

**ADVERT FOR FULL TIME TEACHING POST
(TEMPORARY, Maternity cover-1 year)**

ROLE TITLE: Full time Teacher of Additional Learning Needs in the SRB

ADVERT TEXT:

Pembroke Primary School is a caring and supportive primary school, dedicated to fulfilling the potential of all. We are excited to recruit a passionate, caring and enthusiastic teacher to join our team of friendly and professional staff who are committed to maintaining the strengths of our happy and successful school.

POST ID: L22280016

LOCATION: Pembroke Primary School, Chepstow, Monmouthshire

GRADE: Teachers' Pay Scale (TPS)

HOURS: 32.5 Per Week, 52 Weeks per year

TEMPORARY: Maternity leave for one year

DBS CHECK: Yes (Disclosure & Barring Service Check)

CLOSING DATE: Monday 9th December midday

START DATE: February 2025

Should you require any further information regarding this post, please contact the Headteacher at Pembroke Primary School on 01291 440920.

Additional Information

Please note that we are not able to accept CVs

To apply for this post please complete an application form via:

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

or

<https://www.eteach.com/jobs-in-monmouthshire-schools>

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.

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment.

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.

JOB DESCRIPTION

ROLE TITLE: Full Time Teacher TEMPORARY

POST ID: L22280016

GRADE: Teachers' Pay Scale (TPS)

SALARY: TPS + SEN allowance

HOURS: 32.5 Per Week, 52 Weeks per year

WORK PATTERN: Teachers - Monday to Friday in accordance with the School Teachers' Pay and Conditions Document

LOCATION: Pembroke Primary School, Chepstow, Monmouthshire

DISCLOSURE AND BARRING SERVICE (DBS) CHECK:

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to the following DBS check:

An Enhanced with Children Barred List Check

RESPONSIBLE TO: Headteacher

WELSH LANGUAGE ASSESSMENT:

Welsh language skills are desirable;

SAFEGUARDING:

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

Our Purpose:-

We are a happy, inclusive school with a dedicated team of staff.

We are looking for an inspirational practitioner who is passionate about making a difference to children's life experiences and supporting them on their journey to a successful future.

You must be an excellent class teacher who can join us in our purpose to ensure that all pupils in our school are 'Happy, Secure and Learn together,' whilst being committed to your own professional development and contributing to the overall life of our school.

The Purpose of this Role:-

This is an exciting opportunity to join our successful school community of committed practitioners in meeting the needs of all our pupils throughout the school. We are looking for individuals who are excellent classroom practitioners, willing to provide

stimulating, exciting and challenging opportunities to enable all learners to reach their potential.

Expectation and Outcomes of this Role:-

- 1 Title of Post:** Full time Teacher of Additional Learning Needs in the SRB
- 2 Salary Grade:** Teachers' Pay Scale + SEN Allowance

3 Relationships

- 3.1 The postholder is responsible to the Lead Teacher of the SRB for all duties and responsibilities.
- 3.2 The postholder works on a professional level with all colleagues (externally and internally) as appropriate to establish and maintain productive relationships.
- 3.3 The postholder liaises with parents, carers, and learners as appropriate.

Purpose of the Job

- 4.1 To contribute to the teaching and other work of the Specialist Resource Base as defined by the School Teachers' Pay and Conditions (Wales) Document.
- 4.2 To contribute towards the work to continuously improve the additional learning provision within the SRB to support changing cohort needs.
- 4.3 To ensure appropriate implementation of the ALNET Act 2018 and ALN Code for Wales 2021.

Responsibilities

Pedagogy

- 5.1 Consistently secure the best outcomes for learners within the SRB through advancing teaching and learning:
- Deploy a wide range of teaching methods and blended learning experiences to ensure accessibility for all.
 - Provide multi-sensory approaches to teaching and learning.
 - Make use of a total communication approach.
 - Use statutory plans to inform the development of short-term targets and lesson planning.
 - Use effective and agreed strategies of feedback.
 - Use agreed approaches to assessment, tracking and monitoring to advance learner progress.
 - Completion of reports, profiles and references on learners as required.
 - Plan for and deploy teaching assistants to ensure a positive impact.
 - Work towards appropriate levels of independence for each learner.

