

**NASUWT**

Undeb yr Athrawon



**CYMRU**

The Teachers' Union

# Guidance on Forced Marriage

*Yr undeb athrawon mwyaf yng Nghymru*

## **Contents**

Introduction and legislative context	4
Forced marriage – definition	4
The Forced Marriage Unit	5
Characteristics that may indicate forced marriage	6
The role of schools	6
The role of school staff	7
Handling information from pupils	8
Pupils who do not wish to be referred	8
The role of the designated person responsible for child protection	8
Mediation or counselling	9
Further information	10

## Introduction and legislative context

In June 2014, the UK Government published an updated version of its *Multi-agency practice guidelines: Handling cases of Forced Marriage*. The primary objective of the guidelines was to offer advice and information to all frontline practitioners and volunteers within agencies in England and Wales that work to safeguard children and young people against abuse and/or protect adults from abuse.

The guidelines complement statutory guidance in line with the provisions of the Forced Marriage (Civil Protection) Act 2007.<sup>1</sup>

The practice guidelines include content focused specifically on schools, colleges and universities that makes reference to the role that educational professionals should fulfil in relation to forced marriage. The NASUWT has produced this document to highlight the key issues related to forced marriage and to provide advice for school leaders and teachers, including those with designated responsibilities for child protection.

### Forced marriage – definition

*‘...in forced marriage, one or both spouses do not consent to the marriage but are coerced into it. Duress can include physical, psychological, financial, sexual and emotional pressure. In the cases of some vulnerable adults who lack the capacity to consent, coercion is not required for a marriage to be forced.’<sup>2</sup>*

Forced marriage is more likely to involve women, and an estimated 85% of cases referred to the UK Government’s Forced Marriage Unit involve women.

However, both men and women may be vulnerable to forced marriage and should be entitled to the same level of help.

The UK Government’s guidelines make clear the important distinctions between a forced marriage and an arranged marriage:

*‘In arranged marriages, the families of both spouses take a leading role in arranging the marriage, but the choice of whether or not to accept the arrangement still remains with the prospective spouses.’<sup>3</sup>*

---

<sup>1</sup> HM Government (2014). *The Right to Choose: Statutory Guidance for Dealing with Forced Marriage*. Available at: ([www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322310/HMG\\_Statutory\\_Guidance\\_publication\\_180614\\_Final.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322310/HMG_Statutory_Guidance_publication_180614_Final.pdf)); accessed on 03.08.16.

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

The guidelines remind practitioners that: *'ignoring the needs of victims should never be an option. Forced marriage affects people from many communities and cultures, so cases should always be addressed using all of your existing structures, policies and procedures designed to safeguard children, adults with support needs and victims of domestic abuse.'*<sup>4</sup>

Forced marriage is an abuse of children's rights under the UN Convention on the Rights of the Child.

It is also an abuse of the basic human rights of children, young people and adults as set out in the European Convention on Human Rights and is directly contrary to important provisions set out in relevant domestic human rights legislation in England and Wales. However, forced marriage is not a specific criminal offence and if a marriage is valid overseas, it will, in many cases, be seen as valid in the UK.

However, actions that frequently accompany forced marriage, including kidnap, assault, rape or theft, are prosecutable criminal offences.

Forced marriages do not always involve individuals leaving or coming to the UK. The UK Government's Forced Marriage Unit confirms that a number of cases involve no overseas element.

Although the majority of forced marriage cases in the UK involve South Asian families, it is not exclusively a South Asian problem. Cases involving families from other European nations, the Middle East and Africa have also been identified.

### **The Forced Marriage Unit**

The Forced Marriage Unit, managed jointly by the Home Office and the Foreign and Commonwealth Office (FCO), works to provide support and develop strategies to prevent British nationals from being forced into marriage overseas. The Unit offers practical help and guidance to affected British nationals and produces resources and materials for organisations and individuals directly or indirectly involved in issues associated with forced marriage.

---

<sup>4</sup> Ibid.

## **Characteristics that may indicate forced marriage**

While individual cases of forced marriage, and attempted forced marriage, are often very particular, they are likely to share a number of common and important characteristics, including:

- an extended absence from school/college, including truancy;
- a drop in performance or sudden signs of low motivation;
- excessive parental restriction and control of movements;
- a history of siblings leaving education to marry early;
- poor performance, parental control of income and students being allowed only limited career choices;
- evidence of self-harm, treatment for depression, attempted suicide, social isolation, eating disorders or substance abuse; and/or
- evidence of family disputes/conflict, domestic violence/abuse or running away from home.

