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Meddyg Teulu sy'n ymddiddori ym maes Anghydraddoldebau Iechyd GP with an  
interest in Health Inequalities



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Betsi Cadwaladr  
University Health Board

# Rhaglen y Ddeddf Gofal Gwrthgyfartal

—

Glasbrint ar gyfer lleihau  
anghydraddoldebau iechyd  
yng Ngogledd Cymru trwy  
gyfrwng partneriaethau lleol  
ac arloesi

# The Inverse Care Law Programme

—

A blueprint for reducing  
health inequalities in North  
Wales through local  
partnerships and innovation



# Anghydraddoldebau Iechyd

Mae anghydraddoldebau iechyd yn wahaniaethau annheg ac osgoadwy o ran iechyd ledled y boblogaeth, a rhwng grwpiau gwahanol yn y gymdeithas.

# Health Inequalities

Health inequalities are unfair and avoidable differences in health across the population, and between different groups within society.



## Beth yw'r Ddeddf Gofal Gwrthgyfartal?

- Cysyniad academaidd a ddatblygwyd gan Dr Julian Tudor Hart yn 1971 er mwyn esbonio anghydraddoldebau iechyd
- Y poblogaethau hynny sydd â'r anghenion mwyaf yw'r rhai sy'n lleiaf tebygol o gael y gofal meddygol neu gymdeithasol da sydd ar gael – amrywiant gwrthgyfartal.
- Oherwydd mae poblogaethau sydd ag anghenion sylweddol o ran gofal iechyd yn llai tebygol o fod:
  - Yn byw ger gwasanaethau gofal iechyd o ansawdd da
  - Yn byw ger gwasanaethau gofal iechyd sydd ag argaeledd
  - Yn gallu cyrchu neu'n gwybod sut i gyrchu gwasanaethau gofal iechyd hyd yn oed os yw'r opsiwn ar gael

## What is the Inverse Care Law?

- Academic concept developed by Dr Julian Tudor Hart in 1971 to explain health inequalities
- Those populations with the biggest needs are the least likely to receive available good medical or social care - inverse variation
- Because populations that have high healthcare needs tend to be less likely to:
  - Live near good quality healthcare services
  - Live near healthcare services with availability
  - Be able to / or know how to access healthcare services even if the option is there



# Rhaglen DGG

- Rhaglen DGG a ddatblygwyd fel rhan o weledigaeth BIPBC ynghylch creu Gogledd Cymru iachach yn 2021.
- Mae'n cydnabod bod penderfyniadau cymdeithasol, economaidd ac amgylcheddol yn dylanwadu'n sylweddol ar iechyd ond nid yw'r gallu i fynd i'r afael â hwy yn rhan o gwmpas y GIG.
- Defnyddiwyd dull trawsnewid i ymyrryd â'r system gofal iechyd a'i gwella.

# ICL Programme

- ICL programme developed as part of BCUHB's vision to create a healthier North Wales in 2021
- Recognising that social, economic and environmental determinants have a significant impact on health but are beyond the scope of the NHS to address
- Used a transformation approach to disrupt and improve the healthcare system



# Nod

Galluogi dull partneriaeth seiliedig ar le i fynd i'r afael ag anghydraddoldebau iechyd ledled Gogledd Cymru trwy adeiladu ar sylfeini galluoedd ac asedau cyffredin, dirnadaethau a chydberthnasau ar draws sectorau er mwyn datblygu, gweithredu a rhannu arloesi lleol

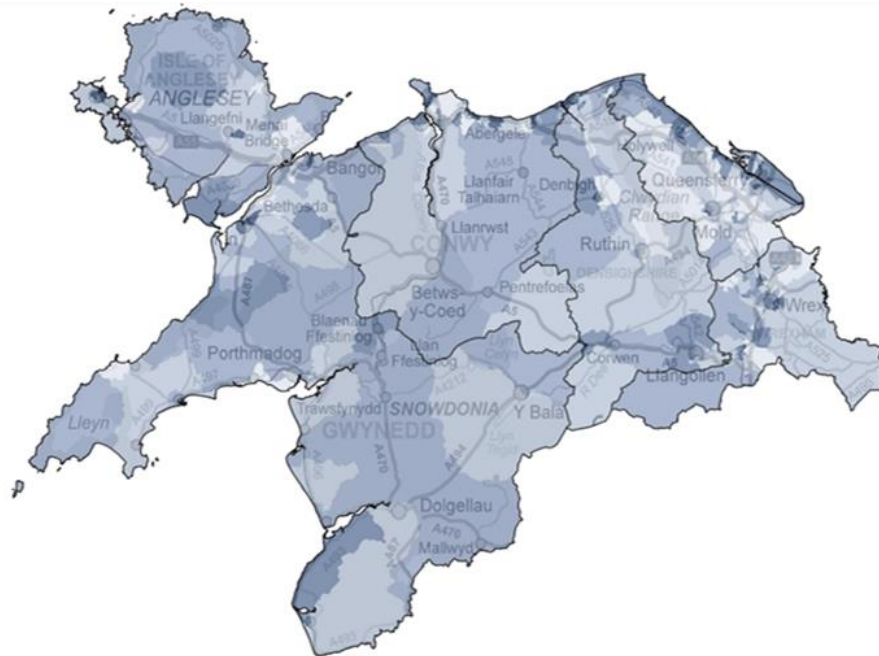
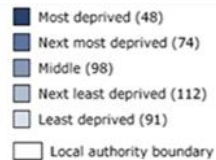
# Aim

