The UCU vision for education in Wales

Education for Life

WALES UCU CYMRU MANIFESTO

University and College Union
Undeb Prifysgol a Choleg

NO
FUNDING
CUTS
Don't fool with our education!
Don't fool with our education!

Foreword

This manifesto aims to set out a realistic view of the developments that Wales UCU Cymru feels are an important and integral part of achieving a 'One Wales' country, a 'learning' country, a country of real social inclusion.

The manifesto is not just aimed at the politicians of all hues, or the funding agencies, or the employers' representatives, but, more importantly, it is for the general public, the real investors in the future of a prosperous Wales.

A country where all members of society feel, and are, valued. Valued because they have helped build the very education system that they have access to – whether that be vocational or academic or self-fulfilment. An education system which allows individuals, groups, communities – Welsh society, as a whole, to become rich in art, rich in craft, rich in science.

The members of Wales UCU Cymru have inherited a proud tradition, centuries old, where the cornerstone of heritage and culture is an education system that nurtures talent, of whatever kind, and where the educators, our members, nourish the young shoots of that talent.

But, there is a realism, here. We know that the governments in both Westminster and Cardiff feel they are under pressure to cut public expenditure. We recognise the pressure on all public sector spending, but we reject the orthodox notion that it is the public sector which should pay for the private sector's failings. The view of Wales UCU Cymru appears simple, but demands imagination.

The key to a successful recovery is education. How else is Wales to be ready when the recession ends? If not educating and training the workforce tomorrow, next week, next year – and decades to come, what else is there? The future would, indeed, be bleak.

So, the message from the members of Wales UCU Cymru to the whole of Welsh society, is clear.

Invest in the future, invest in people, invest in education – and do it now!

Peter Jones
Cadair/Chair
Wales UCU Cymru

Introduction

Our vision is for excellence in teaching, research and scholarship, the promotion of social justice through access for all to good-quality education

Radical change must happen if Wales is to come out of the global recession stronger and if the mistakes of previous governments are not to be repeated

Wales UCU Cymru is the largest and leading trade union representing members in further education, higher education and the lifelong learning sectors in Wales. Our vision is for excellence in teaching, research and scholarship, the promotion of social justice through access for all to good-quality education, truly democratic governance within institutions and to placing a commitment to equality at the heart of our education system. We believe in the liberation of potential through education and in social partnership as the building block on which to build future policy.

More than a decade on from the creation of the National Assembly for Wales we can look back on some real progress in post-sixteen education in Wales. As a trade union Wales UCU Cymru recognises this progress and the value that has been placed on the contribution and views of the trade union movement.

But new thinking is now needed. The collapse of the global financial markets and its effect on public service finances and on the communities we all serve, means that a new approach is required. Radical change must happen if Wales is to come out of the global recession stronger and if the mistakes of previous governments are not to be repeated.

Our manifesto is underpinned by very clear principles.

Firstly, that education must have a value in its own right. Its role in creating wealth, especially in this recession is vital but that must not be its sole purpose. At its very best education is a liberator of minds, the provider of life-chances and pioneer of new ideas and new knowledge. Secondly, improvements to the Welsh public service, of which both further and higher education must be recog-

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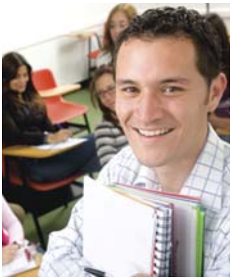
nised as part, must be built on a genuine commitment to social partnership. Without that partnership the improvements to which we are all committed cannot be delivered. And finally, this manifesto is underpinned by a commitment to quality. A new definition is needed which reaches beyond statistics on a spreadsheet to a wider recognition of the personal and collective advancement that education brings, the practical, everyday experiences of both learners and staff, and the immense contribution it can bring to the fight for social justice, social cohesion and ending child poverty.

This manifesto sets out a vision of placing social partnership at the heart of education policy, underpinning excellence in higher education through collaboration, and ending the internal market in further education by ending incorporation.

Our manifesto seeks to build on the Assembly Government's record since devolution by offering a radical and practical vision for the future. The old ways will not stand the test of the challenges ahead. Change is needed at every level of our sector if it is to help deliver the agenda of both the current Assembly Government and the one to follow in 2011.



Higher education pledges

The core mission is to add to knowledge and understanding and to enrich the quality of people's lives

Understanding the core mission of universities

Understanding, respecting and supporting the core mission of our university sector must be a priority for the One Wales government and the one to follow it in 2011. This core mission must be more than just the economic imperative of the commercialisation of knowledge and research, important though this is in the context of the global economic downturn. The core mission is to add to knowledge and understanding and to enrich the quality of people's lives. In taking forward the higher education action plan in response to the Jones Review the Assembly Government must clearly recognise and value this core mission. To do so will help to underpin the wider policy objectives and expectations, such as the economic contribution that universities can and must make and the liberation of human potential through learning.