- 5.2 To carry out the duties of a Teacher of Additional Learning Needs, including:
- Embedding person-centred practice, capturing and considering learner voice.
 - Monitoring of learner attendance and engagement, taking appropriate action where required.
 - Development and review of One Page Profiles for individual learners.
 - Contribute to the review of Individual Development Plans (Statements of SEN / EHCPs) for pupils accessing the SRB.
 - Effectively record behaviours which challenge and develop behaviour plans outlining key strategies and approaches.
 - Contribute to the development of any further plans required for individuals in the SRB, for example risk assessments and risk reduction plans, pastoral support plans.
 - To contribute to future planning for individuals, including transitions in and out of the SRB, including the development and oversight of enhanced transition plans.
- 5.3 Establish and maintain an appropriate environment which is effective for SRB and cohort specific learning.

Collaboration

- 5.4 Support and develop a culture of 'open classrooms' as a basis for sharing best practice.
- 5.5 To plan, deliver and participate in the development of schemes of work, materials and pathways within the Specialist Resource Base.
- 5.6 Work productively with all partners in learning to extend professional effectiveness.
- 5.7 To complete appropriate referrals to secure advice and support, work with external professionals and implement the recommendations required.
- 5.8 Support the development of others through contribution to whole school initiatives, involvement in programmes which extend expertise and develop high quality relationships with colleagues to have a positive impact on learner experiences.

Leadership

- 5.9 Fully embrace the school's vision and ethos and further raise aspirations of learners and their families.
- 5.10 Exercise leadership through all aspects of professional practice to support the efforts of others across the school and the Local Authority model of SRBs.
- 5.11 Demonstrate a personal and professional commitment to the principles of equity and maximising the potential of all learners.
- 5.12 Exercise corporate responsibility through ensuring understanding and compliance with the policies, principles, and values of the school, including safeguarding, health and safety and equality.
- 5.13 Demonstrate commitment to leading learning through engagement with collaborative experiences in school and other contexts.

Professional Learning

5.14 Undertake wider reading to enhance understanding of theories and research relating to assessment, pedagogy, development and additional learning needs.

5.15 Engage with professional networks and communities, including the wider Monmouthshire SRB Network.

5.16 Record professional learning and reflect on and improve practice.

7 Performance Management

Our Performance Management policy and practice supports us in achieving the school's aims and objectives in raising standards. The Policy states how performance is measured in relation to the school's aims and priorities. These include:

- Pupil Progress data
- Quality of teaching against Teaching Standards, the school's teaching and learning approaches and Estyn Guidance, including observed practice.
- Self-assessment
- Professional dialogue
- Received feedback
- Performance Management statements
- CPD records

8 The duties and responsibilities of the post are subject to those details in the Statement and Conditions of Employment and will count as directed time as detailed in such statement and as defined by the Headteacher.

9. The job description does not define in detail all the duties/responsibilities of the post, will be reviewed at least once a year and may be subject to modification or amendment after consultation and agreement with the post holder.

10. 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.

Here's what we can provide you with:-

You will be fully supported by a dedicated and friendly team of staff and a passionate Headteacher. We can also offer;

- The opportunity to develop Welsh language skills,
- Enthusiastic, confident and friendly pupils,
- A nurturing, caring and friendly environment,
- Professional learning opportunities to carry out the role to the best of your ability;

- Dedicated and highly committed team of staff and governors;
- A school with an inclusive ethos to ensure all learners make progress in all activities and experiences;

What else you need to know..... Our Values:

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.

This role will work with Monmouthshire to achieve these.

In addition:

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.



Person Specification

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

Person Specification: Teacher of Additional Learning Needs – Specialist Resource Base

Date: November 2024

Post Title: Teacher of ALN – Specialist Resource Base

	Requirement	Essential or Desirable	How Tested (S) used at Shortlisting
Education/Qualifications			
1.1	Degree	E	Application Form
1.2	Qualified Teacher Status	E	Application Form
1.3	Current EWC Registration	E	Application Form
1.3	Specialist qualification in Additional Learning Needs / Special Educational Needs Level 5 or above.	D	Application Form
1.4	Training in the use of key strategies and approaches to support learners with additional learning needs, for example Team Teach, Attention Autism, Makaton / Signalong.	D	Application Form/ Interview
Experience			
2.1	Experience and an excellent understanding of how children with complex additional learning needs learn and the pedagogies required to achieve this.	E	Application Form/Interview
2.2	A good understanding of effective curriculum planning and assessment approaches.	E	Application Form/Interview
2.3	Knowledge of 'A Curriculum for Wales' and its implication on teaching and learning.	E	Application Form/Interview