On their own, these characteristics may not indicate forced marriage. However, it is important to be satisfied that where these behaviours occur, they are not linked to forced marriage. It is also important to avoid making assumptions about an individual pupil's circumstances or act on the basis of stereotyping.

For example, an extended holiday may be taken for entirely legitimate reasons and may not necessarily represent a pretext for forced marriage.

Unfounded accusations could obviously cause considerable distress to pupils and their families and schools should, therefore, act with sensitivity.

Where staff have any concerns about the safety or welfare of an individual pupil, they should follow the appropriate child protection procedures.

## **The role of schools**

Schools should ensure that they are able to respond effectively and swiftly to concerns about forced marriage.

It is critical that arrangements in respect of forced marriage at school level include support staff as well as teachers, as they are likely to have a key role to play in dealing with forced marriage and will be in contact with

pupils and their families as frequently as teachers. It is important that all members of staff receive training and support on this issue to ensure that they recognise the presenting symptoms, how to respond if there are concerns and where to turn for advice.

Advice and help can be obtained nationally through the Forced Marriage Unit and locally through the local police Child Protection or Domestic Abuse Unit, the Local Safeguarding Children Board (LSCB) or the children's social care service of the local authority. Schools should develop policies and procedures that take account of resources locally to ensure that expertise in this complex and challenging area of child protection is utilised. Policies and practices in schools should reflect the fact that while all members of staff, including teachers, have important responsibilities with regard to pupils who may be at risk of forced marriage, teachers and school leaders should not undertake roles in this regard that are most appropriately discharged by other children's services professionals such as police officers or social workers.

### **The role of school staff**

All members of staff should ensure that they are familiar with their school's child protection procedures.

Schools are places of relative calm and security in the lives of many children and young people. There is strong evidence that pupils who experience risk in their home lives often feel safer when they are in school.

Schools should encourage pupils to talk about their problems, and where they express their fears, students should be confident in the knowledge that the school will take those worries seriously.

All schools should have appropriate policies and procedures in place and should train all members of staff to ensure that they are able to deal with concerns appropriately.

The UK Government's guidelines refer to a number of organisations that can be contacted to support students further where there are concerns about the risk of forced marriage.

If teachers have suspicions or are concerned that a pupil may be about to be forced into a marriage or may be a victim of forced marriage, their key responsibility is to inform the person with designated responsibility for child protection in their school as soon as possible.

The UK Government's guidelines on forced marriage make clear that it is not the role of staff to investigate allegations of abuse of a student and, therefore, if pupils are under 18 years of age, all referrals should be made in accordance with local safeguarding arrangements.

These referrals will usually be to children's social services, the police or the Forced Marriage Unit.

### **Handling information from pupils**

While teachers and other staff must pass on their concerns about pupils who are displaying characteristics that may indicate forced marriage to the member of staff in their school with designated responsibility for child protection, it is important to recognise that they are not responsible for the collation or assessment of evidence or data to support investigations into suspected cases of forced marriage.

These responsibilities are most appropriately undertaken by children's social care professionals, the police or officials of the Forced Marriage Unit. Any relevant documentation received should be passed on by the school in accordance with established child protection arrangements.

School staff must be aware that they should deal with information relating to forced marriage given by pupils in the same way that they would with other issues concerning child protection. Therefore, teachers should advise that they cannot necessarily guarantee that disclosures made by a student will remain confidential.

### **Pupils who do not wish to be referred**

If the pupil does not wish to be referred, advice can be sought without revealing the pupil's identity. However, it is important for school staff to remember that if information in their possession gives rise to child protection issues, established procedures should be followed.

### **The role of the designated person responsible for child protection**

It is generally appropriate for the designated person for child protection to be responsible for issues to do with forced marriage. Being the designated person is a significant responsibility that requires access to appropriate training, structured time to discharge the role, and appropriate remuneration.

The designated person responsible for child protection should use existing safeguarding procedures and therefore schools should not need to develop a specific policy on forced marriage but should adapt their safeguarding policies to take account of the issue.

Staff training on safeguarding children should address the issue of forced marriage.

### **Mediation or counselling**

Under no circumstances should any members of a school's staff attempt to operate as mediators or family counsellors.