Collaborating to compete

Continued and greater collaboration between institutions is a prerequisite for an internationally competitive Welsh university sector. To achieve this, the Assembly Government and HEFCW must give a strong lead through both policy direction and the funding to make it happen. It will only be through collaboration that the sector as a whole can compete internationally. This must mean ensuring that every department has the scale and the capacity to draw on international research and learning and that across the sector we maintain a broad diversity of academic disciplines and provision. Without this diversity the sector will lack the collective and inter-disciplinary flexibility to relate to new developments. All political parties must commit to preserving and building upon the current diversity of provision in Welsh institutions. The sector cannot compete through an increasing and relentless

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In contributing to the third mission activities of higher education, collectively the sector, funding council and political parties must continue to commit to widening access

specialisation or through targeting a niche market. We recognise that collaboration is essential to the international competitiveness and robust health of the sector and we will continue to support greater collaboration, and where appropriate institutional mergers, providing that there are no compulsory redundancies as a result.

A road map to closing the investment gap

All political parties must commit to closing the higher education investment gap in Wales. To ensure this is delivered a detailed road map should be produced, including timescales, to identify how and by when this will be achieved. Unless the gap is closed the sector will not be able to compete internationally nor provide the necessary knowledge and research to benefit the Welsh economy and society.

Driving the Welsh economy

Wales UCU Cymru recognises the central role of higher education in driving growth and the long-term success of the Welsh economy. Parties and institutions should commit to continued investment in third mission activities, institutional collaboration to deliver the necessary scale and to a new approach to the commercialisation of knowledge and research. This new approach, through a tri-partite, co-operative ownership approach to intellectual property would help to firmly anchor the wealth from ideas in the Welsh economy and in local communities. In contributing to the third mission activities of higher education, collectively the sector, funding council and political parties must continue to commit to widening access, recognising the need for higher level skills to help reshape the Welsh economy, and the need to give greater support and opportunities for part-time learning.

Wales UCU Cymru calls on political parties to make a commitment to a new approach to governance in higher education

A key principle of this review should be to introduce a new balance on the governing bodies of universities

A new approach to governance

The failure of governance in global financial institutions has shaken public and political confidence in the previous assumptions about how large institutions should be run and held to account. Lessons must be learned for higher education and a new approach developed. One such lesson for higher education is that governance is enhanced by the presence of internal/staff members who are better placed to challenge management assumptions and decisions. Wales UCU Cymru calls on political parties to make a commitment to a new approach to governance in higher education. As a first step, work currently ongoing to reform the governance of post-92 institutions in Wales must include a requirement for elected representatives to represent academic staff, support staff and students at each institution. Following this work a full and comprehensive review of governance in the sector should be established. A key principle of this review should be to introduce a new balance on the governing bodies of universities comprised of one-third management, one-third independent, elected staff and student representatives and one-third community representatives.

Further education pledges

Ending incorporation

Incorporation has not worked and the Assembly Government's review of governance in further education is the opportunity to put it right. It is the opportunity to end the years of the internal market in further education and to reintroduce genuine democratic accountability. The incorporated status of further education institutions should be

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ended and control for the sector should be transferred to the Assembly Government. This must not mean running every college, department and course from Cardiff Bay, but it should mean that there is accountability for the hundreds of millions of pounds of public investment spent each year by the sector. Wales UCU Cymru continues to support the transformation agenda and believes that ending incorporation is the next logical step to achieving a genuine 14 – 19 pathway where learners have real choice and local communities have the necessary diversity and range of provision.

Establishing an all-Wales contract of employment

Further education is a national sector and across Wales lecturers are working to a national standard and system of learning. Yet, unlike teachers in the maintained sector, there is no national, common contract for FE lecturers. The introduction of a common pay system and parity between FE lecturers and maintained teachers has helped to drive up the quality of teaching and standards of attainment for learners. The introduction of a common contract of employment, rather than the twenty different contracts currently in place would deliver a similar boost to standards and quality. Investing political commitment and resource into establishing an all-Wales contract of employment would be an investment in the quality of provision received by learners. Wales UCU Cymru asks all parties to commit to supporting negotiations between the trade unions in further education and the employers representative fforwm, and publicly support the introduction of a national contract for further education.

Education in its own right, and not just for skills and vocational training, must be recognised, funded and valued

Investing in quality

Wales UCU Cymru welcomes the prominence and focus given to further education by all political parties during this Assembly term and we call for the commitments made in recent months to be honoured in forthcoming budget debates and in the 2011 Assembly Election campaign. While a fully funded FE sector must underpin Wales' economic recovery, all political parties must commit to funding education in its widest sense, including non-accredited teaching and learning. Education in its own right, and not just for skills and vocational training, must be recognised, funded and valued. The contribution that further education can make to helping to end child poverty and to deliver both social justice and social cohesion is unlimited – but only if the investment in quality is made by government.

