



Job advert and profile

ROLE TITLE: Team Manager - Family Support and Protection Team North
Childrens Services

ROLE ADVERT

This is an exciting opportunity for an experienced manager to join a service that is passionate about supporting children, young people and their families to achieve safety and positive outcomes within their communities.

POST ID: SCS486

GRADE: BAND K SCP 39 £48,710 – SCP 43 £52,805

HOURS: 37 hours per week

WORK PATTERNS: Full time - Monday to Thursday 9am to 5pm, Friday 9am to 4.30pm

LOCATION: Usk, Monmouthshire locality and flexibly

CLOSING DATE: 5pm 28th November 2024

INTERVIEW DATE: 9th December 2024

DBS CHECK: Yes (Enhanced Children's Disclosure & Barring Service Check)

Additional Information

Please note that we are not able to accept CVs To apply for this post please complete the online application form which can be found on the following page:

<https://www.monmouthshire.gov.uk/jobs-employment/>

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council is:-

- an equal opportunities employer and welcomes applications from all sections of the community.
- a disability confident committed employer.
- an Armed Forces friendly employer.
- Autism aware and committed to removing barriers to employment
- committed to supporting young people who leave our care to access new opportunities and gain experience.



ROLE PROFILE

ROLE TITLE: Team Manager - Family Support and Protection Team North
Children's Services
PERMANENT

POST ID: SCS486

GRADE: BAND K SCP 39 £48,710 – SCP 43 £52,805

HOURS: 37 hours Per Week

WORK PATTERN: Monday to Thursday 9am to 5pm, Friday 9am to 4.30pm

LOCATION: County Hall, Usk /flexible working policy

RESPONSIBLE TO: The Service Manager

PURPOSE OF POST:

You will lead one of two Family Support and Protection Teams, and be part of the management team within Children's Services, providing robust, experienced social work leadership to ensure your team is highly skilled, motivated and equipped to support the children, young people and families within Monmouthshire.

The key areas of responsibilities will be working with children subject to Care and Support plans, Child Protection plans, Children Looked After plans whilst permanence is being considered, Pre-Proceedings plans, Court plans and Adoption plans.

This is a crucial role in leading on service delivery across the Family Support and Protection Service and championing high quality Social Work practice standards. You will understand and manage risk, promote positive multi-agency interventions and ensure your team delivers an effective service to children, young people and families. This will be via meaningful engagement and participation of children and their families, robust assessment and planning for children and young people. There is an emphasis on collaborative working with teams in the service, with multi-agency partners, communities and families to find sustainable, strength-based, preventative solutions to reduce risk for some of our most vulnerable children and young people.

In this role, you will not only develop your own professional skill set but you will also be passionate about developing those around you. To us a Team Manager isn't about just managing – it's about making a difference and inspiring those to be the best they can.



Your responsibilities are to:-

Leadership

- Be a valuable member of the Monmouthshire Children Service Management Team developing strategic and operational oversight, working positively alongside Service Managers and Team Managers to meet Monmouthshire's *Whole Service* approach to support children's transition through Monmouthshire Services;
- Lead on practice and the day to day operational management of the team, balancing the needs of children and their families with available resources;
- Drive the implementation of Monmouthshire's Risk Assessment Framework: Keeping Children Safe and the processes and procedures set out as part of this framework.
- Support the development of the team culture to reflect Monmouthshire's values of collaborative communication and strengths based work with children and families;
- Lead on a Service Development Plan for the team and review this against Monmouthshire's Children Services Plan;
- Provide leadership and support your team members to ensure they are provided with appropriate direction, support and guidance in order to provide an effective service;
- Ensure a program of induction and training for new team members is robust, reviewed and supports individual development needs;
- Undertake supervision of Senior Practitioners, Social Workers and other staff providing opportunities for reflection and challenge in line with policy;

Performance

- Ensure that agreed performance targets are consistently delivered, monitored and reviewed as well as sustain optimal team performance;
- To co-ordinate a robust programme of Quality Assuring the work of the team, which reflect the Children Services Quality Assurance Framework;
- Regularly review and analyse information including statistical data, practice procedures and evaluate practice across your whole team.