The Forced Marriage Unit has stated that any attempts to try to mediate can be extremely dangerous as mediators may unintentionally place pupils who are at risk of forced marriage in greater harm or force the family to act quickly before the relevant authorities can become involved.

At all stages, advice from the appropriate agencies and authorities should be taken.



## **Further information:**

HM Government (2014)

*The Right to Choose: Multi-agency statutory guidance for dealing with forced marriage.*

[www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322310/HMG\\_Statutory\\_Guidance\\_publication\\_180614\\_Final.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322310/HMG_Statutory_Guidance_publication_180614_Final.pdf)

HM Government (2014)

*Multi-agency practice guidelines: Handling cases of Forced Marriage.*

[www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322307/HMG\\_MULTI\\_AGENCY\\_PRACTICE\\_GUIDELINES\\_v1\\_180614\\_FINAL.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322307/HMG_MULTI_AGENCY_PRACTICE_GUIDELINES_v1_180614_FINAL.pdf)

There is a range of other resources available in the main forced-marriage portal on the Gov.uk website:

[www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)

The Forced Marriage Unit can be contacted by telephone on 020 7008 0151 or by email at [fm@fco.gov.uk](mailto:fm@fco.gov.uk).

For additional advice and support from NASUWT Cymru, contact the Wales centre by telephone on 029 2054 6080 or by email at [rc-wales-cymru@mail.nasuwat.org.uk](mailto:rc-wales-cymru@mail.nasuwat.org.uk).

For additional advice and support, contact:



NASUWT Cymru  
Greenwood Close  
Cardiff Gate Business Park  
Cardiff  
CF23 8RD

Tel: 029 2054 6080

Email: [rc-wales@mail.nasuwat.org.uk](mailto:rc-wales@mail.nasuwat.org.uk)

[www.nasuwat.org.uk](http://www.nasuwat.org.uk)

**NASUWT**  
Undeb yr Athrawon



**CYMRU**  
The Teachers' Union



*The largest teachers' union in Wales*

## Canllawiau ynglŷn â Phriodasau Dan Orfod

## **Contents**

Cyflwyniad a chyd-destun deddfwriaethol	4
Priodasau Dan Orfod – diffiniad	4
Uned Priodasau Dan Orfod	5
Nodweddion sy'n gallu bod yn arwydd o briodas dan orfod	6
Swyddogaeth ysgolion	6
Swyddogaeth staff ysgolion	7
Ymdrin â gwybodaeth gan ddisgyblion	8
Disgyblion nad ydyn nhw'n dymuno cael eu hatgyfeirio	8
Swyddogaeth yr unigolyn dynodedig sy'n gyfrifol am amddiffyn plant	9
Cyfryngu neu gwnsela	9
Gwybodaeth bellach	10

## Cyflwyniad a chyd-destun deddfwriaethol

Ym mis Mehefin 2014, cyhoeddodd Llywodraeth y DU fersiwn wedi'i diweddarau o'i *Multi-agency practice guidelines: Handling cases of Forced Marriage*. Prif amcan y canllawiau oedd cynnig cyngor a gwybodaeth i bob ymarferwyr a gwirfoddolwr yn y rheng flaen o fewn asiantaethau yng Nghymru a Lloegr sy'n gweithio i ddiogelu plant a phobl ifanc yn erbyn cam-drin a/neu amddiffyn oedolion rhag cael eu cam-drin.

Mae'r canllawiau yn ategu'r canllawiau statudol yn unol â darpariaethau Deddf Priodasau dan Orfod (Amddiffyn Sifil) 2007.<sup>1</sup>

Mae'r canllawiau ymarfer yn cynnwys deunydd sy'n canolbwyntio yn benodol ar ysgolion, colegau a phrifysgolion sy'n cyfeirio at y swyddogaeth y dylai gweithwyr proffesiynol addysgol gyflawni mewn perthynas â phriodasau dan orfod. Mae'r NASUWT wedi cynhyrchu'r ddogfen hon er mwyn tynnu sylw at y materion allweddol sy'n gysylltiedig â phriodasau dan orfod ac er mwyn darparu cyngor ar gyfer arweinwyr ysgolion ac athrawon, yn cynnwys y rhai hynny â chyfrifoldebau dynodedig ar gyfer amddiffyn plant.