Enable a place-based, partnership approach to address health inequalities across North Wales by building on shared capabilities, assets, insights and relationships across sectors to grow, implement and share local innovation



# Data

- Mae rhai o ardaloedd mwyaf difreintiedig Cymru yng Ngogledd Cymru.
- Mae'r bwlch o ran disgwyliad oes rhwng yr ardaloedd lleiaf a mwyaf difreintiedig yn 7 mlynedd yn achos gwrywod a 6.1 mlynedd yn achos benywod.
- Gall gwrywod sy'n byw yn yr ardaloedd mwyaf difreintiedig yng Ngogledd Cymru ddisgwyl profi oddeutu 12 mlynedd yn llai o iechyd da na'r sawl sy'n byw yn yr ardaloedd lleiaf difreintiedig. Mae'r gwahaniaeth yn 11 mlynedd bron iawn yn achos benywod.
- Mae 27% o blant 0-15 mlwydd oed yng Ngogledd Cymru yn byw mewn teuluoedd sydd ag incwm isel



# Data

- North Wales has some of the most deprived areas in Wales
- Gap in life expectancy at birth between the most and least deprived areas is 7 years for males and 6.1 years for females
- Males living in most deprived areas of North Wales can expect to live around 12 years less in good health vs those in least deprived areas; difference for females is almost 11 years.
- 27% of children aged 0 to 15 years in North Wales live in low income families

## 10 most deprived LSOAs in North Wales

LA	LSOA	WIMD Rank
Denbighshire	Rhyl West 2	1
Denbighshire	Rhyl West 1	2
Wrexham	Queensway 1	9
Denbighshire	Rhyl West 3	11
Denbighshire	Rhyl South West 2	19
Conwy	Glyn (Conwy) 2	20
Wrexham	Wynnstay	45
Denbighshire	Rhyl South West 1	57
Conwy	Abergele Pensarn 2	70
Conwy	Tudno 2	78

Source: WIMD 2019 (WG)

# Beth wnaethom ni

- Clystyrau yn mynegi diddordeb
- 3 chlwtwr arloesi
- 3 gweithdy ym mhob clwtwr (Medi, Hyd, Tach '23)
- Wyneb yn wyneb
- Hwyluso gan gwmni ymgynghorol Ararna
- Y tîm Trawsnewid a Gwella

# What we did

- Expressions of interest from clusters
- 3 innovator clusters
- 3x workshops in each cluster (Sept, Oct, Nov '23)
- Face to face
- Ararna Ltd consultancy facilitation
- Transformation and Improvement team

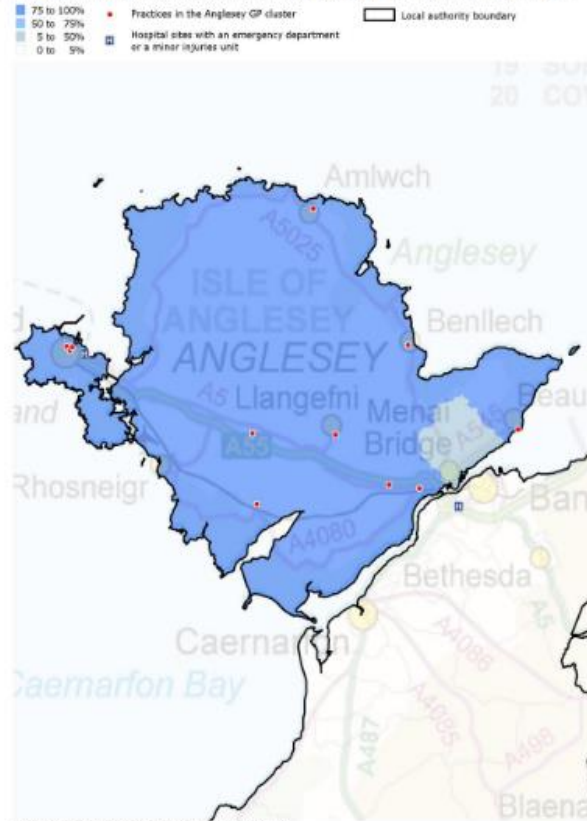




# Ynys Môn Anglesey

## Geographical 'reach' map

Figure 6: Percentage of population registered with practices in the Anglesey GP cluster, 2012