2.4	Experience of working with and managing the needs of pupils with medical needs.	D	Application Form/Interview
2.5	Experience of reviewing statutory plans (IDPs, Statements of SEN, EHCPs) and developing appropriate plans to meet need.	D	Application Form/Interview
2.6	Experience of using and applying the use of therapeutic interventions to support classroom practice.	D	Application Form/Interview
2.7	Experience and knowledge of a range of communication systems and strategies to support behaviour modification.	E	Application Form/Interview
Aptitudes and Skills			
3.1	Ability to offer creativity and flexibility in teaching and learning in order to meet a range of additional learning needs.	E	Application Form / Interview
3.2	Excellent written and verbal communication skills.	E	Application Form / Interview
3.3	Ability to build relationships and communicate effectively with children, families and other professionals.	E	Application Form / Interview
3.4	Ability to enthuse and motivate pupils with additional learning needs.	E	Application Form/Interview/ Micro-lesson
3.5	To maintain a high standard in teacher-pupil relationships in the classroom.	E	Interview/Micro-lesson/ Reference
3.6	To have the ability to work successfully and effectively deploy teaching assistants.	E	Application Form/Interview/ Micro-lesson
3.7	To be able to provide extra-curricular opportunities to pupils.	D	Application Form/ Interview
3.8	Ability to remain calm and be flexible when dealing with pupils displaying behaviours which challenge.	E	Application Form/Interview/ Micro-lesson
Personal Attributes			
4.1	To be able to contribute enthusiastically to the school's vision and objectives and to work towards the goals of the SRB's Team Action Plan.	E	Interview
4.2	To be an effective team member and to be able to act on personal initiative.	E	Interview
4.3	To be well organised and able to implement school policies effectively.	E	Interview



4.4	A positive and dynamic approach	E	Interview
4.5	Excellent team member who is self-motivated and committed	E	Interview
4.6	To be committed to further personal development.	E	Interview
4.7	Commitment to equal opportunities and use of a variety of strategies and practices to promote equality in the classroom	E	Interview
Other Requirements			
5.1	Commitment to pupil wellbeing, safeguarding and child protection.	E	Interview
5.2	Positive references.	E	Post shortlisting
5.3	This post is exempt from the Rehabilitation of Offenders Act (1974) and a comprehensive screening process will be undertaken on all applicants. This will include an enhanced with barred list check with the Disclosure and Barring Service (DBS).	E	Post interview
5.4	Understand and demonstrate a willingness to promote positively the equal opportunities policy of Monmouthshire.	E	Interview

Should you require any further information regarding this post, please contact:

Headteacher; Jade Wakley
Pembrokeprimary@monmouthshire.gov.uk
Tel: 01291 440920

Closing Date: Monday 9th December



**HYSBYSEB AR GYFER SWYDD ADDYSGU LAWN-AMSER
(DROS DRO, Llanw dros gyfnod mamolaeth – 1 flwyddyn**

TEITL Y SWYDD: Athro/Athrawes Llawn-amser Anghenion Dysgu
Ychwanegol yn y Ganolfan Adnoddau Arbenigol

GEIRIAD YR HYSBYSEB:

Mae Ysgol Gynradd Pembroke yn ysgol gynradd ofalgar a chefnogol, sy'n ymroddedig i gyflawni potensial pawb. Rydym yn edrych ymlaen at recriwtio athro/athrawes angerddol, ofalgar a brwdfrydig i ymuno â'n tîm o staff cyfeillgar a phroffesiynol, sydd wedi ymrwymo i gynnal cryfderau ein hysgol hapus a llwyddiannus.

CYFEIRNOD: L22280016
LLEOLIAD: Ysgol Gynradd Pembroke, Cas-gwent, Sir Fynwy
GRADD: Graddfa Gyflog Athrawon
ORIAU: 32.5 yr wythnos, 52 wythnos y flwyddyn
DROS DRO: Llanw dros gyfnod mamolaeth am un flwyddyn
GWIRIAD DBS: Oes (Gwiriad Gwasanaeth Datgelu a Gwahardd)
DYDDIAD CAU: Dydd Llun 9 Rhagfyr canol-dydd
DYDDIAD DECHRAU: Chwefror 2025

Os ydych angen mwy o wybodaeth am y swydd hon cysylltwch os gwelwch yn dda â'r Pennaeth yn Ysgol Gynradd Pembroke ar 01291 440920.