### Priodasau dan orfod – diffiniad

*'...mewn priodas dan orfod, nid yw'r gŵr priod na'r wraig briod neu'r ddau yn cydsynio i'r briodas ond maen nhw'n cael eu gorfodi iddi. Gall gorfodaeth gynnwys pwysau corfforol, seicolegol, ariannol, rhywiol ac emosïynol. Yn achosion rhai oedolion bregus nad oes ganddyn nhw'r gallu i gydsynio, nid oes angen gorfodaeth ar gyfer gorfodi priodas.'*<sup>2</sup>

Mae priodas dan orfod yn fwy tebygol i gynnwys merched, ac amcangyfrifir bod 85% o'r achosion sy'n cael eu hatgyfeirio at Uned Priodasau dan Orfod Llywodraeth y DU yn cynnwys merched.

Fodd bynnag, gall dynion a merched fod yn agored i briodas dan orfod a dylen nhw fod â'r hawl i dderbyn yr un lefel o help.

Mae Canllawiau Llywodraeth y DU yn esbonio'r gwahaniaethau pwysig yn eglur rhwng priodas dan orfod a phriodas wedi'i threfnu:

*'Mewn priodasau sydd wedi'u trefnu, mae teuluoedd y gŵr priod a'r wraig briod yn cymryd rhan arweiniol wrth drefnu'r briodas, ond mae'r dewis i dderbyn y trefniant neu beidio yn parhau i fod gyda'r darpar ŵr priod a'r ddarpar wraig briod.'*<sup>3</sup>

1 Llywodraeth EM (2014). *The Right to Choose: Statutory Guidance for Dealing with Forced Marriage*. Ar gael yn: ([www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322310/HMG\\_Statutory\\_Guidance\\_publication\\_180614\\_Final.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322310/HMG_Statutory_Guidance_publication_180614_Final.pdf)); cafwyd mynediad ar 03.08.16.

2 Yn yr un man.

3 Yn yr un man.

Mae'r canllawiau yn atgoffa ymarferwyr: *'na ddylai anwybyddu anghenion dioddefwyr byth fod yn ddewis. Mae priodasau dan orfod yn effeithio ar bobl o lawer o gymunedau a diwylliannau, ac felly dylid ymdrin ag achosion drwy ddefnyddio pob un o'ch strwythurau, polisiau a gweithdrefnau presennol sydd wedi'u cynllunio er mwyn diogelu plant, oedolion gydag anghenion cymorth a dioddefwyr camdriniaeth ddomestig.*<sup>4</sup>

Mae priodas dan orfod yn gamddefnydd o hawliau plant o dan Gonfensiwn y CU ar Hawliau'r Plentyn.

Yn ogystal, mae'n gamddefnydd o hawliau dynol sylfaenol plant, pobl ifanc ac oedolion fel sy'n cael ei amlinellu yn y Confensiwn Ewropeaidd ar Hawliau Dynol ac mae'n uniongyrchol groes i ddarpariaethau pwysig a amlinellir mewn deddfwriaeth hawliau dynol domestig perthnasol yng Nghymru a Lloegr. Fodd bynnag, nid yw priodas dan orfod yn drosedd penodol, ac os yw priodas yn ddilys dramor, mewn llawer o achosion, bydd yn cael ei gweld yn ddilys yn y DU.

Fodd bynnag, mae gweithredoedd sy'n dod gyda phriodas dan orfod yn aml yn cynnwys herwgipio, ymosod, treisio neu ddwyn, ac maen nhw'n droseddau y gellir eu herlyn.

Nid yw priodasau dan orfod bob amser yn cynnwys unigolion sy'n gadael neu'n dod i'r DU. Mae Uned Priodasau Dan Orfod Llywodraeth y DU yn cadarnhau nad yw nifer o achosion yn cynnwys elfen dramor.

Er bod y mwyafrif o achosion priodasau dan orfod yn y DU yn cynnwys teuluoedd o Dde Asia, nid yw'n broblem i Dde Asia yn unig. Mae achosion yn cynnwys teuluoedd o genhedloedd Ewropeaidd eraill, y Dwyrain Canol ac Affrica wedi cael eu nodi.