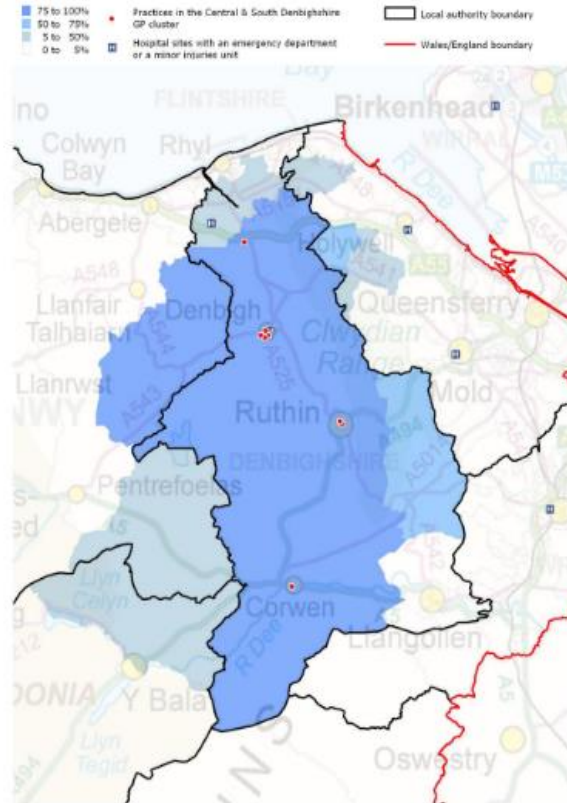


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# Canol a De Sir Ddinbych Central & South Denbighshire

## Geographical 'reach' map

Figure 16: Percentage of population registered with practices in the Central & South Denbighshire GP cluster, 2012

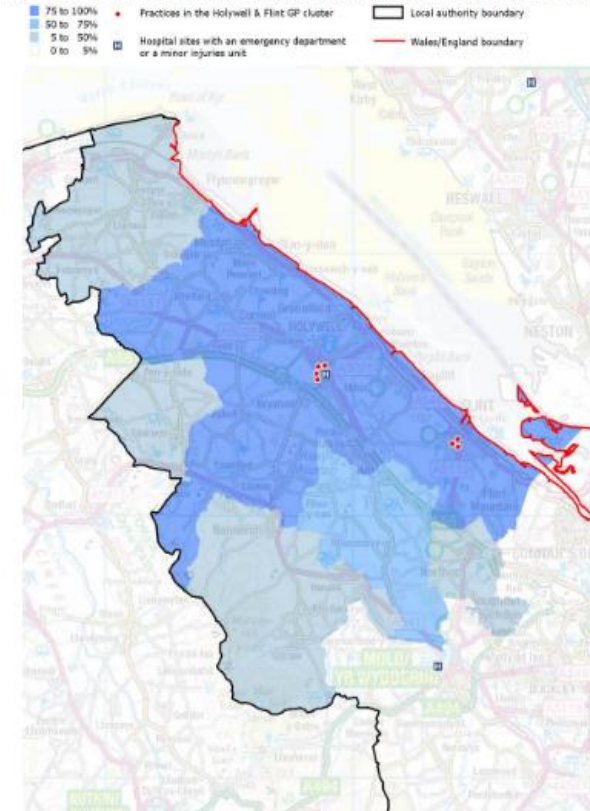


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# Gogledd Orllewin Sir y Fflint North West Flintshire

## Geographical 'reach' map

Figure 41: Percentage of population registered with practices in the Holywell & Flint GP cluster, 2012



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# Rhanddeiliaid

- BIPBC
- Iechyd Cyhoeddus
- Y Gwasanaeth Prawf
- Awdurdodau Lleol
- CAMHS
- Nyrsys Ardal
- Ara Recovery for All
- Cymru Gyntes
- Y Groes Goch Brydeinig
- Presgripsiynau Cymdeithasol e.e. FLVC
- Tai – Clwyd Alyn, Shelter Cymru

# Stakeholders

- BCUHB
- Public Health
- Probation Service
- Local Authorities
- CAMHs
- District Nurses
- Ara Recovery for All
- Warm Wales
- British Red Cross
- Social Prescribing e.g FLVC
- Housing – Clwyd Alyn, Shelter Cymru



# Gweithdy 1

- Adeiladu'r tîm – dyma ein pam
- Deall anghydraddoldebau iechyd a phethau sy'n achosi hynny
- Profiad partneriaid o anghydraddoldebau iechyd
- Ymarfer hunan-fyfyrio

# Workshop 1

- Building the team – what's our why
- Understanding health inequality and its causes
- Partner experience of health inequality
- Self-reflection exercise