Transformation

Wales UCU Cymru continues to support the Assembly Government's transformation agenda as the basis for extending choice, raising quality and ending the market in further education. UCU applaud the Assembly government and practitioners in establishing collaborative reform of the 14-19 agenda with the successful development of the Welsh Bac. Moving forward, collaboration and, where appropriate, merger, must be based on sound educational grounds and meet the needs of local communities. Our continued support for this process will be conditional upon there being no compulsory redundancies to skilled staff as a result.

Wales has an opportunity to use the fallout from the global recession to build a new model of social partnership across the Welsh public service

Wales UCU Cymru calls on all political parties to make explicit their commitment to adult community education

Cross-sector issues

Social partnership

Wales has an opportunity to use the fallout from the global recession to build a new model of social partnership across the Welsh public service. All political parties should make a commitment to social partnership across the whole of the Welsh public service. This must include both further and higher education as sectors which receive hundreds of millions of pounds of public investment.

Protecting adult community education

The squeeze on public service finances has seen an attack on adult community education through cuts by both universities and further education colleges. Wales UCU Cymru calls on all political parties to make explicit their commitment to adult community education and to pledge to maintain funding for learners undertaking equivalent or lower qualifications. Adult community education is too often seen as the soft touch for cuts and savings. The next Assembly Government must commit to protecting the funding and the provision for adult community education, including for English for Speakers of Other Languages (ESOL). For thousands of people these courses are nothing less than a lifeline that represents a life-changing opportunity for fulfilment and advancement. The scale and breadth of the cuts demonstrate how far we have to go to truly value education in its own right.

Higher education in further education

Where higher education courses are delivered in further education institutions, guarantees must be given on the quality of teaching and research, resources for staff and

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students, time for scholarly activity and other contractual issues and funding. The expansion of higher education in further education must not be used to deliver higher education on the cheap.

Equality

Wales UCU Cymru welcomes the UK Government Equality Bill as an important step forward in delivering a fairer, more equal Britain. However, the proposed legislation doesn't go far enough and we call on the Assembly to introduce tougher regulations for Wales once the legislation is passed and the appropriate powers devolved to the Assembly. In particular, Wales UCU Cymru calls on all political parties to support the introduction of mandatory equal pay audits and a statutory right for paid time off for equality representatives for both the public service and the private sector in Wales. These changes would allow the public service in Wales to give a strong lead to other parts of the UK and to other employers in Wales that the highest standards are to be expected and met. Wales should also lead the way with a renewed commitment and drive to addressing socio-economic inequality in access to further, higher and adult community education. For universities to be vehicles of social justice rather than perpetuate socioeconomic inequality, it is essential that HEIs in Wales be included in the list of bodies to which the Socioeconomic Duty will apply under the Single Equality Bill. All institutions, as a condition of funding, must demonstrate their commitment and efforts towards the UK Government and Assembly Government commitment to ending child poverty by 2020.

Mae UCU Cymru yn galw ar bob plaid wleidyddol i gefnogi'r cynnig i gyflwyno archwiliadau cyflog cyfartal gorfodol yn ogystal â hawl statudol i gynrychiolwyr cydraddoldeb yn y sector cyhoeddus a'r sector preifat yng Nghymru gael amser i ffwrdd o'r gwaith â thâl

amser ar gyfer gweithgareddau ysgolheigaidd a materion cytundebol eraill a chyllid. Ni ddylid ehangu addysg uwch mewn addysg bellach fel modd o ddarparu addysg uwch yn rhad.

