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| **SGILIAU AM OES** |
| **Ein gweledigaeth** |
| Erbyn 2023 byddwn ni wedi rhoi sgiliau am oes i fwy o bobl ifanc, gyda chymorth Arweinwyr gafaelgar, a thrwy gyflawni rhaglen sy’n ysbrydoli. Byddwn yn tyfu, yn fwy cynhwysol, ac wedi ein llunio gan bobl ifanc a byddwn ni’n chwarae rhan lawn mewn cymunedau cydlynol a diwylliant bywiog Cymru. |
| **Ein cenhadaeth** |
| Mae sgowtio yn ymgysylltu â phobl ifanc yn weithredol ac yn eu cefnogi â’u datblygiad personol, gan eu grymuso i gyfrannu i gymdeithas Cymru yn gadarnhaol. |
| **Ein gwerthoedd** |
| Rydym ni’n gweithredu â gofal, parch, gonestrwydd, cydweithrediad, a thrwy ystyried ein credoau ein hunain ac eraill. |
| **Ein hamcanion strategol** Rydym ni, fel mudiad, yn ceisio tyfu, bod yn fwy cynhwysol ac wedi ein llunio gan yr ieuenctid[[1]](#footnote-1), wrth gael effaith gadarnhaol[[2]](#footnote-2) ar ein cymunedau. |
| **Ein canlyniadau** Nod y strategaeth hon yw cyflawni dangosyddion perfformiad allweddol erbyn 2023:

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| **Twf** | **Cynwysoldeb** | **Wedi ei Lunio gan Ieuenctid** | **Effaith ar y Gymuned** |
| **DPA1:** sicrhau bod ***90%*** o Grwpiau ScoutsCymru presennolyn gyflawn a bod pob adran yn cynnwys mwy na 12 o Bobl Ifanc.**DPA2:** sicrhau cynnydd o 2.5% y flwyddyn yn nifer y Bobl Ifanc yn ScoutsCymru ar ben sylfaen 2018 | **DPA *90%*** yn gwneud yr Hunanasesiad Cynwysoldeb ar y lefel berthnasol ac yn blaenoriaethu camau gweithredu i symud i ‘wyrdd’ | **DPA *80%*** o bobl ifancyn llunio eu Sgowtiodrwy fynd i’r Fforwm Grŵp Adran, Rhanbarth neu Ardal briodol. | **DPA** Sicrhau bod o leiaf ***60%*** o Grwpiau Sgowtio wedi ymgorffori Effaith ar y Gymuned yn eu rhaglen dymhorol |

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| **Ein meysydd gwaith:**I gyflawni ein hamcanion strategol, bydd cyflawniad ein holl gynlluniau blynyddol ym mhob rhan o ScoutsCymru yn canolbwyntio ar y tri philer – gan gyfrannu felly at y saith nod yn Neddf Llesiant Cenedlaethau’r Dyfodol (Cymru) 2015[[3]](#footnote-3), mewn partneriaeth â phob Bwrdd Gwasanaethau Cyhoeddus yr awdurdodau lleol:Rhaglen |
|  | Pobl | Canfyddiad |
| Rhaglen llawn hwyl, mwynhad, ac o safon uchel sy’n cael ei chyflawni’n gyson â chymorth offer syml (digidol) | Rhagor o wirfoddolwyr o gefndiroedd amrywiol sy’n oedolion brwdfrydig, sydd wedi eu hyfforddi’n dda, a’u cefnogi’n well | Ceir dealltwriaeth glir o Sgowtio, mae’n fwy gweladwy a dibynadwy, wedi ei barchu’n fwy a’i ystyried yn eang i fod yn rhan allweddol o gymdeithas gyfoes |
| **#SkillsForLife #SgiliauAmOes** |
| **SKILLS FOR LIFE** |
| **Our vision** |
| By 2023 we will have prepared more young people with skills for life, supported by engaging Leaders, delivering an inspiring programme. We will be growing, more inclusive, shaped by young people, and play a full part in cohesive communities and the vibrant culture of Wales. |
| **Our mission** |
| Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to Welsh society. |
| **Our values** |
| We act with care, respect, integrity, cooperation, exploring our own and others’ beliefs. |
| **Our strategic objectives**As a movement we aim to grow, become more inclusive and youth shaped[[4]](#footnote-4), while making a positive impact[[5]](#footnote-5) in our communities. |
| **Our outcomes**This strategy aims to meet key performance indicators by 2023:

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| **Growth** | **Inclusivity** | **Youth Shaped** | **Community Impact** |
| **KPI 1** ensure that ***90%*** of existing ScoutsCymru Groups are complete with each Section containing more than 12 Young People.**KPI 2** increase Young People in ScoutsCymru by 2.5% pa over 2018 baseline | **KPI** ***90%*** Undertake the Inclusivity Self-Assessment at the relevant level and prioritise actions to move to ‘green’ | **KPI** ***80%*** of young people shape their Scouting by attending the relevant Section Group, District or Area Forum. | **KPI** Ensure a minimum of ***60%*** of Scout Groups have built Community Impact into their termly programme. |

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| **Our areas of work:**To achieve our strategic objectives, the delivery of all annual plans across ScoutsCymru will focus on the three pillars - thereby contributing to the seven goals of the Well-being of Future Generations (Wales) Act 2015[[6]](#footnote-6), in partnership with each local authority Public Service Board: |
| Programme | People | Perception |
| A fun, enjoyable, high quality programme consistently delivered and aided by simple (digital) tools | More, well trained, better supported and motivated adult volunteers from different backgrounds | Scouting is clearly understood, more visible, trusted, respected and widely seen as playing a key role in today’s society |
| **#SkillsForLife #SgiliauAmOes** |

1. Mae’r elfen Wedi ei Lunio gan Ieuenctid yn grymuso pobl ifanc i fynd ar eu hanturiaethau eu hunain a llunio eu profiadau eu hunain [↑](#footnote-ref-1)
2. Mae Effaith ar y Gymuned yn ffordd wych a boddhaus o annog pobl ifanc i gymryd camau ymarferol a chreu newid. [↑](#footnote-ref-2)
3. Gweler <http://gov.wales/docs/dsjlg/publications/160401-wfg-accessible-guide-for-young-people-en.pdfee> [↑](#footnote-ref-3)
4. Youth Shaped is the empowerment of young people empowered to undertake their own adventures and shape their own experiences. [↑](#footnote-ref-4)
5. Community Impact is a great and rewarding way to encourage young people to take practical action and create positive social change to benefit the wider community. [↑](#footnote-ref-5)
6. See <http://gov.wales/docs/dsjlg/publications/160401-wfg-accessible-guide-for-young-people-en.pdfee> [↑](#footnote-ref-6)