## **Uned Priodasau Dan Orfod**

Mae'r Uned Priodasau Dan Orfod, sy'n cael ei rheoli ar y cyd gan y Swyddfa Gartref a'r Swyddfa Dramor a Chymanwlad (SDCh), yn gweithio er mwyn darparu cefnogaeth a datblygu strategaethau i atal gwladolion Prydeinig i gael eu gorfodi i briodi dramor. Mae'r Uned yn cynnig cymorth a chanllawiau ymarferol i wladolion Prydeinig sy'n cael eu heffeithio ac mae'n cynhyrchu adnoddau a deunyddiau ar gyfer sefydliadau ac unigolion sydd ynghlwm yn uniongyrchol neu'n anuniongyrchol mewn materion sy'n gysylltiedig â phriodas dan orfod.

---

<sup>4</sup> Yn yr un man.

## **Nodweddion sy'n gallu bod yn arwydd o briodas dan orfod**

Tra bod achosion unigol o briodas dan orfod, ac ymgais i briodi dan orfod, yn aml yn unigryw iawn, maen nhw'n debygol o rannu nifer o nodweddion cyffredin a phwysig, yn cynnwys:

- absenoldeb estynedig o'r ysgol/coleg, yn cynnwys triwantiaeth;
- gostyngiad mewn perfformiad neu arwyddion sydyn o ysgogiad isel;
- cyfyngu a rheoli symudiadau yn ormodol gan rieni;
- hanes o frodyr a chwirydd yn gadael addysg er mwyn priodi'n ifanc;
- perfformiad gwael, rhieni yn rheoli incwm a myfyrwyr yn cael caniatâd i ddewisiadau cyfyngedig o yrfaeodded yn unig;
- tystiolaeth o hunan-niweidio, triniaeth ar gyfer iselder, ymgais i ladd eu hunain, arwahanrwydd cymdeithasol, anhwylder bwyta neu gamddefnyddio sylweddau; a/neu
- tystiolaeth o anghydfodau/gwrthdaro teuluol, trais/camdriniaeth ddomestig neu redeg i ffwrdd o'r cartref.

Yn unigol, ni all y nodweddion hyn ddynodi priodas dan orfod. Fodd bynnag, mae'n bwysig bod yn fodlon lle mae'r ymddygiadau hyn yn digwydd, nad ydyn nhw'n gysylltiedig â phriodas dan orfod. Yn ogystal, mae'n bwysig osgoi gwneud tybiaethau ynglŷn ag amgylchiadau disgybl unigol neu weithredu ar sail stereoteipio.

Er enghraifft, efallai y bydd gwyliau estynedig yn cael eu cymryd oherwydd rhesymau cyfreithlon ac ni fydden nhw o angenrheidrwydd yn cynrychioli esgus dros briodas dan orfod.

Mae'n amlwg y gallai cyhuddiadau di-sail achosi gofid sylweddol i ddisgyblion a'u teuluoedd, ac felly, dylai ysgolion weithredu gyda sensitifrwydd.

Lle mae gan staff bryderon ynglŷn â diogelwch neu les disgybl unigol, dylen nhw ddilyn y gweithdrefnau amddiffyn plant priodol.

## **Swyddogaeth ysgolion**

Dylai ysgolion sicrhau eu bod yn gallu ymateb yn effeithiol ac yn gyflym i bryderon ynglŷn â phriodas dan orfod.



Mae'n hanfodol bod trefniadau ynglŷn â phriodas dan orfod ar lefel ysgol yn cynnwys staff cymorth yn ogystal ag athrawon, gan eu bod yn debygol o gael swyddogaeth allweddol i'w chwarae wrth ymdrin â phriodas dan orfod a byddan nhw mewn cysylltiad â disgyblion a'u teuluoedd mor aml ag athrawon. Mae'n bwysig bod pob aelod o'r staff yn derbyn hyfforddiant a chefnogaeth ar y mater hwn er mwyn sicrhau eu bod yn adnabod y symptomau a gyflwynir, sut i ymateb os oes yna bryderon a lle i droi am gyngor.

