**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 |
| 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 |
| 1. **Professional development** | * Evidence of Professional development relevant to leadership, management and current educational initiatives |  |
| 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 |

**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 |  |
| 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 |