## Gweithdy 2

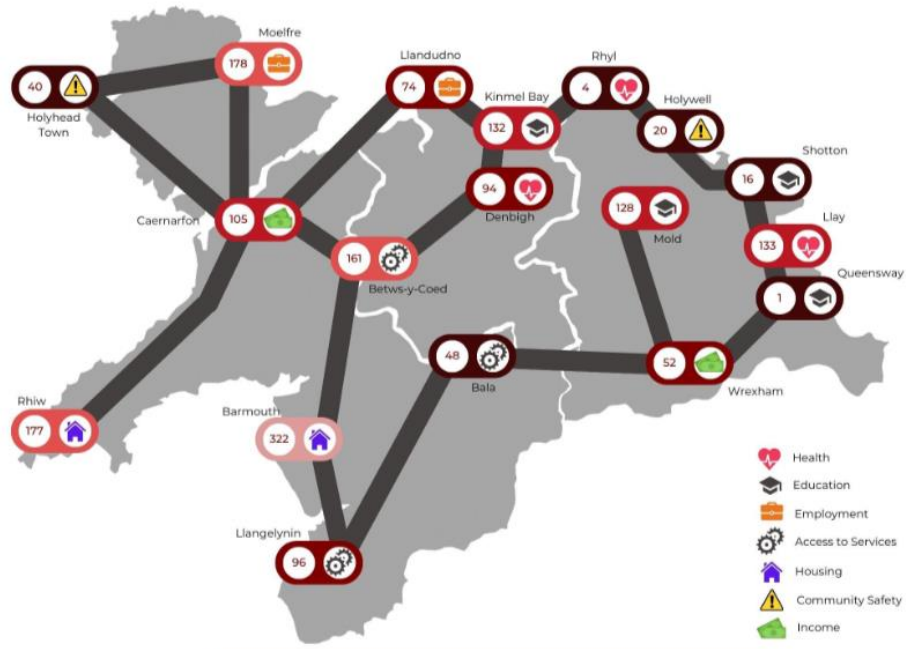
- Ein cymuned, beth yw ein man cychwyn
- Profiadau byw
- Deall asedau ac isadeiledd clystyrau
- Bwrw golwg manwl dros anghydraddoldebau iechyd
- Dangosfwrdd data
  - MALIC
  - Cyfrifiad 2021
  - Straeon bywydau go iawn
- Hunan-fyfyrio

## Workshop 2

- Our community, what's our starting point
- Lived experiences
- Understanding cluster assets and infrastructure
- Deep dive health inequality insight
- Data dashboard
  - WIMD
  - 2021 Census
  - Real life stories
- Self-reflection



# Insight to help address health inequalities



[Explore the dashboard](#)



# Gweithdy 3

- Mynd i'r afael ag anghydraddoldebau iechyd gyda'n gilydd
- Creu syniadau
- Llunio cynllun
- Datblygu blaenoriaethau
- Dull caffi byd
- Hunan-fyfyrio – defnyddio sylfeini adnoddau
- Padlet

# Workshop 3

- Tackling health inequalities together
- Ideas generation
- Shaping plan
- Developing priorities
- World café approach
- Self reflection – use of resource foundation
- Padlet



# Pecyn cymorth hunan-fyfyrrio chwe sylfaen

# Six-foundations self-reflection toolkit







<p><i>Maes ffocws</i></p> <p><b>Area of focus</b></p>	<p><i>Ffyrdd o fyw nad ydynt yn iach – Rheoli ffyrdd o fyw nad ydynt yn iach, iechyd meddwl a lles (plant, plant yn eu harddegau, oedolion)</i></p> <p><b>Unhealthy lifestyles - Managing unhealthy lifestyles, mental health and wellbeing (child, teenagers, adults)</b></p>
<p><i>Fframio</i></p> <p><b>Framing</b></p>	<p><i>Grymuso, effeithiolrwydd, effeithlonrwydd, ymwybyddiaeth, gwrth-breuder, cynwysoldeb, cynaliadwyedd, ysgolion angen bod yn fwy rhagweithiol, sgiliau bywyd, coginio a rheoli arian</i></p> <p>Empowerment, effectiveness, efficacy, awareness , anti-fragility, inclusivity, sustainability, schools need to be more proactive, life skills, cooking and managing money,</p>
<p><i>Rhanddeiliaid</i></p> <p><b>Stakeholders</b></p>	<p><i>Cyfiawnder ieuenctid, gofal plant preifat, y gwasanaeth prawf, yr heddlu, coleg/prifysgol, gwasanaethau mamolaeth, lleisiau cymunedol a Phlant, addysg Iaith a Lleferydd, gwasanaethau cymdeithasol, iechyd meddwl, dechrau'n deg, CAMHS, 3ydd sector, gwasanaethau ieuenctid, mewnwelediad Prifysgol Bangor, nyrsys ysgol, clystyrau , meddygon teulu</i></p> <p>Youth justice, private childcare, probation, police, college/university, maternity services, community and Childrens voices, S&amp;L education, social services, metal health, flying start, CAMHS, 3<sup>rd</sup> sector, youth services, Bangor Uni insight, school nurses, clusters, GPs,</p>



