



Llywodraeth Cymru  
Welsh Government

CYHOEDDIAD, DOGFENNU

# Modiwl e-ddysgu gwrth-hiliaeth (WHC/2024/044)

Cyflwyniad i ymddygiadau gwrth-hiliaeth er mwyn ehangu ymwybyddiaeth diwylliannol.

Cyhoeddwyd gyntaf: 5 Tachwedd 2024

Diweddarwyd ddiwethaf: 5 Tachwedd 2024

Cafodd y ddogfen hon ei lawrlwytho o LLYW.CYMRU, efallai nad dyma'r fersiwn mwyaf diweddar.

Ewch i <https://www.llyw.cymru/modiwl-e-ddysgu-gwrth-hiliaeth-whc2024044-html> i weld y fersiwn ddiweddaraf.

Gwybodaeth am [hawlfraint](#).

# Cynnwys

## Manylion

Modiwl dysgu ar-lein gorfodol: gwrth-hiliaeth

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# Manylion

## Statws:

Gweithredu.

## Categori:

Cydymffurfiaeth.

## Teitl:

Modiwl dysgu ar-lein gorfodol: gwrth-hiliaeth.

## Dyddiad dod i ben / adolygu:

Amherthnasol.

## Gweithredu gan:

- Prif weithredwyr.
- Byrddau iechyd GIG Cymru.
- Ymddiriedolaethau ac awdurdodau iechyd arbennig.

## Angenrheidiol erbyn:

Rhagfyr 2025.

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## Anfonwr:

Judith Paget,  
Prif Weithredwr GIG Cymru ac Cyfarwyddwr Cyffredinol Grŵp Iechyd a  
Gwasanaethau Cymdeithasol,  
Llywodraeth Cymru.

## Cysylltiadau Llywodraeth Cymru:

Sara Whittam,  
Iechyd a Gwasanaethau Cymdeithasol,  
Gweithlu ac Ymgyrchoedd GIG.  
[sara.whittam@gov.wales](mailto:sara.whittam@gov.wales).

## Atodiadau:

Llythyr gan Judith Paget, Prif Weithredwr GIG Cymru ac Cyfarwyddwr  
Cyffredinol Grŵp Iechyd a Gwasanaethau Cymdeithasol, Llywodraeth Cymru.

## Modiwl dysgu ar-lein gorfodol: gwrth-hiliaeth

October 2024

Dear Colleague,

The Anti-racist Wales Action Plan (ArWAP) outlines our vision for becoming an anti-racist nation by 2030. This includes ensuring that:

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- service delivery, “Public sector providers are culturally aware and competent in delivering services to Black, Asian, and Minority Ethnic (BAME) people, recognizing the differences among ethnic minority groups.”
- workplace equality, “All staff in public sector and funded bodies receive mandatory training on anti-racism.”

An action in the health chapter of ArWAP commits to “Consistent, fit for purpose educational intervention offered to all staff, students and volunteers. Visible mandated education providing confidence to workforce that organisation is serious about anti-racist principles”. NHS Wales organisations have engaged in various interventions to embed an anti-racist approach including reverse mentoring, active bystander training and cultural competence training. However, a need was identified in social partnership to provide support to organisations by developing an e-learning module to provide a consistent foundation for awareness and skills development in anti-racism.

The course is accessible via the Electronic Staff Record (ESR) system and Learning@Wales platforms and should take no more than 20 minutes to complete. This module will support individuals and teams in understanding anti-racism and taking action to support the organisation in meeting its anti-racism goals.

Completion of this training will be mandatory for all NHS staff, including those who do not directly interact with patients or service users. The training must be retaken every three years and should be included in the induction process for new employees who have not already completed it. Completion rates will be tracked by NHS Shared Services Partnership and reported annually as part of the Workforce Race Equality Standard (WRES) under Indicator 7: ‘Percentage of staff by ethnicity completing anti-racist training and objectives set during appraisal’.

Given the current pressures and the need to focus on delivery, baseline data reporting will commence in line with the WRES Reporting cycle 2025, with the

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deadline for initial completion set for December 2025.

Yours sincerely,

Judith Paget CBE.

**Efallai na fydd y ddogfen hon yn hollol hygyrch.**

Drllenwch ein [datganiad hygyrchedd](#) i gael rhagor o wybodaeth.

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