Operational

- Understand and support team understanding of Risk Assessment and Dynamic management of risk;



- Manage and ensure oversight of all Child Protection and Court care planning and within your team to ensure robust and timely decision making around children's care and support plans;
- Ensure your team is fully compliant with the statutory, legal and regulatory requirement for your Service;
- You will be responsible for managing complaints received from children and families, including acting as the investigating officer in relation to complaints against professionals;
- Anticipate and manage the impact of change and transformation work on your team and on individual practitioners;
- Manage requests for information from other agencies and individuals taking account of data protection issues;
- You will need a detailed understanding of the Social Services Well Being Act and the Wales Safeguarding Procedures 2019 and the implications for your service area;
- Undertake all learning and development as identified and required by the role in order to ensure your knowledge is up to date and relevant;
- Ensure that the team operates in accordance with all relevant legislation and guidance.

Finance

- Practice financial responsibility by ensuring the efficient allocation of resources, achieving better outcomes for children's and families.
- Make a significant contribution to budget management and manage a significant team budget.
- Responsible for ensuring that all budgets are managed in line with council's financial framework and agreed local protocols.

Here's what we can provide you with:-

We are set in a beautiful rural community and we may be small but we are a highly ambitious authority.



A closer look at our Children's Services will uncover a network of high performing teams that are that are committed to practice that is creative, innovative, not afraid to take risks and puts the needs of children and families at the heart of intervention.

Our team members enjoy a stable environment that allows space to think and promotes an innovative approach to social work practice.

This combined with an extensive list of benefits and commitment to the continual development of every member of the service makes Monmouthshire a great place to work.

- High quality support and supervision in a friendly and motivated environment
- Opportunities for training in order to professionally and personally develop your skills and experience
- Opportunity to develop welsh language skills in line with the ' more than words' strategy'
- In line with Service objectives, flexibility to work agilely in order to achieve a positive work life balance
- The chance to work as part of a team to make a real difference to the lives and life chances of children and families in Monmouthshire
- An extra two days holiday each year on top of your annual leave

What else you need to know....Monmouthshire Values are:

- Our purpose is underpinned by a clear sense of who we are as an organisation. We expect people who work with us to share a strong value set and expect that these are evident in the ways in which we work and engage with our communities.
- Teamwork: We will work with you and our partners to support and inspire everyone to get involved. We will make the best of the ideas, and resources available to make sure we do the things that most positively impact our people and places.
- Openness: We are open and honest. People have the chance to be involved and tell us what matters.
- Flexibility: We are flexible, enabling delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.
- Fairness: We provide opportunities for people and communities to thrive. We will always try to treat everyone fairly and consistently.



- Kindness: We will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

Welsh language assessment:

Welsh is desirable: You may be required to learn or improve your existing skills through attending staff Welsh language training funded by the council. This will be implemented if a need for Welsh language skills in the role arises.

Safeguarding:

Child and Adult Safeguarding are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

In addition:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Children's barred check list disclosure check and two suitable written references before appointment.

The authority is committed to safeguarding and promoting the welfare of children and young people and adults at risk of harm and expects all employees and volunteers to share this commitment.

All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.



Person specification:

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:

Requirement	Essential/desirable	Evidence
Education and Professional Qualifications · Recognised Social Work qualification (CSS; CQSW; Diploma in SW; SWD or equivalent)	Essential	Application form
· Registration, or be eligible for registration with the Care Council for Wales, as a qualified Social Worker	Essential	Application form
· Post qualifying Award/Practice Educator/Further evidence of continuous professional development.	Essential	Application form
Skills, Abilities and Behaviours		
· Excellent verbal and interpersonal communication skills with a wide range of audiences, including making presentations on contentious issues.	Essential	Application form and interview
· Knowledge, skills and experience of implementing different models of intervention and ability to ensure interventions are matched to outcomes and needs	Essential	Application form and interview
· Ability to develop effective working relationships with a wide range of service providers from both statutory and voluntary agencies.	Essential	Application form and interview
· Expert knowledge of Family Law and the Public Law outline.	Essential	Application form and interview
· Understanding of the importance of, and ability to maintain confidentiality.	Essential	interview
· Ability to manage budgets/financial resources.	Essential	Application form and interview
· Demonstrate leadership and good team working skills.	Essential	Application form and interview
· Ability to communicate and model new ideas, ways of working and practice.	Essential	Application form and interview
Experience of providing high quality supervision of staff	Essential	Application form and interview
· Experience of performance management of staff	Essential	interview