<p><i>Syniadau</i></p> <p><b>Ideas</b></p>	<p><i>Campfeydd awyr agored am ddim, Uwch Ymarferwyr Parafeddygol (APPs), prosiectau amrywiol sy'n annog mwy nag un ffordd o les, yn hygyrch i bawb, holi'r gymuned am APPs - TikTok, plant yn fwy tebygol o gynnal, ystafelloedd anogaeth ysgol - therapi Lego</i></p> <p>Outdoor free gyms, APPs, varied projects that encourage more than way of wellbeing, accessible to all, ask community about APPs – TikTok,, children more likely to sustain, school nurture rooms – Lego therapy,</p>
<p><i>Cynllun gwella/gweithredu</i></p> <p><b>Action/ improvement plan</b></p>	<p><i>Addysgu teuluoedd mewn ffyrdd at les, gweithio gyda Medrwn Môn i gyflwyno fframwaith iechyd a lles emosiynol (RPB), codi ymwybyddiaeth o hyn ymhlith partneriaid, hyrwyddo manau gwyrdd yn well, digwyddiad posibl gyda phartneriaid a phlant a phobl ifanc, rhandiroedd, ymarfer yr hyn yr ydym yn ei bregethu</i></p> <p>Educating families in ways to wellbeing, work with Medrwn Mon to deliver emotional health and wellbeing framework (RPB) raise awareness of this amongst partners, better promotion of green spaces, potential event with partners and CYP, allotments, practice what we preach,</p>
<p><i>Canlyniadau/manteisi on</i></p> <p><b>Outcomes/ benefits</b></p>	<p><i>Datblygu Plant a Phobl Ifanc a gwasanaethau cymorth ar eu cyfer, cymunedau mwy cyfartal, llai o angen am wasanaethau meddygol, gwell iechyd a lles ar gyfer Plant a Phobl Ifanc yn Ynys Môn, mwy o ymwybyddiaeth o'r cynnig ar gyfer Plant a Phobl Ifanc</i></p> <p>CYP developed and serviced support for them, more equal communities, less need for medical services, better health and wellbeing for CYP in Anglesey, more awareness on the offer for CYP,</p>



# Crynodeb o'r fenter (Ynys Môn)

# Initiative summary (Anglesey)

## Menter / Initiative 1 – Mynediad / Access

- *Sicrhau bod cyfleoedd ar gael i gael mynediad at y gwasanaeth cymorth cywir ar yr adeg gywir i hybu iechyd a lles da; galluogi unigolion i gefnogi eu hunain i fyw yn dda.*
- To ensure the availability of opportunities to access the right support service at the right time to promote good health and wellbeing; enable individuals to support themselves to live well

## Menter / Initiative 2 – Addysg / Education

- *Targedu pobl ifanc drwy ddarparu addysg amgen ( y tu allan i TGAU). Sut i godi rhwystrau i gael mynediad at addysg? Addysgu pobl ifanc ac oedolion ar y materion a nodwyd yn y meysydd eraill e.e. rheoli ffyrdd o fyw nad ydynt yn iach, perthnasoedd iach*
- Targeting young people through alternative education provision (outside of GCSEs). How to lift barriers to access to education? Educating both young people and adults on the issues identified in the other areas e.g. managing unhealthy lifestyles, healthy relationships

## Menter / Initiative 3 – Ffyrdd o fyw nad ydynt yn iach / Unhealthy lifestyles

- *Rheoli ffyrdd o fyw nad ydynt yn iach, iechyd meddwl a lles (plentyn, plant yn eu harddegau ac oedolion)*
- Managing unhealthy lifestyles, mental health and wellbeing (child, teenagers, adults)



**Sut ydych chi'n meddwl y byddwch chi'n cymhwyso'r hyn rydych chi wedi'i ddysgu heddiw yn eich sefydliad? /**

**How do you think you will apply what you have learned today in your organisation?**

*Cysylltu â llawer o bobl a gwasanaethau newydd trwy gysylltiadau heddiw wrth ddatblygu llwybrau newydd /*  
Link in with lots of new people and services through today's connections when developing new pathways.

*Cefnogi pobl mewn sectorau eraill /*  
Support people in other sectors.

*Herio ymddygiadau - chwilio am fwy o gyfleoedd i wneud newidiadau. Agwedd bwrw ati! /*  
Challenge behaviours - look for more opportunities to make changes. Just do it attitude!

*Ystyried ffyrdd i ymgysylltu â chymunedau /*  
Consider ways to engage and communities.

*Gweithio gyda'r sector cyhoeddus a'r sector ehangach o ddydd i ddydd /*  
Work with volunteer sector and wider in day to day.

*Casglu data cyn datblygu gwaith /*  
Gather data prior to developing work.

*Rhannu gyda fy nhîm i annog a chefnogi cysylltiadau â'r gymuned o fewn ein hardaloedd /*  
Share with my team to encourage and support links to the community within our localities.

*Gwell ymarfer /*  
Improved practice

*Taflu syniadau gyda staff /*  
Brain storm with staff.