Cydraddoldeb

Mae UCU Cymru yn croesawu Deddf Cydraddoldeb Llywodraeth y DU fel cam pwysig tuag at sicrhau Prydain tecach a mwy cydradd. Fodd bynnag, nid yw'r ddeddfwriaeth arfaethedig yn mynd yn ddigon pell a galwn ar y Cynulliad i gyflwyno rheoliadau llymach i Gymru unwaith y caiff y ddeddfwriaeth ei phasio ac y caiff y pwerau priodol eu datganoli i'r Cynulliad. Yn benodol, mae UCU Cymru yn galw ar bob plaid wleidyddol i gefnogi'r cynnig i gyflwyno archwiliadau cyflog cyfartal gorfodol yn ogystal â hawl statudol i gynrychiolwyr cydraddoldeb yn y sector cyhoeddus a'r sector preifat yng Nghymru gael amser i ffwrdd o'r gwaith â thâl. Byddai'r newidiadau hyn yn galluogi gwasanaethau cyhoeddus yng Nghymru i ddangos i rannau eraill o'r DU, ac i gyflogwyr eraill yng Nghymru, y disgwylir y safonau uchaf ac y cânt eu bodloni. Dylai Cymru hefyd arwain y ffordd gydag ymrwymiad wedi'i adnewyddu i fynd i'r afael ag anghydraddoldeb economaidd-gymdeithasol o ran y gallu i gael gafael ar addysg bellach, addysg uwch ac addysg gymunedol i oedolion. Er mwyn i brifysgolion sicrhau cyfiawnder cymdeithasol yn hytrach nag anghydraddoldeb economaidd-gymdeithasol, mae'n hanfodol y caiff y Sefydliadau Addysg Uwch yng Nghymru eu cynnwys ar y rhestr o gyrff y bydd y Ddyletswydd Economaidd-Gymdeithasol yn gymwys iddynt o dan y Ddeddf Cydraddoldeb Sengl. Rhaid i bob sefydliad, fel amod ariannu, ddangos ei ymrwymiad a'i ymdrechion o ran ymrwymiad Llywodraeth y DU a Llywodraeth y Cynulliad i ddileu tlodi plant erbyn 2020.

Mae gan Gymru'r cyfle i ddefnyddio’r dirywiad sy’n deillio o’r dirwasgiad byd-eang i lunio math newydd o bartneriaeth gymdeithasol ar draws gwasanaethau cyhoeddus Cymru

Mae UCU Cymru yn galw ar bob plaid wleidyddol i egluro ei hymrwymiad i addysg gymunedol i oedolion

Materion traws-sector

Partneriaeth gymdeithasol

Mae gan Gymru'r cyfle i ddefnyddio’r dirywiad sy’n deillio o’r dirwasgiad byd-eang i lunio math newydd o bartneriaeth gymdeithasol ar draws gwasanaethau cyhoeddus Cymru. Dylai pob plaid wleidyddol ymrwymo i bartneriaeth gymdeithasol ar draws holl wasanaethau cyhoeddus Cymru. Rhaid i hyn gynnwys addysg bellach ac addysg uwch gan eu bod yn sectorau sy'n cael cannoedd o filiynau o bunnoedd o fuddsoddiad cyhoeddus.

Diogelu addysg gymunedol i oedolion

Mae addysg gymunedol i oedolion yn dioddef yn sgîl y pwysau ar gyllid gwasanaethau cyhoeddus wrth i brifysgolion a cholegau addysg bellach leihau nifer y cyrsiau sydd ar gael. Mae UCU Cymru yn galw ar bob plaid wleidyddol i egluro ei hymrwymiad i addysg gymunedol i oedolion ac i addo cynnal cyllid i ddysgwyr sy'n ymgymryd â chymwysterau ar yr un lefel neu'n is. Ystyrir addysg gymunedol i oedolion yn rhy aml fel lle hawdd i gwtogi a gwneud arbedion. Rhaid i Lywodraeth nesaf y Cynulliad ymrwymo i ddiogelu'r cyllid a'r ddarpariaeth ar gyfer addysg gymunedol i oedolion, gan gynnwys Saesneg ar gyfer Siaradwyr Ieithoedd Eraill (ESOL). I filoedd o bobl mae'r cyrsiau hyn yn gyfle i ddatblygu a chael boddhad ac i newid bywydau. Mae graddfa ac ehangder y cwtogi yn dangos pa mor bell y mae'n rhaid i ni fynd i wir werthfawrogi addysg.

Addysg uwch mewn addysg bellach

Lle y caiff cyrsiau addysg uwch eu cyflwyno mewn sefydliadau addysg bellach, rhaid gwarantu safon yr addysg a'r gwaith ymchwil, adnoddau i staff a myfyrwyr,

Rhaid cydnabod, ariannu a gwerthfawrogi addysg ynddi'i hun, ac nid yn unig o ran sgiliau a hyfforddiant galwedigaethol

Buddsoddi mewn ansawdd

Mae UCU Cymru yn croesawu'r pwysigrwydd a'r ffocws a roddwyd i addysg bellach gan bob plaid wleidyddol yn ystod y tymor hwn yn y Cynulliad a galwn ar yr ymrwymiadau a wnaethpwyd yn y misoedd diwethaf i gael eu cefnogi yn nhrafodaethau'r gyllideb sydd i ddod ac yn ymgyrch Etholiad y Cynulliad yn 2011. Er ei fod yn angenrheidiol bod sector AB a ariennir yn llawn yn sail i adfywiad economaidd Cymru, rhaid i bob plaid wleidyddol ymrwymo i ariannu addysg yn ei hystyr ehangaf, gan gynnwys addysg a dysgu heb eu hachredu. Rhaid cydnabod, ariannu a gwerthfawrogi addysg ynddi'i hun, ac nid yn unig o ran sgiliau a hyfforddiant galwedigaethol. Mae'r cyfraniad y gall addysg bellach ei wneud i helpu i ddileu tlodi plant a sicrhau cyfiawnder cymdeithasol a chynhwysiant cymdeithasol yn ddi-ben-draw – ond dim ond os bydd y llywodraeth yn buddsoddi mewn ansawdd.