Knowledge		
<ul style="list-style-type: none">· Detailed and advanced-level understanding of all relevant legislation,· Extensive knowledge of Child Protection issues, and how they impact that it has on children, young people and their families.· An understanding of the Dynamic nature of Risk and the management of risk in this service area· Ability to evaluate practice against standards as agreed in the service.· A good understanding of administrative functions. <p>An understanding of Health and Safety principles.</p>	All essential requirements	Application form and interview
Experience & Qualifications		
<ul style="list-style-type: none">· Experience of managing and developing a high-performing team in a statutory front-line social work setting.· Experience of managing and improving performance of the workforce.	Essential	Application form and interview
<ul style="list-style-type: none">· Experience of human resources policies and procedures	Essential	Application form and interview
<ul style="list-style-type: none">· Experience and knowledge within the court arena.	Essential	Application form and interview
<ul style="list-style-type: none">· Experience of project management or service improvement	Essential	Application form and interview
<ul style="list-style-type: none">· Will be required to register with the Care Council for Wales	Essential	Application form and interview
Other information		
<ul style="list-style-type: none">· Able to be independently mobile within a geographical area.	Essential	Application form and interview
<ul style="list-style-type: none">· This post is subject to an enhanced DBS check.	Essential	Application form and interview
<ul style="list-style-type: none">· Ability to use home wi-fi if working at home	Essential	Interview

Should you require any further information regarding this post, please contact:
lupupanshimbi@monmouthshire.gov.uk



monmouthshire
sir fynwy

Closing Date: 5pm on 28th November 2024

Please Note that we are not able to accept CVs

Application forms can be completed online or down loaded via:

www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Applications may be submitted in Welsh or English and an application submitted in Welsh will not be treated less favourably than an application submitted in English.

Completed paper application forms should be returned to the following address:-

**People Services, Monmouthshire County Council, County Hall, Rhadyr,
Usk, Monmouthshire, NP15 1GA**



Hysbyseb a phroffil swydd

TEITL SWYDD: Rheolwr Tîm – Tîm Cymorth ac Amddiffyn Teuluoedd Gogledd Gwasanaethau Plant

GEIRIAD HYSBYSEB

Mae hwn yn gyfle cyffrous ar gyfer rheolwr profiadol i ymuno â gwasanaeth sy'n angerddol am gefnogi plant, pobl ifanc a'u teuluoedd i sicrhau diogelwch a deilliannau cadarnhaol o fewn eu cymunedau.

CYFEIRNOD: SCS486

GRADD: BAND K SCP 39 £48,710 – SCP 43 £52,805

ORIAU: 37 awr yr wythnos

PATRWM GWAITH: Llawn-amser - dydd Llun i ddydd Iau 9am i 5pm, dydd Gwener 9am i 4.30pm

LLEOLIAD: Brynbuga, cylch Sir Fynwy ac yn hyblyg

DYDDIAD CAU: 5pm 28/11/2024

DYDDIAD CYFWELIADAU: 3 Rhagfyr 2024

GWIRIAD DBS: Oes (Gwiriad Manwl Gwasanaeth Datgelu a Gwahardd)

Gwybodaeth Ychwanegol

Gofynnir i chi nodi na allwn dderbyn CV

Er mwyn gwneud cais am y rôl hon, cwblhewch y ffurflen gais ar-lein sydd ar gael ar y dudalen ganlynol:

<https://www.monmouthshire.gov.uk/cy/swyddi-chyflogaeth/>

Mae modd cyflwyno ceisiadau yn y Gymraeg, ac ni fydd cais a gyflwynir yn y Gymraeg yn cael ei drin yn llai ffafriol na chais a gyflwynir yn Saesneg,

Mae modd rhannu'r holl swyddi os na nodir fel arall.