Gellir cael cyngor a chymorth yn genedlaethol drwy'r Uned Priodasau Dan Orfod ac yn lleol drwy Uned Amddiffyn Plant neu Gam-drin Domestig yr heddlu lleol, y Bwrdd Lleol Diogelu Plant (BLIDP) neu wasanaeth gofal cymdeithasol plant yr awdurdod lleol. Dylai ysgolion ddatblygu polisïau a gweithdrefnau sy'n ystyried yr adnoddau lleol er mwyn sicrhau bod arbenigedd yn y maes cymhleth a heriol hwn o amddiffyn plant yn cael ei ddefnyddio. Dylai polisïau ac ymarferion mewn ysgolion adlewyrchu'r ffaith tra bod gan bob aelod o'r staff, yn cynnwys athrawon, gyfrifoldebau pwysig ynglŷn â disgyblion all fod mewn perygl o briodas dan orfod, na ddylai athrawon ar arweinwyr ysgolion ymgymryd â swyddogaethau mewn perthynas â hyn sy'n cael eu cyflawni yn fwy priodol gan weithwyr proffesiynol gwasanaethau plant eraill, fel swyddogion yr heddlu neu weithwyr cymdeithasol.

### **Swyddogaeth staff ysgolion**

Dylai holl aelodau o'r staff sicrhau eu bod yn gyfarwydd â gweithdrefnau eu hysgol ar amddiffyn plant.

Mae ysgolion yn lleoedd cymharol dawel a diogel ym mywydau llawer o blant a phobl ifanc. Mae tystiolaeth cryf fod disgyblion sy'n cael profiad o berygl yn eu bywydau gartref yn aml yn teimlo'n fwy diogel pan maen nhw yn yr ysgol.

Dylai ysgolion annog disgyblion i siarad am eu problemau, a lle maen nhw'n mynegi eu pryderon, dylai myfyrwyr fod yn hyderus o wybod y bydd yr ysgol yn ystyried y pryderon hynny'n ddifrifol.

Dylai pob ysgol feddu ar bolisïau a gweithdrefnau priodol a dylen nhw hyfforddi pob aelod o'r staff i sicrhau eu bod yn gallu ymdrin â phryderon mewn modd addas.

Mae canllawiau Llywodraeth y DU yn cyfeirio at nifer o sefydliadau y gellir cysylltu â nhw er mwyn rhoi cefnogaeth bellach i fyfyrwyr lle mae pryderon ynglŷn â'r perygl o briodas dan orfod.

Os oes gan athrawon amheumon neu eu bod yn bryderus y gall disgybl fod ar fin cael ei orfodi i briodi neu fod yn ddiodefwr priodas dan orfod, eu cyfrifoldeb allweddol yw rhoi gwybod cyn gynted ag sy'n bosibl i'r unigolyn â chyfrifoldeb dynodedig am amddiffyn plant yn eu hysgol.

Mae canllawiau Llywodraeth y DU ar briodas dan orfod yn esbonio'n eglur nad swyddogaeth staff yw archwilio honiadau o gam-drin myfyriwr, ac felly os yw disgyblion o dan 18 oed, dylid gwneud pob atgyfeiriad yn unol â threfniadau gwarchod lleol.

Fel arfer, bydd yr atgyfeiriadau yn cael eu gwneud i wasanaethau cymdeithasol plant, yr heddlu neu i'r Uned Priodasau Dan Orfod.

### **Ymdrin â gwybodaeth gan ddisgyblion**

Tra bod yn rhaid i athrawon a staff eraill basio eu pryderon ynglŷn â disgyblion sy'n dangos nodweddion a all ddynodi priodas dan orfod i aelod o'r staff yn eu hysgol â chyfrifoldeb dynodedig ar gyfer amddiffyn plant, mae'n bwysig cydnabod nad ydyn nhw'n gyfrifol am gasglu nac asesu tystiolaeth na data i gefnogi ymchwiliadau i achosion honedig o briodas dan orfod.

Mae'r cyfrifoldebau hyn yn cael eu gwneud yn fwyaf priodol gan weithwyr proffesiynol gofal cymdeithasol plant, yr heddlu neu swyddogion yr Uned Priodasau Dan Orfod. Dylid pasio unrhyw ddogfennaeth berthnasol gan yr ysgol yn unol â threfniadau sefydledig amddiffyn plant.

Dylai staff ysgolion fod yn ymwybodol y dylen nhw ymdrin â gwybodaeth yn ymwneud â phriodas dan orfod a roddwyd gan ddisgyblion yr un ffordd ag y bydden nhw'n gyda materion eraill sy'n ymwneud ag amddiffyn plant. Yn y modd hwnnw, dylai athrawon roi cyngor na allan nhw warantu o angenrheidrwydd fod datgeliadau sy'n cael eu gwneud gan fyfyrwyr yn aros yn gyfrinachol.