Gweddnewid

Mae UCU Cymru yn parhau i gefnogi agenda weddnewid Llywodraeth y Cynulliad fel sail i ehangu dewis, gwella ansawdd a dileu'r farchnad ym maes addysg bellach. Mae UCU yn cymeradwyo llywodraeth y Cynulliad ac ymarferwyr am ddiwygio'r agenda 14–19 ar y cyd drwy ddatblygu Bagloriaeth Cymru yn llwyddiannus. Rhaid cael seiliau addysgol cadarn i symud ymlaen, cydweithio a, lle y bo'n briodol, uno, er mwyn diwallu anghenion cymunedau lleol. Byddwn yn parhau i gefnogi'r broses hon ar yr amod na chaiff staff â sgiliau eu diswyddo'n orfodol o ganlyniad iddi.

Mae cyflwyno system gyflog gyffredin a chyflog cyfartal i ddarlithwyr AB ac athrawon a gynhelir wedi helpu i godi ansawdd dysgu a safonau cyrhaeddiad dysgwyr

bellach a dylid trosglwyddo'r rheolaeth dros y sector i Lywodraeth y Cynulliad. Ni ddylai hyn olygu rhedeg pob coleg, adran a chwrs o Fae Caerdydd, ond dylai olygu y gellir rhoi cyfrif am y cannoedd o filiynau o bunnoedd o fuddsoddiad cyhoeddus a gaiff eu gwario bob blwyddyn gan y sector. Mae UCU Cymru yn parhau i gefnogi'r agenda weddnewid ac yn credu mai dileu mentrau ymgorffori yw'r cam rhesymegol nesaf tuag at gyflawni llwybr 14–19 dilys lle mae gan ddysgwyr gwir ddewis a lle mae gan gymunedau lleol yr amrywiaeth a'r ystod o ddarpariaeth angenrheidiol.

Sefydlu cytundeb cyflogaeth ar gyfer Cymru gyfan

Mae addysg bellach yn sector cenedlaethol ac mae darlithwyr yn gweithio ledled Cymru yn unol â safon a system ddysgu genedlaethol. Ond, yn wahanol i athrawon yn y sector a gynhelir, nid oes cytundeb cenedlaethol cyffredin i ddarlithwyr AB. Mae cyflwyno system gyflog gyffredin a chyflog cyfartal i ddarlithwyr AB ac athrawon a gynhelir wedi helpu i godi ansawdd dysgu a safonau cyrhaeddiad dysgwyr. Byddai cyflwyno cytundeb cyflogaeth cyffredin, yn hytrach na'r ugain o gytundebau gwahanol sy'n bodoli ar hyn o bryd, yn rhoi hwb tebyg i safonau ac ansawdd. Byddai sefydlu cytundeb cyflogaeth ar gyfer Cymru gyfan drwy ddefnyddio ymrwymiad gwleidyddol ac adnoddau yn golygu buddsoddi yn ansawdd y ddarpariaeth a gaiff dysgwyr. Mae UCU Cymru yn gofyn i bob plaid ymrwymo i gefnogi trafodaethau rhwng undebau llafur ym maes addysg bellach a'r cynrychiolydd cyflogwyr fforwm, a chefnogi'n gyhoeddus y cynnig i gyflwyno cytundeb cyflogaeth cenedlaethol ar gyfer addysg bellach.

Mae UCU Cymru yn galw ar bleidiau gwleidyddol i ymrwymo i ddull newydd o lywodraethu ym maes addysg uwch

Fel rhan allweddol o’r adolygiad hwn, dylid cyflwyno cydbwysedd newydd ar gyrff llywodraethu prifysgolion