Gwybodaeth Ychwanegol

A fydddech gystal â nodi na allwn dderbyn CV

I wneud cais am y swydd hon, cwblhewch ffurflen gais drwy:

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

neu

<https://www.eteach.com/jobs-in-monmouthshire-schools>

Gellid 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 y Saesneg.

Mae'r Corff Llywodraethol wedi ymrwymo i ddiogelu lles plant a phobl ifanc ac mae'n disgwyl i bob gweithiwr a gwirfoddolwr rannu'r ymrwymiad hwn.

Mae pob swydd yn agored i'w rhannu oni nodir yn wahanol.

Mae Cyngor Sir Fynwy :-

- yn gyflogwr cyfleoedd cyfartal ac mae'n croesawu ceisiadau o bob adran o'r gymuned.
- yn gefnogwr anabledd hyderus, ymroddedig .
- yn gyflogwr cyfeillgar i'r Lluoedd Arfog .
- yn ymwybodol o Awtistiaeth ac yn ymroddedig i symud unrhyw rwystrau i gyflogaeth



- yn ymrwymedig i gefnogi pobl ifanc sy'n gadael ein gofal i gael mynediad i gyfleoedd newydd a magu profiad.



DISGRIFIAD SWYDD

TEITL Y SWYDD:	Athro/Athrawes Llawn-amser DROS DRO
CYFEIRNOD:	L22280016
GRADD:	Graddfa Gyflog Athrawon
CYFLOG:	Graddfa Gyflog Athrawon + Lwfans ADY
ORIAU:	32.5 yr wythnos, 52 wythnos y flwyddyn
PATRWM GWAITH:	Athrawon – Dydd Llun i ddydd Gwener yn unol â Dogfen Cyflog ac Amodau Athrawon Ysgol
LLEOLIAD:	Ysgol Gynradd Pembroke, Cas-gwent, Sir Fynwy

GWIRIAD GWASANAETH DATGELU A GWAHARDD (DBS):

Mae penodiad i'r swydd hon wedi'i eithrio o'r Ddeddf Adsefydlu Troseddwyr ac yn amodol ar y gwiriad DBS canlynol:

Gwiriad Manwl o'r Rhestr Gwahardd rhag Gweithio gyda Phlant

YN ATEBOL I: Pennaeth yr Ysgol

SGILIAU YN Y GYMRAEG:

Byddai sgiliau yn y Gymraeg yn ddymunol.

DIOGELU:

Mae Diogelu Plant ac Oedolion yn flaenoriaethau allweddol i'r Ysgol a'r Cyngor. Ein nod yw cefnogi plant ac oedolion sydd mewn risg i fod mor ddiogel ag y gallant ac i gyflawni eu potensial. Chi sy'n gyfrifol am chwarae eich rhan mewn lles, diogelwch ac amddiffyn plant ac oedolion sy'n wynebu risg. Bydd gennych gyfrifoldeb i gymryd rhan mewn hyfforddiant i'r lefel briodol o ddiogelu a bydd gennych ddyletswydd i gyflawni eich cyfrifoldebau personol dros ddiogelu.

Ein diben:-

Rydym yn ysgol hapus a chynhwysol gyda thîm o staff ymroddedig.

Edrychwn am ymarferydd sy'n ysbrydoli ac yn angerddol am wneud gwahaniaeth i brofiadau bywyd plant a'u cefnogi ar eu taith i ddyfodol llwyddiannus.

Mae'n rhaid i chi fod yn athro/athrawes dosbarth rhagorol a all ymuno â ni yn ein diben i sicrhau fod pob disgybl yn ein hysgol yn 'Hapus, Diogel ac yn Dysgu gyda'i Gilydd', a bod yn ymroddedig i'ch datblygiad proffesiynol eich hun a chyfrannu at fywyd cyffredinol ein hysgol.

Diben y swydd hon:-

Mae hwn yn gyfle cyffrous i ymuno â'n cymuned ysgol lwyddiannus o ymarferwyr ymroddedig i ddiwallu anghenion pob disgybl ledled yr ysgol., Rydym yn edrych am unigolyn sy'n ymarferydd ystafell ddosbarth rhagorol i roi cyfleoedd ysgogol, cyffrous a heriol i alluogi pob dysgwr i gyflawni eu potensial.