Mae Cyngor Sir Fynwy yn:-

- cyflogwr cyfle cyfartal ac yn croesawu ceisiadau gan bob rhan o'r gymuned.
- cyflogwr sydd wedi ymrwymo i fod yn hyderus o ran anabledd.
- cyflogwr sydd yn gyfeillgar i'r Lluoedd Arfog.
- ymwybodol o Awtistiaeth ac wedi ymrwymo i ddileu unrhyw rwystrau at gyflogaeth.
- ymrwymo i gefnogi pobl ifanc sydd yn gadael ein gofal i gael cyfleoedd newydd a phrofiad.



PROFFIL SWYDD

TEITL SWYDD: Rheolwr Tîm – Tîm Cymorth ac Amddiffyn Teuluoedd Gogledd
Gwasanaethau Plant
PARHAOL

CYFEIRNOD: **SCS486**

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ORIAU: 37 awr yr wythnos

PATRWM GWAITH: Dydd Llun i ddydd Iau 9am i 5pm, dydd Gwener 9am i 4.30pm

LLEOLIAD: Neuadd y Sir, Brynbuga / polisi gweithio hyblyg

ATEBOL I: Rheolwr y Gwasanaeth

DIBEN Y SWYDD:

Byddwch yn arwain un o ddau Dîm Cymorth ac Amddiffyn Teuluoedd ac yn rhan o'r tîm rheoli o fewn Gwasanaethau Plant, gan ddarparu arweinyddiaeth gwaith cymdeithasol cadarn a phrofiadol i sicrhau fod gan eich tîm sgiliau uchel, cymhelliant ac wedi darparu i gefnogi plant, pobl ifanc a theuluoedd yn Sir Fynwy.

Y prif feysydd cyfrifoldebau fydd gweithio gyda phlant sydd â chynllun gofal a Chymorth, cynlluniau Amddiffyn Plant, cynlluniau Plant sy'n Derbyn Gofal tra bod parhauster yn cael ei ystyried, cynlluniau Cyn-Trafodion, cynlluniau Llys a chynlluniau Mabwysiadu.

Mae hon yn swydd allweddol yn arwain ar ddarpariaeth gwasanaeth ar draws y Gwasanaeth Cymorth ac Amddiffyn Teuluoedd a hyrwyddo safonau ymarfer Gwaith Cymdeithasol ansawdd uchel. Byddwch yn deall ac yn rheoli risg, hyrwyddo ymyriadau aml-asiantaeth cadarnhaol a sicrhau fod eich tîm yn darparu gwasanaeth effeithiol i blant, pobl ifanc a theuluoedd. Bydd hyn drwy ymgysylltu ystyrllon a chyfranogiad plant a'u teuluoedd, asesiad cadarn a chynllunio ar gyfer plant a phobl ifanc. Mae pwyslais ar gydweithio gyda thimau yn y gwasanaeth, gyda phartneriaid aml-asiantaeth, cymunedau a theuluoedd i ganfod datrysiadau ataliol cynaliadwy a seiliedig ar gryfder i ostwng risg ar gyfer rhai o'n plant a phobl ifanc mwyaf bregus.

Yn y swydd hon byddwch yn datblygu eich set sgiliau proffesiynol eich hun a hefyd yn angerddol am ddatblygu'r rhai o'ch cwmpas. I ni mae Rheolwr Tîm yn fwy na dim ond rheoli – mae ynglŷn â gwneud gwahaniaeth ac ysbrydoli pobl i fod y gorau a allant fod.