Dull newydd o lywodraethu

Mae’r methiant i lywodraethu mewn sefydliadau ariannol byd-eang wedi ysgwyd hyder y cyhoedd a gwleidyddion yn y tybiaethau blaenorol ynghylch sut y dylid rhedeg sefydliadau mawr a'u dwyn i gyrfif. Rhaid dysgu gwersi ar gyfer addysg uwch a datblygu dull gweithredu newydd. Un wers o'r fath ym maes addysg uwch yw y caiff llywodraethu ei wella gan bresenoldeb aelodau mewnol/staff sydd mewn gwell sefyllfa i herio tybiaethau a phenderfyniadau'r tîm rheoli. Mae UCU Cymru yn galw ar bleidiau gwleidyddol i ymrwymo i ddull newydd o lywodraethu ym maes addysg uwch. Fel cam cyntaf, rhaid i'r gwaith sy'n mynd rhagddo ar hyn o bryd i ddiwygio trefniadau llywodraethu sefydliadau ôl-92 yng Nghymru ei gwneud yn ofynnol i gynrychiolwyr a etholwyd gynrychioli staff academaidd, staff cynorthwyol a myfyrwyr ym mhob sefydliad. Yn dilyn y gwaith hwn dylid cynnal adolygiad llawn a chynhwysfawr o drefniadau llywodraethu yn y sector hwn. Fel rhan allweddol o’r adolygiad hwn, dylid cyflwyno cydbwysedd newydd ar gyrff llywodraethu prifysgolion sy'n cynnwys traean o staff rheoli, traean o aelodau annibynnol, staff a etholwyd a chynrychiolwyr myfyrwyr a thraean o gynrychiolwyr y gymuned.

Addunedau addysg bellach

Rhoi diwedd ar fentrau ymgorffori

Nid yw ymgorffori wedi gweithio a daw'r cyfle i unioni hyn yn sgîl adolygiad Llywodraeth y Cynulliad o drefniadau llywodraethu ym maes addysg bellach. Dyma'r cyfle i ddod ag oes y farchnad fewnol ym maes addysg bellach i ben ac ailgyflwyno atebolrwydd democrataidd dilys. Dylid rhoi diwedd ar statws ymgorfforedig sefydliadau addysg

Rhaid i bob plaid wleidyddol ymrwymo i gynnal y ddarpariaeth amrywiol bresennol mewn sefydliadau yng Nghymru ac adeiladu arni

Wrth gyfrannu at weithgareddau trydydd cenhadaeth ym maes addysg uwch, rhaid i'r sector, cyngor ariannu a phleidiau gwleidyddol ar y cyd barhau i ymrwymo i ehangu mynediad i addysg

hanfodol er mwyn cystadlu'n rhyngwladol a sicrhau cadernid y sector a byddwn yn parhau i gefnogi rhagor o gydweithio, a lle y bo'n briodol uno sefydliadau, ar yr amod nad oes diswyddiadau gorfodol o ganlyniad i hynny.

Cyfarwyddiadau ar gyfer cau'r bwlch buddsoddi

Rhaid i bob plaid wleidyddol ymrwymo i gau'r bwlch buddsoddi ym maes addysg uwch yng Nghymru. Er mwyn sicrhau hyn dylid llunio cyfarwyddiadau manwl, gan gynnwys amserlenni, i nodi sut y caiff hyn ei gyflawni ac erbyn pryd. Oni chaiff y bwlch ei gau, ni fydd y sector yn gallu cystadlu'n rhyngwladol na darparu'r wybodaeth a'r gwaith ymchwil angenrheidiol i roi budd i economi a chymdeithas Cymru.

Ysgogi economi Cymru

Mae UCU Cymru yn cydnabod rhan ganolog addysg uwch wrth ysgogi twf a llwyddiant hirdymor yn economi Cymru. Dylai pleidiau a sefydliadau ymrwymo i barhau i fuddsoddi mewn gweithgareddau trydydd cenhadaeth, cydweithio rhwng sefydliadau i gyflawni'r raddfa angenrheidiol ac i ddull newydd o fasnacheiddio gwybodaeth ac ymchwil. Byddai'r dull gweithredu newydd hwn, drwy ymagwedd perchnogaeth deiran, gydweithredol at eiddo deallusol, yn helpu i sicrhau cyfoeth o syniadau yn economi Cymru ac mewn cymunedau lleol. Wrth gyfrannu at weithgareddau trydydd cenhadaeth ym maes addysg uwch, rhaid i'r sector, cyngor ariannu a phleidiau gwleidyddol ar y cyd barhau i ymrwymo i ehangu mynediad i addysg, gan gydnabod yr angen am sgiliau lefel uwch i helpu i ail-lunio'r economi yng Nghymru, a'r angen am fwy o gefnogaeth a chyfleoedd o ran dysgu rhan amser.

Addunedau addysg uwch

Ychwanegu at wybodaeth a dealltwriaeth a chyfoethogi ansawdd bywydau pobl yw'r genhadaeth graidd

Deall cenhadaeth graidd prifysgolion

Rhaid i ddeall, parchu a chefnogi cenhadaeth graidd ein prifysgolion fod yn flaenoriaeth i lywodraeth Cymru'n Un a'r llywodraeth a fydd yn ei dilyn yn 2011. Rhaid i'r genhadaeth graidd hon fynd y tu hwnt i ofynion economaidd masnacheiddio gwybodaeth ac ymchwil, er eu bod yn bwysig yng nghyd-destun y dirywiad economaidd byd-eang. Ychwanegu at wybodaeth a dealltwriaeth a chyfoethogi ansawdd bywydau pobl yw'r genhadaeth graidd. Wrth ddatblygu'r cynllun gweithredu addysg uwch mewn ymateb i Adolygiad Jones, rhaid i Lywodraeth y Cynulliad gydnabod a gwerthfawrogi'r genhadaeth graidd hon. Bydd gwneud hynny’n helpu i ategu’r amcanion polisi a disgwyliadau ehangach, megis y cyfraniad economaidd y gall prifysgolion ei wneud, ac y mae'n rhaid iddynt ei wneud, a gwireddu potensial pobl drwy ddysgu.

