**Ysgol Glan Gele**

**Headteacher - Person Specification**

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|  | **Essential** | **Desirable** |
| 1. **Qualification**
 | * Degree / Certificate in Education
* Qualified Teacher Status
* NPQH
 | * Evidence of commitment to further professional development
* Leadership experience
* Fluent Welsh speaker
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| 1. **Experience**
 | * Senior Management team
* Leading Performance Management
* Raising standards within education
* Detailed knowledge and understanding of the Curriculum for Wales
* An understanding of a range of assessment strategies and their implementation
* A secure knowledge and understanding of the Wales Safeguarding Procedures
* Excellent Classroom Practitioner
 | * Worked in more than one school
* Working knowledge of ALN and its reforms
* Leading pastoral support
* Active in the community
* Promoting the Welsh language and culture
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| 1. **Professional development**
 | * Evidence of Professional development relevant to leadership, management and current educational initiatives
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| 1. **Leadership and Management Skills**
 | * Evidence of leadership skills
* Excellent communication, oral and written skills
* Proven organisational ability
* Strategic planning
* Analysis of performance data
* Self-evaluation, planning for development and change management
* Team leadership and the ability to delegate
* ICT skills – knowledge of a variety of software packages
* Mentoring and training skills
* A positive approach to diversity, equality and inclusion
 | * Good understanding of current emerging issues in primary education
* Experience in liaising with external agencies
* Working knowledge and experience of resource and finance management
 |
| 1. **Personal**

**Characteristics** | * Initiative, resilience, honesty and integrity
* Innovation, creativity and critical reflective thinking
* The ability to work well with pupils, staff, parents, governors and the wider community
* The ability to work hard under pressure
* Can inspire and instil a positive atmosphere
* Positive attitude, sense of humour and flexibility
* Excellent relationships with children, parents and colleagues
 | * Experience and interests which can have a positive impact on the school
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**Ysgol Glan Gele**

**Pennaeth - Manylion am yr Unigolyn**

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|  | **Hanfodol** | **Dymunol** |
| 1. **Cymhwyster**
 | * Gradd / Tystysgrif mewn Addysg
* Statws Athro Cymwysedig
* CPCP
 | * Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol pellach.
* Profiad o arwain
* Siaradwr Cymraeg rhugl
 |
| 1. **Profiad**
 | * Yr Uwch Dîm Rheoli
* Arwain Rheoli Perfformiad
* Codi safonau addysg
* Gwybodaeth a dealltwriaeth fanwl o'r Cwricwlwm i Gymru
* Deall ystod o strategaethau asesu a’u gweithrediad
* Gwybodaeth a dealltwriaeth gadarn o Weithdrefnau Diogelu Cymru
* Ymarferydd ystafell ddosbarth ardderchog
 | * Wedi gweithio mewn mwy nag un ysgol
* Gwybodaeth ymarferol o ADY a'i ddiwygiadau arwain cefnogaeth fugeiliol
* Cymorth bugeiliol blaenllaw
* Gweithredol yn y gymuned
* Hyrwyddo'r iaith Gymraeg a diwylliant Cymru
 |
| 1. **Datblygiad Proffesiynol**
 | * Tystiolaeth o ddatblygiad proffesiynol sy’n berthnasol i arwain, rheoli a mentrau addysgu cyfredol
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| 1. **Sgiliau Arweinyddiaeth a Rheoli**
 | * Tystiolaeth o sgiliau arwain
* Sgiliau ysgrifenedig, llafar a chyfathrebu rhagorol
* Tystiolaeth o allu trefnu
* Cynllunio Strategol
* Dadansoddiad o ddata perfformiad
* Hunan-werthuso, cynllunio ar gyfer datblygu a rheoli newid
* Arweinyddiaeth tîm a’r gallu i ddirprwyo
* Sgiliau TGCh - dealltwriaeth o ystod o becynnau meddalwedd
* Sgiliau mentora a hyfforddi
* Agwedd gadarnhaol at amrywiaeth, cydraddoldeb a chynhwysiant
 | * Dealltwriaeth dda o faterion sy’n dod i’r amlwg mewn addysg gynradd
* Profiad o gysylltu ag asiantaethau allanol
* Gwybodaeth ymarferol a phrofiad o reoli adnoddau a chyllid
 |
| 1. **Nodweddion Personol**

 | * Blaengaredd, gwydnwch, gonestrwydd ac uniondeb cymeriad.
* Arloesi, creadigrwydd a meddwl myfyriol
* Gallu gweithio’n dda gyda disgyblion, staff, rhieni, llywodraethwyr a’r gymuned ehangach.
* Yn gallu gweithio dan bwysau
* Yn gallu ysbrydoli a meithrin awyrgylch cadarnhaol
* Ymagwedd gadarnhaol, synnwyr digrifwch a hyblygrwydd
* Perthnasoedd rhagorol gyda phlant, rhieni a chydweithwyr
 | * Profiad a diddordebau sy’n gallu cael effaith gadarnhaol ar yr ysgol
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