Eich cyfrifoldebau yw:-

Arweinyddiaeth

- Bod yn aelod gwerthfawr o Dîm Rheoli Gwasanaethau Plant Sir Fynwy gan ddatblygu trosolwg strategol a gweithredol, gan weithio'n gadarnhaol wrth ochr Rheolwyr Gwasanaeth a Rheolwyr Tîm i gyflawni ymagwedd *Gwasanaeth Cyfan* Sir Fynwy i gefnogi pontio plant drwy Wasanaethau Sir Fynwy;
- Arwain ar ymarfer a rheolaeth weithredol dydd i ddydd y tîm, gan gydbwysu anghenion plant a'u teuluoedd gyda'r adnoddau sydd ar gael;
- Gyrru gweithrediad Fframwaith Rheoli Risg Sir Fynwy: Cadw Plant yn Ddiogel a'r prosesau a'r gweithdrefnau a nodir fel rhan o'r fframwaith hwn.
- Cefnogi datblygiad y diwylliant tîm i adlewyrchu gwerthoedd Sir Fynwy o gyfathrebu cydweithiol a gwaith seiliedig ar gryfderau gyda phlant a theuluoedd.
- Arwain ar Gynllun Datblygu Gwasanaeth ar gyfer y tîm ac adolygu hyn o gymharu gyda Chynllun Gwasanaethau Plant Sir Fynwy;
- Rhoi arweinyddiaeth a chefnogi aelodau eich tîm i sicrhau eu bod yn cael cyfarwyddyd, cymorth ac arweiniad priodol er mwyn darparu gwasanaeth effeithlon;
- Sicrhau bod y rhaglen gynefino a hyfforddiant ar gyfer aelodau tîm newydd yn gadarn, y caiff ei hadolygu a'i bod yn cefnogi anghenion datblygu unigol;
- Cynnal goruchwyliaeth o uwch ymarferwyr, gweithwyr cymdeithasol a staff eraill gan roi cyfleoedd ar gyfer myfyrion a her yn unol â pholisi.

Perfformiad

- Sicrhau y caiff y targedau perfformiad a gytunwyd eu cyflenwi, monitro ac adolygu yn gyson yn ogystal â chynnal y perfformiad gorau posibl gan y tîm;
- Cydlynu rhaglen gadarn o sicrwydd ansawdd ar gyfer gwaith y tîm, sy'n adlewyrchu Fframwaith Sicrwydd Ansawdd Gwasanaethau Plant;
- Adolygu a dadansoddi gwybodaeth yn rheolaidd yn cynnwys data ystadegol, gweithdrefnau ymarfer a gwerthuso ymarfer ar draws eich holl dîm.

Gweithredol

- Deall a chefnogi dealltwriaeth y tîm o asesiad risg a rheoli deinamig ar risg;
- Rheoli a sicrhau trosolwg o gynllunio gofal amddiffyn Plant a Llys ac o fewn eich tîm i sicrhau gwneud penderfyniadau cadarn ac amserol o amgylch cynlluniau gofal a chymorth plant;



- Sicrhau bod eich tîm yn cydymffurfio'n llawn gyda'r gofynion statudol, cyfreithiol a rheoleiddiol ar gyfer eich gwasanaeth;
- Byddwch yn gyfrifol am reoli cwynion a geir gan blant a theuluoedd, yn cynnwys gweithredu fel y swyddog ymchwilio yng nghyswllt cwynion am weithwyr proffesiynol;
- Rhagweld a rheoli effaith newid a gwaith trawsnewid ar eich tîm ac ar ymarferwyr unigol;
- Rheoli ceisiadau am wybodaeth gan asiantaethau ac unigolion eraill gan roi ystyriaeth i faterion diogelu data;
- Byddwch angen dealltwriaeth fanwl o'r Ddeddf Gwasanaethau Cymdeithasol a Llesiant a Gweithdrefnau Diogelu Cymru 2019 a'r goblygiadau ar gyfer eich maes gwasanaeth;
- Ymgymryd â'r holl ddysgu a datblygu a ddynodir ac sydd eu hangen gan y swydd er mwyn sicrhau bod eich gwybodaeth yn gyfredol a pherthnasol;
- Sicrhau fod y tîm yn gweithredu yn unol â'r holl ddeddfwriaeth a chanllawiau perthnasol.