Cydweithio er mwyn cystadlu

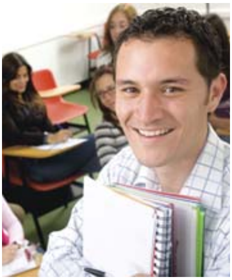
Mae'n angenrheidiol bod sefydliadau'n parhau i gydweithio ac yn gwneud hynny’n amlach er mwyn sicrhau sector prifysgolion yng Nghymru sy'n gallu cystadlu ar lefel ryngwladol. Er mwyn cyflawni hyn, rhaid i Lywodraeth y Cynulliad a CCAUC arwain llwybr polisi a chyllid yn gadarn. Dim ond drwy gydweithio y gall y sector cyfan gystadlu yn rhyngwladol. Rhaid sicrhau bod gan bob adran y gallu a’r adnoddau i ddefnyddio gwaith ymchwil a dysgu rhyngwladol, ac y caiff amrywiaeth eang o ddisgyblaethau a darpariaeth academaidd ei chynnal ar draws y sector. Heb yr amrywiaeth hon ni fydd gan y sector yr hyblygrwydd cyfunol a rhyngddisgyblaethol i fanteisio ar ddatblygiadau newydd. Rhaid i bob plaid wleidyddol ymrwymo i gynnal y ddarpariaeth amrywiol bresennol mewn sefydliadau yng Nghymru ac adeiladu arni. Ni all y sector gystadlu drwy gynyddu ei arbenigedd yn ddi-ball na thrwy dargedu marchnad arbenigol. Rydym yn cydnabod bod cydweithio'n

Ar ei gorau mae addysg yn rhyddhau meddyliau, yn darparu cyfleoedd bywyd ac yn arloesi ym maes syniadau newydd a gwybodaeth newydd

uwch yn rhan ohono, fod yn seiliedig ar wir ymrwymiad i bartneriaeth gymdeithasol. Heb y bartneriaeth honno, ni ellir cyflawni'r gwelliannau rydym oll wedi ymrwymo iddynt. Ac yn olaf, mae'r maniffesto hwn yn seiliedig ar ymrwymiad i ansawdd. Mae angen diffiniad newydd sy'n mynd y tu hwnt i ystadegau ar daenlen i gydnabod yn ehangach y cynnydd personol a chyfunol a wneir yn sgil addysg, profiadau ymarferol, bob dydd dysgwyr a staff, a'r cyfraniad enfawr y gall ei wneud i'r frwydr o ran cyfiawnder cymdeithasol, cynhwysiant cymdeithasol a dileu tlodi plant.

Mae'r maniffesto hwn yn nodi gweledigaeth o osod partneriaeth gymdeithasol wrth wraidd polisi addysg, ategu rhagoriaeth ym maes addysg uwch drwy gydweithio, a dileu'r farchnad fewnol ym maes addysg bellach drwy gael gwared ar fentrau ymgorffori.

Mae ein maniffesto yn ceisio adeiladu ar record Llywodraeth y Cynulliad ers datganoli drwy gynnig gweledigaeth radical ac ymarferol ar gyfer y dyfodol. Ni fydd yr hen ffyrdd yn gallu ateb yr heriau a wynebwn. Rhaid cael newid ar bob lefel yn ein sector er mwyn helpu i gyflawni agenda Llywodraeth bresennol y Cynulliad a'r un a fydd yn ei dilyn yn 2011.



Cyflwyniad

Ein gweledigaeth yw rhagoriaeth ym meysydd addysgu, ymchwil ac ysgoloriaeth, hyrwyddo cyfiawnder cymdeithasol drwy sicrhau addysg o ansawdd da i bawb

Rhaid cael newid radical er mwyn i Gymru oroesi’r dirwasgiad byd-eang yn wlad gryfach ac er mwyn osgoi ailadrodd camgymeriadau llywodraethau blaenorol

UCU Cymru yw'r undeb llafur mwyaf a mwyaf blaenllaw sy'n cynrychioli aelodau yn y sector addysg bellach, y sector addysg uwch a’r sector dysgu gydol oes yng Nghymru. Ein gweledigaeth yw rhagoriaeth ym meysydd addysgu, ymchwil ac ysgoloriaeth, hyrwyddo cyfiawnder cymdeithasol drwy sicrhau addysg o ansawdd da i bawb, llywodraethu gwir ddemocrataidd o fewn sefydliadau a gosod ymrwymiad i gydraddoldeb wrth wraidd ein system addysg. Credwn mewn gwireddu potensial drwy addysg ac mai partneriaeth gymdeithasol yw sail polisi'r dyfodol.