### **Disgyblion nad ydyn nhw'n dymuno cael eu hatgyfeirio**

Os nad yw disgybl yn dymuno cael ei atgyfeirio, gellir cael cyngor heb ddatgelu hunaniaeth y plentyn. Fodd bynnag, mae'n bwysig i staff ysgolion gofio os yw gwybodaeth yn eu meddiant yn arwain at faterion amddiffyn plant, dylid dilyn gweithdrefnau sefydledig.

## **Swyddogaeth yr unigolyn dynodedig sy'n gyfrifol am amddiffyn plant**

Yn gyffredinol, mae'n addas i'r unigolyn dynodedig ar gyfer amddiffyn plant fod yn gyfrifol am faterion sy'n ymwneud â phriodas dan orfod. Mae gan yr unigolyn dynodedig gyfrifoldeb sylweddol sydd angen mynediad at hyfforddiant priodol, amser strwythuredig er mwyn cyflawni'r swyddogaeth ynghyd â chyflog priodol.

Dylai'r unigolyn dynodedig sy'n gyfrifol am amddiffyn plant ddefnyddio gweithdrefnau diogelu sydd eisoes yn bodoli, ac felly nid oes yn rhaid i ysgolion ddatblygu polisi penodol ar briodas dan orfod, ond dylen nhw addasu eu polisiâu diogelu er mwyn ystyried y mater.

Dylai hyfforddiant staff ar ddiogelu plant ymdrin â'r mater o briodas dan orfod.

## **Cyfryngu neu gwnsela**

Ni ddylai unrhyw aelodau o staff yr ysgol geisio gweithredu fel cyfryngwyr na chynghorwyr teuluol o dan unrhyw amgylchiadau.

Mae'r Uned Priodasau Dan Orfod wedi datgan y gall unrhyw ymgais i geisio cyfryngu fod yn beryglus dros ben oherwydd y gall cyfryngwyr osod disgyblion sydd mewn perygl o briodas dan orfod mewn mwy o niwed neu orfodi'r teulu i weithredu'n gyflym cyn i'r awdurdodau perthnasol gymryd rhan.

Dylid cymryd cyngor gan yr asiantaethau a'r awdurdodau priodol ym mhob cam o'r broses.

## **Gwybodaeth bellach:**

Llywodraeth EM (2014)

*The Right to Choose: Multi-agency statutory guidance for dealing with forced marriage.*

[www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322310/HMG\\_Statutory\\_Guidance\\_publication\\_180614\\_Final.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322310/HMG_Statutory_Guidance_publication_180614_Final.pdf)

Llywodraeth EM (2014)

*Multi-agency practice guidelines: Handling cases of Forced Marriage.*

[www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/322307/HMG\\_MULTI\\_AGENCY\\_PRACTICE\\_GUIDELINES\\_v1\\_180614\\_FINAL.pdf](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/322307/HMG_MULTI_AGENCY_PRACTICE_GUIDELINES_v1_180614_FINAL.pdf)

Mae amrediad o adnoddau eraill ar gael drwy brif borth priodasau dan orfod ar wefan Gov.uk: [www.gov.uk/guidance/forced-marriage](http://www.gov.uk/guidance/forced-marriage)

Gellir cysylltu ag Uned Priodasau Dan Orfod dros y ffôn ar 020 7008 0151 neu drwy anfon e-bost at [fm@fco.gov.uk](mailto:fm@fco.gov.uk).

Ar gyfer cyngor a chefnogaeth bellach gan NASUWT Cymru, cysylltwch â chanolfan Cymru dros y ffôn ar 029 2054 6080 neu drwy anfon e-bost at [rc-wales-cymru@mail.nasuw.org.uk](mailto:rc-wales-cymru@mail.nasuw.org.uk).

Ar gyfer cyngor a chefnogaeth, cysylltwch â:



NASUWT Cymru  
Clos Greenwood  
Parc Busnes Porth Caerdydd  
Caerdydd  
CF23 8RD

Ffôn: 029 2054 6080  
Ebst: [rc-wales@mail.nasuwt.org.uk](mailto:rc-wales@mail.nasuwt.org.uk)  
[www.nasuwt.org.uk](http://www.nasuwt.org.uk)

**NASUWT**

Undeb yr Athrawon



**CYMRU**

The Teachers' Union



*Yr undeb athrawon mwyaf yng Nghymru*