Cyllid

- Ymarfer cyfrifoldeb ariannol drwy sicrhau y caiff adnoddau eu dyrannu yn deg, gan sicrhau gwell canlyniadau ar gyfer plant a theuluoedd.
- Gwneud cyfraniad sylweddol at reoli cyllideb a rheoli cyllideb tîm sylweddol.
- Cyfrifol am sicrhau y caiff pob cyllideb eu rheoli yn unol â fframwaith ariannol y cyngor a phrotocolau lleol a gytunwyd.

Dyma'r hyn y gallwn ei gynnig i chi:-

Rydym mewn cymuned wledig hardd ac er ein bod yn awdurdod bach, rydym yn uchelgeisiol iawn.

Bydd edrych yn agosach ar ein Gwasanaethau Plant yn dangos rhwydwaith o dimau perfformiad uchel sy'n ymroddedig i ymarfer creadigol, arloesol, heb fod yn ofni cymryd risgiau ac sy'n rhoi anghenion plant a'u teuluoedd wrth galon ymyriad.

Mae ein haelodau tîm yn mwynhau amgylchedd sefydlog sy'n rhoi gofod i feddwl ac sy'n hyrwyddo ymagwedd arloesol at ymarfer gwaith cymdeithasol.

Mae hyn ynghyd â rhestr helaeth o fuddion ac ymroddiad i ddatblygiad parhaus pob aelod o'r gwasanaeth yn gwneud Sir Fynwy yn lle gwych i weithio.

- Cymorth a goruchwyliaeth ansawdd uchel mewn awyrgylch gyfeillgar ac uchelgeisiol.
- Cyfleoedd ar gyfer hyfforddiant er mwyn datblygu eich sgiliau a phrofiad yn broffesiynol a phersonol.
- Cyfle i ddatblygu sgiliau yn y Gymraeg yn unol â strategaeth 'Mwy na Geiriau'.
- Yn unol ag amcanion y gwasanaeth, hyblygrwydd i weithio'n ystwyth er mwyn sicrhau cydbwysedd cadarnhaol rhwng gwaith a bywyd.



- Y cyfle i weithio fel rhan o dîm i wneud gwahaniaeth go iawn i fywydau a chyfleoedd bywyd plant a theuluoedd yn Sir Fynwy.
- Dau ddiwrnod ychwanegol o wyliau bob blwyddyn ar ben eich gwyliau blynyddol.

Beth arall sydd angen i chi wybod ... Gwerthoedd Sir Fynwy yw:

- Caiff ein diben ei seilio ar ymdeimlad clir o bwy ydym fel sefydliad. Disgwyliwn i'r bobl sy'n gweithio gyda ni i rannu set gref o werthoedd a disgwyliwn i'r rhain fod yn amlwg yn y ffyrdd yr ydym yn gweithio ac ymgysylltu gyda'n cymunedau.
- Gwaith tîm: Byddwn yn gweithio gyda chi a'n partneriaid i gefnogi ac ysbrydoli pawb i gymryd rhan. Byddwn yn gwneud y gorau o'r syniadau a'r adnoddau sydd ar gael i wneud yn siŵr ein bod yn gwneud y pethau sy'n cael yr effaith fwyaf cadarnhaol ar ein pobl a'n lleoedd.
- Bod yn agored: Rydym yn agored ac yn onest. Mae pobl yn cael y cyfle i gymryd rhan a dweud wrthym beth sy'n bwysig.
- Hyblygrwydd: Rydym yn hyblyg, gan alluogi darparu'r gwasanaethau mwyaf effeithlon ac effeithiol. Mae hyn yn golygu ymrwymiad gwirioneddol i weithio gyda phawb i gofleidio ffyrdd newydd o weithio.
- Tegwch: Rhoddwn gyfleoedd i bobl a chymunedai i ffynnu. Byddwn bob amesr yn ceisio trin pawb yn deg ac yn gyson.
- Caredigrwydd: Byddwn yn dangos caredigrwydd at bawb y gweithiwn gyda nhw, gan roi lle canolog i bwysigrwydd ein perthynas a'n cysylltiad gyda'n gilydd ym mhob rhyngweithio.