*Gweithio o ran mynd i'r afael ag anghydraddoldebau /*  
Working around addressing inequalities.



# Gweithdy gwerthuso

- Urban Foresight
- 3 clwstwr
- Mawrth 2024
- Datblygu mentrau
- Mapio effaith ddilynol

# Evaluation workshop

- Urban Foresight
- 3 clusters
- March 24
- Initiative progression
- Ripple effect mapping



## Enghreifftiau menter / Initiative examples

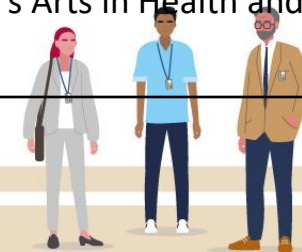
<p><i>Mwy o gyfeirio ar gyfer gwasanaethau gamblo</i></p>	<p>Sir Ddinbych /</p>	<p>Gwell mynediad / Symleiddio gwasanaethau</p>	<p>Yn dilyn y cyflwyniad gan Ara Recovery For All ar gaethiwed i gamblo, gofynnodd yr Arweinydd Tîm Ymateb Critigol beth oedd yn cael ei wneud i fynd i'r afael ag ymwybyddiaeth o bobl â chaethiwed i gamblo mewn cyfarfod o Gyngor Dinas Dinbych. Arweiniodd hyn at y Pennaeth Gwasanaeth yn creu rhestr gyswllt a'i rhannu â SPOA (un pwynt mynediad) gan ganiatáu ar gyfer cyfeirio gwell at wasanaethau.</p>
<p>Increased signposting for gambling services</p>	<p>Denbigh-shire</p>	<p>Improved access / Streamlining services</p>	<p>Following the presentation by Ara Recovery For All on gambling addiction, Critical Response Team Lead asked what was being done to address awareness of people with gambling addictions at a Denbigh City Council meeting. Led to Head of Service creating contact list and shared with SPOA (single point of access) allowing for better referral to services.</p>