Disgwyliad a deilliannau'r swydd hon:

1. **Teitl y Swydd:** Athro/Athrawes Llawn-amser Anghenion Dysgu ychwanegol yn y Ganolfan Adnoddau Arbenigol
2. **Gradd Cyflog:** Graddfa Cyflog Athrawon + Lwfans ADY
3. **Perthnasoedd**
 - 3.1 Mae deiliad y swydd yn gyfrifol i Athro/Athrawes Arweiniol y Ganolfan Adnoddau Arbenigol am bob dyletswydd a chyfrifoldeb.
 - 3.2 Mae deiliad y swydd yn gweithio ar lefel broffesiynol gyda phob cydweithiwr (yn allanol ac yn fewnol) fel sy'n briodol i sefydlu a chynnal perthynas gynhyrchiol.
 - 3.3 Mae deiliad y swydd yn cydlynu gyda rhieni, gofalwyr a dysgwyr fel sy'n briodol.
4. **Diben y Swydd**
 - 4.1 Cyfrannu at addysgu a gwaith arall y Ganolfan Adnoddau Arbenigol fel a ddiffinnir gan Ddogfen Cyflog ac Amodau Athrawon Ysgol (Cymru).
 - 4.2 Cyfrannu at y gwaith i wella'n barhaol y ddarpariaeth dysgu ychwanegol o fewn y Ganolfan i gefnogi newidiadau mewn anghenion cohort.
 - 4.3 Sicrhau y caiff Deddf Anghenion Dysgu Ychwanegol a'r Tribiwnlys Addysg 2018 a Chod ADY Cymru 2021 eu gweithredu'n briodol.

Cyfrifoldebau

Addysgeg

- 5.1 Sicrhau'r deilliannau gorau i ddysgwyr yn barhaus o fewn y Ganolfan Adnoddau Arbenigol drwy ddatblygu addysgu a dysgu.
 - Defnyddio ystod eang o dulliau addysgu a phrofiadau dysgu cyfunol i sicrhau hygyrchedd i bawb.
 - Darparu dulliau aml-synhwyraidd at addysgu a dysgu.
 - Defnyddio dull cyfathrebu cyfan.
 - Defnyddio cynlluniau statudol i lywio datblygiad targedau tymor byr a chynllunio gwersi.
 - Defnyddio strategaethau effeithlon ac a gytunwyd ar gyfer adborth.
 - Defnyddio dulliau a gytunwyd ar gyfer asesu, olrhain a monitro i hybu cynnydd dysgwyr.
 - Cwblhau adroddiadau, proffiliau a thystlythyrau ar ddysgwyr fel sydd angen.
 - Cynllunio ar gyfer a defnyddio cynorthwywyr addysgu i sicrhau effaith gadarnhaol.
 - Gweithio at lefelau priodol o annibyniaeth ar gyfer pob dysgwr.
- 5.2 Cyflawni dyletswyddau Athro/Athrawes Anghenion Dysgu Ychwanegol yn cynnwys:
 - Sefydlu ymarfer sy'n canolbwyntio ar yr unigolyn, gan gasglu ac ystyried llais y dysgwr.
 - Monitro presenoldeb ac ymgysylltu dysgwyr, gan gymryd camau gweithredu priodol lle mae angen.
 - Datblygu ac adolygu Proffiliau Un Dudalen ar gyfer dysgwyr unigol.



- Cyfrannu at adolygu Cynlluniau Datblygu Unigol (Datganiadau AAA/Cynlluniau Addysg, Iechyd a Gofal) ar gyfer disgyblion sy'n mynychu'r Ganolfan.
- Cofnodi effeithlon ar ymddygiad sy'n herio a datblygu cynlluniau ymddygiad yn amlinellu strategaethau a dulliau gweithredu allweddol.
- Cyfrannu at ddatblygu unrhyw gynlluniau pellach sydd eu hangen ar gyfer unigolion yn y Ganolfan, er enghraifft asesiadau risg a chynlluniau gostwng risg, cynlluniau cymorth bugeiliol.
- Cyfrannu at gynlluniau'r dyfodol ar gyfer unigolion, yn cynnwys pontio mewn a mas o'r Ganolfan, yn cynnwys datblygu a throsolwg cynlluniau pontio estynedig.
- Sefydlu a chynnal amgylchedd priodol sy'n effeithlon ar gyfer y Ganolfan a dysgu penodol cohort.