Asesiad sgiliau yn y Gymraeg:

Byddai sgiliau yn y Gymraeg yn ddymunol. Gall fod angen i chi ddysgu neu wella eich sgiliau presennol drwy fynychu hyfforddiant yn y Gymraeg y bydd y cyngor yn talu amdano ar gyfer staff. Gweithredir hyn os oes angen yn codi am sgiliau yn y Gymraeg yn y swydd.

Diogelu:

Mae Diogelu Plant ac Oedolion yn flaenoriaethau allweddol i'r Cyngor. Ein nod yw cefnogi plant ac oedolion sydd mewn risg i fod mor ddiogel ag y gallant ac i gyflawni eu potensial. Mae holl weithwyr a gwirfoddolwyr y Cyngor yn gyfrifol am chwarae rhan yng ngwaith lles, diogelu ac amddiffyn plant ac oedolion sydd mewn risg. Bydd yr holl weithwyr a gwirfoddolwyr yn cael eu hyfforddi i'r lefel briodol o ddiogelu ac mae ganddynt ddyletswydd i gyflawni eu cyfrifoldebau personol dros ddiogelu



Yn ychwanegol:

Mae penodiad i'r swydd hon wedi ei eithrio 'r Ddeddf Adsefydlu Troseddwyr ac yn amodol ar wiriad manwl datgeliad gwahardd rhag gweithio gyda phlant. Mae hefyd angen dau dystlythyr ysgrifenedig addas cyn penodiad.

Mae'r awdurdod yn ymroddedig i ddiogelu a hyrwyddo lles plant a phobl ifanc ac oedolion mewn risg o niwed ac mae'n disgwyl i'r holl gyflogeion a gwirfoddolwyr i rannu'r ymroddiad hwn.

Mae'r holl gyflogeion yn gyfrifol am sicrhau eu bod yn gweithredu bob amser mewn ffordd sy'n cydnaws gyda Pholisi Cyfle Cyfartal Sir Fynwy yn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Mae'r awdurdod yn gweithredu polisi gweithle dim ysmegu ac mae'n ofynnol i bawb a gyflogir gydymffurfio â hynny.



Manyleb person

Sut fyddwnn ni yn gwybod os mai chi yw'r person cywir ar gyfer y swydd? Fel yr ymgeisydd llwyddiannus byddwch wedi dangos:

Gofyniad	Hanfodol/Dymunol	Tystiolaeth
Addysg a chymwysterau proffesiynol · Cymhwyster cydnabyddedig mewn Gwaith Cymdeithasol (CSS; CQSW; Diploma mewn SW; SWD neu gyfwerth)	Hanfodol	Ffurflen gais
· Cofrestru, neu fod yn gymwys am gofrestru gyda Chyngor Gofal Cymru fel Gweithiwr Cymdeithasol cymwys	Hanfodol	Ffurflen gais
· Dyfarniad ôl-gymhwyso/addysgydd ymarfer/ tystiolaeth bellach o ddatblygiad proffesiynol parhaus	Hanfodol	Ffurflen gais
Sgiliau, galluoedd ac ymddygiad		
· Sgiliau cyfathrebu llafar a rhyngpersonol rhagorol gydag ystod eang o gynulleidfaedd, yn cynnwys rhoi cyflwyniadau ar faterion cynhennus.	Hanfodol	Ffurflen gais a chyfweliad
· Gwybodaeth, sgiliau a phrofiad o weithredu gwahanol fodolau o ymyriad a'r gallu i sicrhau y caiff ymyriadau eu cyfateb gyda chanlyniadau ac anghenion	Hanfodol	Ffurflen gais a chyfweliad
· Gallu i ddatblygu perthynas waith effeithlon gydag ystod eang o ddarparwyr gwasanaeth o asiantaethau statudol a hefyd wirfoddol	Hanfodol	Ffurflen gais a chyfweliad
· Gwybodaeth arbenigol o Gyfraith Teulu a'r amlinelliad Cyfraith Cyhoeddus.	Hanfodol	Ffurflen gais a chyfweliad
· Dealltwriaeth o bwysigrwydd a'r gallu i gadw cyfrinachedd.	Hanfodol	Cyfweliad
· Gallu i reoli cyllidebau/adnoddau ariannol	Hanfodol	Ffurflen gais a chyfweliad
· Dangos arweinyddiaeth a sgiliau gweithio tîm da	Hanfodol	Ffurflen gais a chyfweliad
· Gallu i gyfathrebu a modelu syniadau newydd, ffyrdd o weithio ac ymarfer	Hanfodol	Ffurflen gais a chyfweliad
· Profiad o ddarparu goruchwyliaeth ansawdd uchel i staff	Hanfodol	Ffurflen gais a chyfweliad
· Profiad o reoli perfformiad staff	Hanfodol	Cyfweliad
Gwybodaeth		
· Dealltwriaeth fanwl a lefel uwch o bob deddfwriaeth berthnasol	I gyd yn ofynion hanfodol	Ffurflen gais a chyfweliad



<ul style="list-style-type: none">· Gwybodaeth helaeth o faterion Amddiffyn Plant a'r effaith a gaiff hynny ar blant, pobl ifanc a'u teuluoedd· Dealltwriaeth o natur ddeinamig risg a rheoli risg yn y maes gwasanaeth hwn· Gallu i werthuso ymarfer o gymharu â safonau fel y cytunwyd yn y gwasanaeth· Dealltwriaeth dda o swyddogaethau gweinyddol· Dealltwriaeth o egwyddorion lechyd a Diogelwch		
Profiad a Chymwysterau		
<ul style="list-style-type: none">· Profiad o reoli a datblygu tîm perfformiad uchel mewn lleoliad gwaith cymdeithasol rheng-flaen statudol· Profiad o reoli a gwella perfformiad y gweithlu	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Profiad o bolisiau a gweithdrefnau adnoddau dynol	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Profiad a gwybodaeth o fewn y maes llysoedd	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Profiad o reoli prosiect neu wella gwasanaeth	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Bydd angen bod wedi cofrestru gyda Chyngor Gofal Cymru	Hanfodol	Ffurflen gais a chyfweliad
Gwybodaeth arall		
<ul style="list-style-type: none">· Medru bod yn symudol yn annibynnol o fewn ardal ddaearyddol	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Mae gwiriad DBS manwl ar y swydd	Hanfodol	Ffurflen gais a chyfweliad
<ul style="list-style-type: none">· Gallu i ddefnyddio wi-fi cartref os ydych yn gweithio adre	Hanfodol	Cyfweliad

Os ydych mwy o wybodaeth am y swydd hon, cysylltwch â:
lupupanshimbi@monmouthshire.gov.uk

Dyddiad cau: 5pm 28/11/2024



monmouthshire
sir fynwy

Dylid nodi na allwn dderbyn CVs

Gellir llenwi ffurflenni cais ar-lein neu eu lawrlwytho drwy:
www.monmouthshire.gov.uk/how-to-apply-for-council-jobs

Gellir cyflwyno ceisiadau yn Gymraeg a Saesneg ac ni chaiff cais a gyflwynir yn Saesneg i drin yn llai ffafriol na chaiff a gyflwynir yn Saesneg.

Ar ôl eu llenwi, dylid dychwelyd ffurflenni cais papur i'r cyfeiriad canlynol@:

**Gwasanaethau Pobl, Cyngor Sir Fynwy, Neuadd y Sir, Rhadyr, Brynbuga, Sir Fynwy,
NP15 1GA**