<p><i>Gwaith y tîm Atal Strôc i gael mynediad at y cyhoedd</i></p> <p>Stroke Prevention team's work to access the public</p>	<p>Sir Ddinbych/          Denbighshire</p>	<p>Gwella mynediad / Rhannu adnoddau / Dulliau ataliol</p> <p>Resource sharing / Improving access/Preventative approaches</p>	<p>Cysylltodd y tîm Atal Strôc â bws symudol MIND i gynnig gwiriadau iechyd sylfaenol, dulliau atal strôc ac archwiliadau pwysedd gwaed yn y gymuned. Roedd y tîm yn gweinyddu gofal mewn marchnadoedd ffermwyr gan arwain at gyfeirio unigolion at feddygon teulu a/neu nyrsys. Mae digwyddiadau yn y dyfodol yn cael eu cynllunio a thrafodaethau gydag FEDRA'i Ffermio ar gynllun i gyflogi nyrs ar gyfer marchnadoedd ffermwyr.</p> <p>Stroke Prevention team linked with MIND mobile bus to offer basic health checks, stroke prevention and BP checks out in the community. The team administered care in farmers markets resulting in signposting individuals to GPs and/or nurses. Future events being planned and discussions with ICan Farming on a plan for a nurse to be employed to cover farmers markets.</p>
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<p><i>Fframwaith rhagnodi cymdeithasol plant a phobl ifanc</i></p> <p>Children and young people's social prescribing framework</p>	<p>Ynys Môn</p> <p>Anglesey</p>	<p>Dulliau ataliol / Mapio gwasanaeth</p> <p>Service mapping / Preventative approaches</p>	<p>Ysbrydolodd cymryd rhan yn y gweithdai gyfarfod ym mis Rhagfyr 2023 i drafod model rhagnodi cymdeithasol ar gyfer plant a phobl ifanc. Daeth cynrychiolwyr o glystyrau meddygon teulu lleol, Iechyd Cyhoeddus, Gwasanaethau Cymdeithasol, Gwasanaeth Gwirfoddol Sirol, Bwrdd Gwasanaethau Cyhoeddus, Prosiect Braenaru'r Blynyddoedd Cynnar, CAMHS ac Arweinydd Profiad Cleifion y Gwasanaeth Anabledd Dysgu i'r cyfarfod. Y nod yw creu PADLET gyda gwybodaeth am gynnydd y prosiect, mapio'r ddarpariaeth gyfredol o wasanaethau a threfnu digwyddiad rhwydweithio i ddod â rhanddeiliaid allweddol ynghyd. Dau gyfarfod pellach ers mis Rhagfyr gyda phartneriaid ychwanegol yn ymuno gan gynnwys y Prosiect Ysgolion Iach a Chydlynedd Celfyddydau mewn Iechyd a Lles y Bwrdd Iechyd</p> <p>Participation in the workshops inspired a meeting in December 2023 to discuss a social prescribing model for children and young people. Representatives from local GP clusters, Public Health, Social Services, County Voluntary Service, Public Service Board, Early Years Pathfinder Project, CAMHS and Learning Disability Service Patient Experience Lead attended.</p> <p>Goal to create a PADLET with information on project progress, map current service provision and to arrange networking event to bring together key stakeholders.</p> <p>.Two further meetings since December with additional partners joining including Healthy Schools Project and the Health Board's Arts in Health and Wellbeing Co-ordinator.</p>
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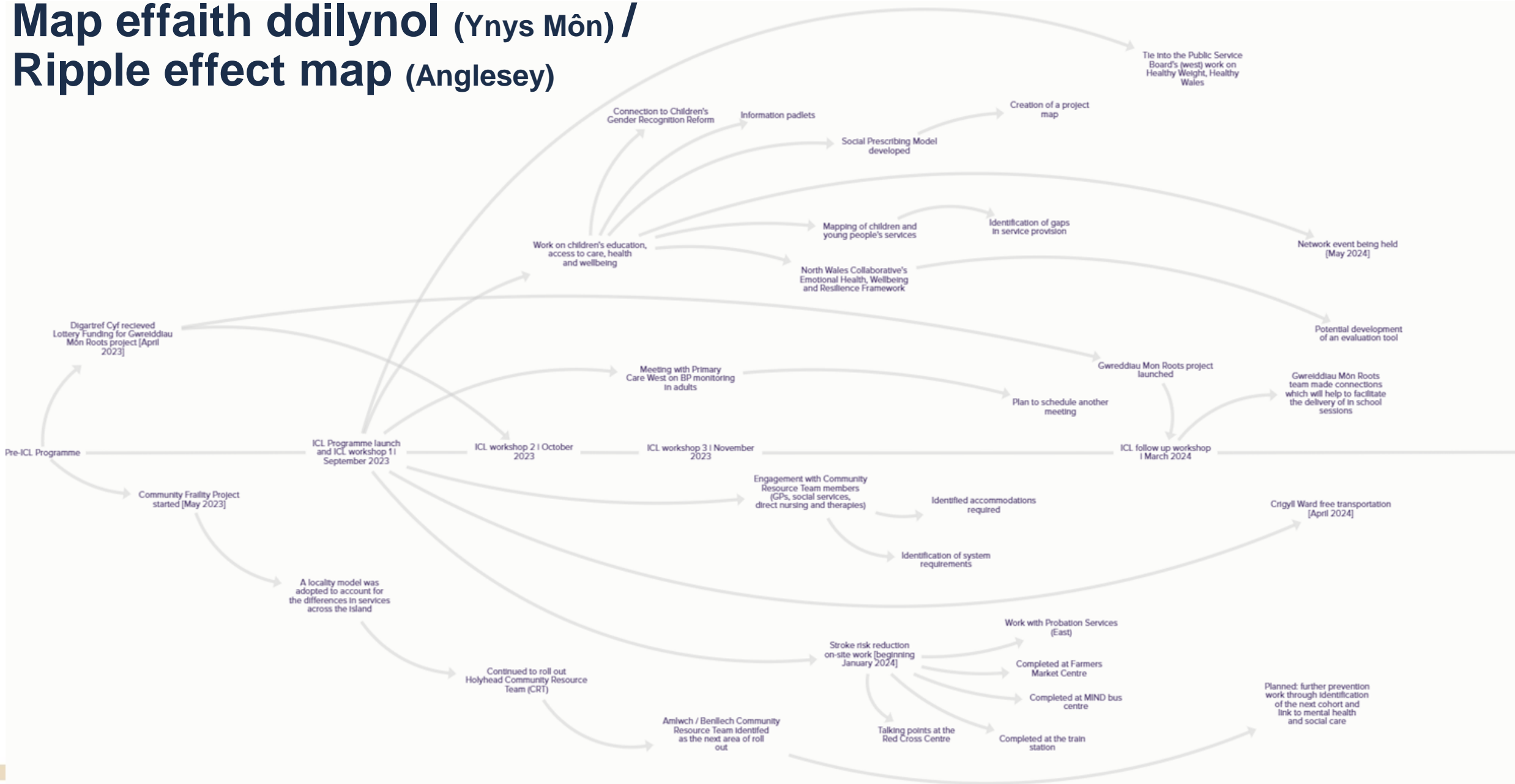




<p><i>Cydweithrediadau tlodi bwyd</i></p> <p>Food poverty collaborations</p>	<p>Sir y Fflint</p> <p>Flintshire</p>	<p>Cydweithio / Rhannu adnoddau</p> <p>Joint working / Resource sharing</p>	<p>Arweiniodd gweithdai ICL at bartneriaeth rhwng Cyngor Dinas Sir y Fflint a thîm iechyd cyhoeddus lleol ar dlodi bwyd. Mae cysylltu â menter Bwyd Da Sir y Fflint wedi cynyddu ei gyloch dylanwad ar draws y sectorau iechyd, gofal cymdeithasol a busnes.</p> <p>ICL workshops led to a partnership of Flintshire City Council and local public health team on food poverty. Connecting with the Good Food Flintshire initiative has increased its sphere of influence across the health, social care and business sectors.</p>
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# Map effaith ddilyniol (Ynys Môn) / Ripple effect map (Anglesey)





