asedau		1,213		439
Rhwymedigaethau cyfredol				
Masnach a symiau eraill sy'n daliadwy	(192)		(120)	
Cyfanswm rhwymedigaethau cyfredol		(192)		(120)
Cyfanswm asedau nad ydynt yn gyfredol ac asedau cyfredol net		1,021		319
Rhwymedigaethau nad ydynt yn gyfredol				
Darpariaethau	(167)		—	
Cyfanswm rhwymedigaethau nad ydynt yn gyfredol		(167)		—
Asedau llai rhwymedigaethau		854		319
Ecwiti'r trethdalwyr				
Cronfa gyffredinol		854		319
		854		319

Statement of Financial Position as at 31 March 2013

75

	31 March 2013		1 April 2012	
	£000	£000	£000	£000
Non-current assets				
Intangible assets	60		55	
Property, plant & equipment	172		141	
Total non-current assets		232		196
Current assets				
Trade and other receivables	147		132	
Cash and cash equivalents	834		111	
Total current assets		981		243
Total assets		1,213		439
Current liabilities				
Trade and other payables	(192)		(120)	
Total current liabilities		(192)		(120)
Non-current assets plus net current assets		1,021		319
Non-current liabilities				
Provisions	(167)		—	
Total non-current liabilities		(167)		—
Assets less liabilities		854		319
Taxpayers' equity				
General reserve		854		319
		854		319

**Datganiad Cryno Llifoedd Arian
am y flwyddyn hyd at 31 Mawrth 2013**

76

	2012–2013
	£000
(All-lif) arian o weithgareddau gweithredu	(3,284)
(All-lif) arian o weithgareddau buddsoddi	(93)
Llifoedd arian o weithgareddau cyllido	4,100
Cynnydd net mewn arian parod ac arian cywerth	<u>723</u>

**Summary Statement of Cash Flows
for the year ended 31 March 2013**

77

	2012–2013
	£000
Net cash (outflow) from operating activities	(3,284)
Net cash (outflow) from investing activities	(93)
Cash flows from financing activities	4,100
Net increase in cash and cash equivalents in the period	<u>723</u>

**Datganiad Newidiadau yn Ecwiti'r Trethdalwyr
ar gyfer y flwyddyn hyd at 31 Mawrth 2013**

78

	2012–2013 £000
Balans ar 1 Ebrill 2012	319
Newidiadau mewn cronfeydd ar gyfer 2012–2013 (Diffyg) a gadwyd	(3,565)
Cyfanswm incwm a gwariant a gydnabyddir ar gyfer 2012–2013 Cyllido gan Weinidogion Cymru	(3,565) 4,100
Balans ar 31 Mawrth 2013	854

**Statement of Changes in Taxpayers' Equity
for the year ended 31 March 2013**

79

	2012–2013
	£000
Balance at 1 April 2012	319
Changes in reserves for 2012–2013	
Retained (Deficit)	(3,565)
Total recognised income and expense for 2012–2013	(3,565)
Financing from Welsh Ministers	4,100
Balance at 31 March 2013	854

Nodiadau i'r Datganiadau Ariannol Cryno am y flwyddyn hyd at 31 Mawrth 2013

Sail Paratoi

Lluniwyd y datganiadau ariannol cryno hyn yn unol â'r confensiwn cost hanesyddol, gan gyfeirio at Ddeddf Cwmnïau 2006, gan roi sylw dyledus i Reoliadau Cwmnïau (Datganiad Ariannol Cryno) 2008 cyn belled ag y bo'n berthnasol, Llawlyfr Adroddiadau Ariannol y Llywodraeth 2012–2013 a gyhoeddwyd gan Drysorlys EM, ac unrhyw Gyfarwyddyd Cyfrifon a gyhoeddwyd gan Weinidogion Cymru, gyda chaniatâd y Trysorlys.

Mae'r Datganiadau Ariannol Cryno wedi eu cymeradwyo gan y Swyddog Cyfrifyddu ac wedi eu hawdurdodi gan:

Meri Huws

Swyddog Cyfrifyddu
Comisiynydd y Gymraeg

25 Mehefin 2013

**Notes to the Summary Financial Statements
for the year ended 31 March 2013**

Basis of preparation

These summary financial statements have been prepared under the historical cost convention, with reference to the Companies Act 2006, having regard to the Companies (Summary Financial Statement) Regulations 2008 as far as is relevant, the 2012–2013 Government Financial Reporting Manual issued by HM Treasury, and any Accounts Direction issued by Welsh Ministers, with the consent of the Treasury.

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The summary financial statements were approved by the Accounting Officer and signed by:

Meri Huws

Accounting Officer
Welsh Language Commissioner

25 June 2013

8 Cysylltu

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8 Contact

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Comisiynydd y
Gymraeg
Welsh Language
Commissioner