Cydweithio

- 5.4 Cefnogi a datblygu diwylliant o 'ystafelloedd dosbarth agored' fel sail ar gyfer rhannu arfer gorau.
- 5.5 Cynllunio, cyflenwi a chymryd rhan wrth ddatblygu cynlluniau gwaith, deunyddiau a llwybrau o fewn y Ganolfan.
- 5.6 Gweithio'n gynhyrchiol gyda phob partner wrth ddysgu i ymestyn effeithlonrwydd proffesiynol.
- 5.7 Cwblhau atgyfeiriadau priodol i sicrhau cyngor a chymorth, gweithio gyda gweithwyr proffesiynol allanol a gweithredu'r argymhellion sydd eu hangen.
- 5.8 Cefnogi datblygiad eraill drwy gyfrannu at gynlluniau ysgol gyfan, cymryd rhan mewn rhaglenni sy'n ymestyn arbenigedd a datblygu perthnasoedd ansawdd uchel gyda chydweithwyr i gael effaith gadarnhaol ar brofiadau dysgwyr.

Arweinyddiaeth

- 5.9 Coleddu gweledigaeth ac ethos yr ysgol yn llawn a chodi uchelgais dysgwyr a'u teuluoedd ymhellach.
- 5.10 Gweithredu arweinyddiaeth drwy bob agwedd o ymarfer proffesiynol i gefnogi ymdrechion pobl eraill ar draws yr ysgol a model yr Awdurdod Lleol o Ganolfannau Adnoddau Arbenigol.
- 5.11 Arddangos ymroddiad personol a phroffesiynol i egwyddorion tegwch a chynyddu potensial pob dysgwr i'r eithaf.
- 5.12 Gweithredu cyfrifoldeb corfforaethol drwy sicrhau dealltwriaeth a chydymffurfiaeth gyda pholisïau, egwyddorion a gwerthoedd yr ysgol, yn cynnwys diogelu, iechyd a diogelwch a chydaddoldeb.
- 5.13 Arddangos ymroddiad i arwain dysgu drwy ymgysylltu gyda phrofiadau cydweithio yn yr ysgol a chyd-destunau eraill.

Dysgu proffesiynol

- 5.14 Darllen ehangach i hybu dealltwriaeth o ddamcaniaethau ac ymchwil yn ymwneud ag asesu, addysgeg, datblygu ac anghenion datblygu ychwanegol.
- 5.15 Ymgysylltu gyda rhwydweithiau a chymunedau proffesiynol, yn cynnwys Rhwydwaith Canolfannau Adnoddau Arbenigol Sir Fynwy yn ehangach.
- 5.16 Cofnodi dysgu proffesiynol ac adlewyrchu ar a gwella ymarfer.



7. Rheoli Perfformiad

Mae ein polisi ac ymarfer Rheoli Perfformiad yn ein cefnogi wrth gyflawni nodau ac amcanion yr ysgol wrth godi safonau. Mae'r Polisi yn dweud sut caiff perfformiad ei fesur yng nghyswllt nodau a blaenoriaethau yr ysgol. Mae hyn yn cynnwys:

- Data ar gynnydd disgyblion
 - Ansawdd addysgu o gymharu â Safonau Addysgu, dulliau addysgu a dysgu yr ysgol a chanllawiau Estyn, yn cynnwys ymarfer a gaiff ei arsylwi.
 - Hunan-asesiad
 - Dialog proffesiynol
 - Adborth a dderbynnir.
 - Datganiadau Rheoli Perfformiad
 - Cofnodion Datblygu Proffesiynol Parhaus
8. Mae dyletswyddau a chyfrifoldebau y swydd yn destun i'r manylion yn y Datganiad ac Amodau Cyflogaeth a byddant yn cyfrif fel amser a gyfeirir fel y manylir mewn datganiad o'r fath ac a diffinnir gan Bennaeth yr ysgol.
9. Nid yw'r disgrifiad swydd yn diffinio yn fanwl holl ddyletswyddau/cyfrifoldebau y swydd. Caiff ei adolygu unwaith y flwyddyn a gall gael ei addasu neu ei ddiwygio ar ôl ymgynghoriad a chytundeb gyda deiliad y swydd.
10. Mae pawb a gyflogir yn gyfrifol am sicrhau eu bod yn gweithredu bob amser mewn ffordd sy'n gydnaws gyda Pholisi Cyfle Cyfartal Sir Fynwy yn eu maes cyfrifoldeb eu hunain ac yn eu hymddygiad cyffredinol.