Dros ddegawd ers creu Cynulliad Cenedlaethol Cymru gallwn weld rhywfaint o wir gynnydd ym maes addysg ôl-16 yng Nghymru. Fel undeb llafur, mae UCU Cymru yn cydnabod y cynnydd hwn a'r modd y caiff cyfraniad a safbwyntiau undebau llafur eu gwerthfawrogi.

Ond mae angen meddwl o'r newydd nawr. Yn sgîl cwymp y marchnadoedd ariannol byd-eang a'i effaith ar gyllid gwasanaethau cyhoeddus ac ar y cymunedau a wasanaethwn, mae angen dull gweithredu newydd. Rhaid cael newid radical er mwyn i Gymru oroesi’r dirwasgiad byd-eang yn wlad gryfach ac er mwyn osgoi ailadrodd camgymeriadau llywodraethau blaenorol.

Mae ein maniffesto yn seiliedig ar egwyddorion clir iawn.

Yn gyntaf, mae’n rhaid i addysg gael gwerth ynddi'i hun. Mae ei swyddogaeth o greu cyfoeth, yn enwedig yn y dirwasgiad hwn, yn hanfodol, ond rhaid sicrhau nad hynny yw ei hunig ddiben. Ar ei gorau mae addysg yn rhyddhau meddyliau, yn darparu cyfleoedd bywyd ac yn arloesi ym maes syniadau newydd a gwybodaeth newydd. Yn ail, rhaid i welliannau yn y gwasanaeth cyhoeddus yng Nghymru, y dylid cydnabod addysg bellach ac addysg

Rhagair

Nod y maniffesto hwn yw rhoi gwir ddarlun o’r datblygiadau y mae UCU Cymru yn eu hystyried yn rhan bwysig ac annatod o gyflawni gwlad ‘Cymru'n Un’, gwlad sy'n ‘dysgu’, gwlad â *gwir* gynhwysiant cymdeithasol.

Nid at wleidyddion yn unig yr anelir y maniffesto hwn, nac at yr asiantaethau ariannu, na chynrychiolwyr y cyflogwyr, ond, yn bwysicach, fe’i hanelir at y cyhoedd, y gwir fuddsoddwyr yn nyfodol Cymru ffyniannus.

Gwlad lle y caiff pob aelod o gymdeithas ei werthfawrogi. Ei werthfawrogi am iddo helpu i adeiladu'r union system addysg y mae’n ei defnyddio – boed hynny at ddibenion galwedigaethol neu academaidd neu hunangyflawniad. System addysg sy'n galluogi unigolion, grwpiau, cymunedau - cymdeithas Cymru gyfan, i fod yn gyfoethog o ran celfyddyd, crefft, a gwyddoniaeth.

Mae aelodau UCU Cymru wedi etifeddu traddodiad balch, sy’n rhychwantu canrifoedd, lle mae system addysg sy'n meithrin dawn, o ba fath bynnag, yn gonglfaen treftadaeth a diwylliant, a lle mae'r addysgwyr, ein haelodau, yn meithrin egin ifanc y ddawn honno.

Ond, mae yma realaeth. Gwyddom fod y llywodraeth yn San Steffan ac yng Nghaerdydd yn teimlo dan bwysau i leihau gwariant cyhoeddus. Rydym yn cydnabod y pwysau ar holl wariant y sector cyhoeddus, ond rydym yn gwrthod y syniad confensiynol mai'r sector cyhoeddus ddylai dalu am fethiannau'r sector preifat. Mae safbwynt UCU Cymru yn syml, ond mae'n galw am ddychymyg.

Yr allwedd i adferiad llwyddiannus yw addysg. Sut arall fydd Cymru'n barod pan ddaw'r dirwasgiad i ben? Os na fyddwn yn addysgu ac yn hyfforddi'r gweithlu yfory, yr wythnos nesaf, y flwyddyn nesaf – ac am ddegawdau i ddod, beth arall sydd yno? Byddai'r dyfodol, yn wir, yn llwm.

Felly, mae neges aelodau UCU Cymru i gymdeithas Cymru gyfan yn glir.

Buddsoddwch yn y dyfodol, buddsoddwch mewn pobl, buddsoddwch mewn addysg – nawr!

Peter Jones
Cadeirydd
UCU Cymru

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