# Adroddiad Gwerthuso

- Ar y cyfan, mae'r rhaglen DGG wedi llwyddo yn ei nod o greu dull partneriaeth sy'n seiliedig ar le
- Wedi cyflawni brasgampau wrth ddatblygu dulliau systemau cyfan i fynd i'r afael ag anghydraddoldebau iechyd ar draws y tri chlwstwr arloesi peilot
- Wedi llwyddo i adeiladu galluoedd, asedau, mewnwelediadau a pherthnasau a rennir ar draws sectorau
- Wedi annog a dylanwadu ar arloesi lleol ar draws y tri chlwstwr
- Prawf o gysyniad

# Evaluation Report

- Overall, the ICL programme has succeeded in its aim to create a place-based, partnership approach
- Achieved great strides developing whole systems approaches to address health inequalities across the three pilot innovation clusters
- Successfully built shared capabilities, assets, insights and relationships across sectors
- Encouraged and inspired local innovation across the three clusters.
- Proof of concept



Datblygodd y rhaglen Deddf Gofal Gwrthgyfartal fanteision ar gyfer y tri chlwstwr arloesi ar draws pedwar maes craidd;

The Inverse Care Law programme developed benefits for the three innovation clusters across four core areas;



Figure 1: Core areas of success for BCUHB's Inverse Care Law programme



# Heriau a Dysgu

- Cynllunio adnoddau – gweithdai ychydig yn hwyrach na'r disgwyl
- Gwerthusiad wedi'i orffen bum mis yn gynnar - canlyniadau tymor canolig a hirdymor heb eu cynnwys
- Ymunodd Urban Foresight â'r gweithdai diwethaf yn unig
- Roedd heriau ariannol yn cyfyngu ar gymorth clystyrau
- Rhanddeiliaid coll
- Meddylwch beth nesaf o'r cychwyn cyntaf

# Challenges and Learning

- Planning resources – workshops slightly later than planned
- Evaluation finished five months early – medium and long term outcomes not captured
- Urban Foresight joined last workshops only
- Financial challenges limited cluster support
- Missing stakeholders
- Think what next from the outset



# Myfyrio personol

- Rhaid gwerthfawrogi pob clwstwr i fod yn unigol ac unigryw
- Mae cymunedau'n gryf ac yn ddyfeisgar. Adeiladu rhwydweithiau
- Profiadau byw – myfyrio ar anghenion y rhai yr ydym yn anelu at eu cefnogi
- Newidiadau cadarnhaol i iechyd ac ataliaeth
- Gweithio mewn partneriaeth
- Pŵer sgwrs

# Personal reflection

- Each cluster has to be appreciated to be individual and unique
- Communities are strong and resourceful. Network building
- Lived experiences – reflects needs of those we aim to support
- Positive changes to health and prevention
- Partnership working
- Power of conversation



# Beth nesaf?

- Clystyrau eraill sy'n cymryd rhan
- Model gofal ataliol
- Gofal sy'n seiliedig ar y gymuned a gofal yn nes at y cartref
- Dysgu o'r rhaglen i helpu i siapio cynaliadwyedd gofal sylfaenol
- Cadw pobl mewn iechyd da am yn hirach

# What next?

- Other clusters involved
- Preventative model of care
- Community based and care closer to home
- Learning from programme helping to shape sustainability of primary care
- Keeping people in good health for longer





# Glasbrint ar gyfer llwyddiant yn y dyfodol

Deg amod a amlygwyd yn y glasbrint ar gyfer cynnal rhaglen DGG llwyddiannus;

# A Blueprint for future success

Ten conditions highlighted in the blueprint for running a successful ICL programme;



*Teilwra i'r ardal leol /*  
Tailor to the local area



*Cynnal digwyddiadau wyneb yn wyneb /*  
Host in-person events



*Defnyddio adnoddau'n effeithlon /*  
Use resources efficiently



*Ymgysylltu â chyfranogwyr o bob rhan o'r system /* Engage participants from across the system



*Meithrin gallu mewn meddylfryd systemau /*  
Build capability in systems thinking



*Defnyddio'r cysyniad DGG /*  
Use the ICL concept



*Sicrhau bod strwythur y gweithdy yn canolbwyntio ar weithredu /*  
Ensure the workshop structure is action-oriented



*Annog cylchdroi arweinyddiaeth o'r cychwyn cyntaf /*  
Encourage rotating leadership from the outset



*Annog cyfranogwyr i ledaenu'r gair /*  
Encourage participants to spread the word



*Datblygu platfform i ganiatáu rhannu o fewn y clwstwr /*  
Develop a platform to allow sharing within the cluster



Diolch yn fawr  
Thank you

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