Dyma'r hyn y gallwn ei ddarparu ar eich cyfer:-

Cewch eich cefnogi'n llawn gan dîm ymroddedig a chyfeillgar o staff a Phennaeth angerddol. Gallwn hefyd gynnig:

- Y cyfle i ddatblygu sgiliau yn y Gymraeg.
- Disgyblion brwdfrydig, hyderus a chyfeillgar.
- Amgylchedd cefnogol, gofalgwr a chyfeillgar.
- Cyfleoedd dysgu proffesiynol i gyflawni'r swydd hyd eithaf eich gallu.
- Tîm ymroddedig iawn o staff a llywodraethwyr.
- Ysgol gydag ethos gynhwysol i sicrhau fod pob dysgwr yn gwneud cynnydd ym mhob gweithgaredd a phrofiad.

Beth arall sydd angen i chi ei wybod.....Ein Gwerthoedd:

Ategir ein pwrpas gan synnwyr clir o bwy ydym ni fel sefydliad. Disgwylwn i bobl sy'n gweithio gyda ni rannu set o werthoedd cryf a disgwylwn fod y rhain yn amlwg yn y ffyrdd yr ydym yn gweithio ac yn ymgysylltu â'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 effeithio'n fwyaf cadarnhaol ar ein pobl a'n lleoedd.

Tryloywder: Rydym yn agored ac yn onest. Caiff pobl y cyfle i gymryd rhan a dweud wrthym beth sydd yn bwysig.



Hyblygrwydd : Rydym yn hyblyg, gan ein galluogi i ddarparu'r gwasanaethau mwyaf effeithiol ac effeithlon. Mae hyn yn golygu ymrwymiad diffuant i weithio gyda phawb i gofleidio ffyrdd newydd o weithio.

Tegwch: Rydym yn darparu cyfleoedd i bobl a chymunedau ffynnu. Byddwn bob amser yn ceisio trin pawb yn deg ac yn gyson.

Caredigrwydd: Byddwn yn dangos Caredigrwydd i bawb byddwn yn gweithio gyda nhw, gan roi pwysigrwydd perthnasoedd a'r cysylltiadau sydd gennym â'n gilydd wrth wraidd pob rhyngweithio.

Bydd y swydd hon yn gweithio gyda Sir Fynwy i gyflawni'r rhain.

Yn ychwanegol:

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

Manyleb Person

Athro/Athrawes Anghenion Dysgu Ychwanegol – Canolfan Adnoddau Arbenigol

Dyddiad: Tachwedd 2024

Teitl Swydd: Athro/Athrawes ADY – Canolfan Adnoddau Arbenigol

	Gofyniad	Hanfodol neu Dymunol	Sut y Defnyddir
Addysg/Cymwysterau			
1.1	Gradd	H	Ffurflen Gais
1.2	Statws Athro Cymwys	H	Ffurflen Gais
1.3	Cofrestriad cyfredol gyda'r Cyngor Gweithlu addysg	H	Ffurflen Gais
1.3	Cymhwyster arbenigol mewn Anghenion Dysgu Ychwanegol / Anghenion Addysgol Arbennig Lefel 5 neu uwch	D	Ffurflen Gais
1.4	Hyfforddiant mewn defnyddio strategaethau a dulliau allweddol i gefnogi dysgwyr gydag anghenion dysgu ychwanegol, er enghraifft Team Teach, Attention Autism / Signalong	D	Ffurflen Gais / Cyfweliad
Profiad			
2.1	Profiad a dealltwriaeth ragorol o sut mae plant gydag anghenion dysgu ychwanegol cymhleth yn dysgu a'r addysgeg sydd ei hangen i gyflawni hyn	H	Ffurflen Gais/ Cyfweliad
2.2	Dealltwriaeth dda o ddulliau cynllunio ac asesu cwricwlwm	H	Ffurflen Gais/ Cyfweliad
2.3	Gwybodaeth o 'Cwricwlwm i Gymru' a'i oblygiadau ar addysgu a dysgu	H	Ffurflen Gais / Cyfweliad
2.4	Profiad o weithio gyda a rheoli anghenion disgyblion gydag anghenion meddygol.	D	Ffurflen Gais / Cyfweliad
2.5	Profiad o adolygu cynlluniau statudol (Cynlluniau Datblygu Unigol, Datganiadau AAA, Cynlluniau Addysg, Iechyd a Gofal) a datblygu cynlluniau priodol i gyflawni anghenion	D	Ffurflen Gais / Cyfweliad



2.6	Profiad o ddefnyddio a chymhwyso defnydd ymyriadau therapiwtig i gefnogi ymarfer ystafell ddosbarth	D	Ffurflen Gais / Cyfweliad
2.7	Profiad a gwybodaeth o ystod o systemau a strategaethau cyfathrebu i gefnogi addasu ymddygiad.	H	Ffurflen Gais/ Cyfweliad
Doniau a Sgiliau			
3.1	Gallu i gynnig creadigrwydd a hyblygrwydd mewn addysgu a dysgu er mwyn ateb ystod o anghenion dysgu ychwanegol.	H	Ffurflen Gais / Cyfweliad
3.2	Sgiliau cyfathrebu ysgrifenedig a llafar rhagorol.	H	Ffurflen Gais / Cyfweliad
3.3	Gallu i feithrin perthynas a chyfathrebu'n effeithlon gyda phlant, teuluoedd a gweithwyr proffesiynol eraill.	H	Ffurflen Gais / Cyfweliad
3.4	Gallu i ennyn brwdfrydedd a chymell disgyblion gydag anghenion dysgu ychwanegol.	H	Ffurflen Gais / Cyfweliad / Micro-wers
3.5	Cynnal safon uchel mewn perthynas athro/athrawes-disgybl yn yr ystafell ddosbarth.	H	Cyfweliad/Micro-wers/Tystlysthyr
3.6	Bod â'r gallu i weithio'n llwyddiannus a defnyddio cynorthwywyr addysgu yn effeithlon.	H	Ffurflen Gais/ Cyfweliad / Micro-wers
3.7	Medru darparu cyfleoedd allgyrsiol i ddisgyblion.	D	Ffurflen Gais / Cyfweliad
3.8	Gallu i aros yn bwylllog a bod yn hyblyg wrth ddelio gyda disgyblion sy'n dangos ymddygiad heriol.	H	Ffurflen Gais / Cyfweliad / Micro-wers
Nodweddion Personol			
4.1	Medru cyfrannu'n frwdfrydig at weledigaeth ac amcanion yr ysgol a gweithio tuag at nodau Cynllun Gweithredu Tîm y Ganolfan Adnoddau Arbenigol.	H	Cyfweliad
4.2	Bod yn aelod tîm effeithlon a medru gweithredu ar eich cymhelliant eich hun.	H	Cyfweliad
4.3	Bod yn drefnus a medru gweithredu polisiau'r ysgol yn effeithlon.	H	Cyfweliad
4.4	Ymagwedd gadarnhaol a deinamig.	H	Cyfweliad
4.5	Aelod rhagorol o dîm sydd â hunan-gymhelliant ac yn ymroddedig.	H	Cyfweliad
4.6	Ymroddiad i ddatblygiad personol pellach.	H	Cyfweliad
4.7	Ymroddiad i gyfle cyfartal a defnydd amrywiaeth o strategaethau ac arferion i	H	Cyfweliad



	hyrwyddo cydraddoldeb yn yr ystafell ddosbarth.		
Gofynion Eraill			
5.1	Ymroddiad i lesiant disgyblion, diogelu ac amddiffyn plant.	H	Cyfweliad
5.2	Tystlythyrau cadarnhaol.	H	Yn dilyn llunio'r rhestr fer
5.3	Caiff y swydd hon ei heithrio o'r Ddeddf Adsefydlu Troseddwyr (1974) a chynhelir proses sgrinio gynhwysfawr ar bob ymgeisydd. Bydd hyn yn cynnwys gwiriad manwl ar y rhestr gwahardd gyda'r Gwasanaeth Datgelu a Gwahardd.	H	Ar ôl y cyfweliad
5.4	Deall a dangos parodrwydd i hyrwyddo polisi cyfle cyfartal Sir Fynwy mewn modd cadarnhaol.	H	Cyfweliad

Os ydych angen mwy o wybodaeth am y swydd hon, cysylltwch â:

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