Gweithiwr Cymdeithasol: Tîm Plant sy'n Derbyn Gofal a Chymorth

Cyfeirnod y swydd: CHCS00080D1VRE
Lleoliad: Hybrid: Russell House, y Rhyl a gweithio o gartref
Cyflog: Gradd 8-9, £38,510 - £44,253
Oriau: 37 y wythnos
Contract: Parhaol
Swydd Fewnol / Allanol

Mae cyfle prin a chyffrous wedi codi i weithiwr cymdeithasol gofal plant brwdfrydig ac ysgogol ymuno â'n tîm Plant sy'n Derbyn Gofal a Chymorth (CLAS).

Bydd yr ymgeisydd llwyddiannus yn ymuno â thîm amlddisgyblaethol profiadol sy'n cynnwys rheolwr tîm, ymarferydd uwch, gweithwyr cymdeithasol, ymarferwyr gofal cymdeithasol, a gweithwyr proffesiynol ym meysydd addysg ac iechyd.

Mae gan Wasanaethau Addysg a Phlant Sir Ddinbych hefyd ei Wasanaeth Therapiwtig mewnol ei hun, yn ogystal â Chanolfan Adnoddau Teuluol.

Rydym yn chwilio am unigolyn sydd wedi ymrwymo i sicrhau'r canlyniadau gorau posibl i blant agored i niwed a'u teuluoedd.

Byddwch yn gweithio'n agos gyda phlant, eu teuluoedd, gofalwyr maeth, staff gofal preswyl a gweithwyr proffesiynol eraill i sicrhau bod lleisiau plant yn cael eu clywed, bod eu hanghenion gofal a chymorth yn cael eu deall, a'u bod yn cael eu cefnogi i gyflawni eu canlyniadau personol.

Rhaid i'r ymgeisydd llwyddiannus feddu ar gymhwyster Gwaith Cymdeithasol cydnabyddedig, bod wedi cofrestru gyda Gofal Cymdeithasol Cymru, a meddu ar brofiad blaenorol o weithio gyda phlant a theuluoedd agored i niwed.

Yn gyfnewid am hyn, byddwch yn gweithio o fewn tîm profiadol iawn sy'n cynnig cefnogaeth dda; byddwch yn derbyn goruchwyliaeth reolaidd ac yn cael mynediad at grwpiau cymheiriaid ar gyfer myfyrio. Byddwch yn gymwys i gael nifer o fanteision, gan gynnwys hyfforddiant a datblygiad parhaus, gweithio hyblyg, aelodaeth o Gynllun Pensiwn Llywodraeth Leol, a chynllun cymorth i weithwyr. Cefnogir gweithio o bell, gyda chymorth TGCh rhagorol ar gael.

Social Worker: Children Looked After and Support Team

Job reference: CHCS00080D1VRE
Location: Hybrid: Russell House, Rhyl & Home Working
Salary: Grade 8-9, £38,510 - £44,253
Hours: 37
Contract: Permanent
Internal / External vacancy

A rare and exciting opportunity has arisen for an enthusiastic and motivated childcare social worker to join our Children Looked After and Support (CLAS) team.

The successful applicant will be joining an experienced multi-disciplinary team comprising of team manager, senior practitioner, social workers, social care practitioners, education and health professionals.

Denbighshire Education and Childrens Services also boasts its own inhouse Therapeutic Service as well as a Family Resource Centre.

We are looking for an individual who is committed to achieving the very best outcomes for vulnerable children and their families.

You will work closely with children, their families, foster carers, residential care staff and other professionals in ensuring that children's voices are heard, their care and support needs understood and that they are supported to achieve their personal outcomes.

The successful applicant must have a recognised Social Work qualification, be registered with Social Care Wales; and have previous experience of working with vulnerable children and families.

In return, you will be working within a highly experienced and supportive team, receive regular supervision and access to reflective peer groups. You will be entitled to a number of benefits including continued training and development, flexible working, a Local Government Pension Scheme and employee assistance scheme. Remote working is supported with excellent ICT support in place.

Mae'r swydd hon yn denu cyflog yn unol â Gradd 8 – Gradd 9. Bydd y cyflog wrth benodi yn dibynnu ar gymwysterau a phrofiad yr ymgeisydd llwyddiannus.

Mae lwfans adleoli o hyd at £8,000 ar gael, ar yr amod bod y meini prawf cymhwysedd yn cael eu bodloni yn unol â Pholisi Adleoli'r Cyngor.

Penodiad yn amodol ar Wiriad y Gwasanaeth Datgelu a Gwahardd a geirdaon boddhaol. Mae'n ofynnol i ymgeiswyr feddu ar yr hawl gyfreithiol i weithio yn y DU.

Os hoffech drafod unrhyw agwedd ar y swydd, cysylltwch ag Adele Pearson, Rheolwr Tîm, ar 01824 712210, neu Gail Gerrard, Rheolwr Gwasanaeth, ar 01824 712 860.

Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad dym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiatáol nad ydych wedi cyrraedd y rhestr fer am gyfweliad.

Dyddiad Cau: 30 Tachwedd 2026
Cyfweliadau: 8 Rhagfyr 2026

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

This post carries remuneration in accordance with Grade 8 - Grade 9 . Salary on appointment will be in ccordance with the successful candidate's qualifications and experience.

Up to £8,000 relocation allowance is available where qualifying criteria is met in accordance with the Council's Relocation Policy.

The appointment is subject to an enhanced Disclosure and Barring Service Check and satisfactory references. Candidates are required to hold the legal right to work in the UK.

If you would like to discuss any aspect of the post, **please call Adele Pearson, Team manager Tel 01824 712210 or Service Manager: Gail Gerrard Tel 01824 712 860**

If you are interested in this vacancy, please apply on-line via the website www.denbighshire.gov.uk. For alternative methods of applying please contact Customer Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Closing Date: 30th November 2026
Interviews: 8 December 2026

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH – SWYDD-DDISGRIFIAD

Teitl y Swydd:	**Gweithiwr Cymdeithasol**
Graddfa:	**Graddfeydd 8-9**
Gwasanaeth:	**Gwasanaethau Plant a Theuluoedd**
Maes Gwasanaeth:	**Looked after Children**
Yn atebol i'r:	**Service Manager**
Cyfeirnod y Swydd / Dyddiad Cyhoeddi:	**ID 04267 a 04269**
Safonau'r Iaith Gymraeg	**Dymunol Lefel 1** **Lefelau o ran sgiliau Cymraeg**

Pwrpas y Swydd

Darparu gwasanaeth gwaith cymdeithasol o safon uchel i blant a'u teuluoedd i gyflawni canlyniadau cadarnhaol yn unol â gweledigaeth a blaenoriaethau'r gwasanaeth.

Mae disgwyl i weithwyr cymdeithasol ddarparu cymorth i ddatblygu gwydnwch ac annibyniaeth, gan sicrhau bod plant a'u teuluoedd wrth wraidd y broses o wneud penderfyniadau am eu bywydau a'r canlyniadau y maent yn dymuno eu cyflawni heb gyfaddawdu eu diogelwch.

Bydd y gweithiwr cymdeithasol yn datblygu dealltwriaeth o anghenion diwylliant, iechyd a chymdeithasol yr ardal neu'r gymuned i lywio arfer.

Bydd gwaith ataliol sylfaenol yn cael ei wneud i leihau'r angen am ofal neu lety a reolir, a lle bo angen bydd y gweithiwr cymdeithasol yn gwneud a chefnogi trefniadau lleoli a chynlluniau ar gyfer unigolion yn y dyfodol.

Prif Atebolrwydd a Chyfrifoldebau

Prif Gyfrifoldebau Penodol i'r Swydd

1. Darparu gwasanaeth gwaith cymdeithasol uniongyrchol i'r plant hynny a'u teuluoedd y nodir eu bod angen gofal a chymorth yn unol â statud, polisïau a chanllawiau cenedlaethol a rhanbarthol, gan ymgorffori dull sy'n canolbwyntio ar ganlyniadau, gan nodi ymatebion gwasanaeth priodol ar wahanol lefelau er mwyn cyflawni hyn.
2. Gweithio mewn partneriaeth a datblygu perthnasoedd effeithiol gyda chydweithwyr mewn adrannau eraill o fewn y Gwasanaethau Cymdeithasol, sector preifat a gwirfoddol, gwasanaethau Iechyd ac Argyfwng i ddarparu ymateb integredig i ddiwallu angen.
3. Sefydlu cydberthnasau effeithiol a gweithio mewn partneriaeth gyda phlant a'u teuluoedd/gofalwyr i nodi a diwallu anghenion a sicrhau bod hawliau'r unigolyn yn cael eu diogelu.
4. Sicrhau y cedwir at unrhyw amserlen statudol ar gyfer asesu ac adolygu.
5. Defnyddio dulliau sgiliau cydweithredol i gefnogi cyfranogiad effeithiol dinasyddion yn yr asesiad, prosesau adolygu a chynllunio gofal, gan sicrhau eu bod wrth wraidd y broses o wneud penderfyniadau.

6. Ymateb i bryderon yn ymwneud â diogelu yn unol â Gweithdrefnau Amddiffyn Cymru 2019.
7. Cynnal ymchwiliadau diogelu a chwblhau asesiadau risg.
8. Cyfrannu at baratoi a chyflwyno adroddiadau a chynlluniau mewn cyfarfodydd strategol, adolygiadau a Chynadleddau Achosion Amddiffyn Plant.
9. Gweithio mewn partneriaeth â meysydd eraill o fewn y Gwasanaethau Cymdeithasol, datblygu gwybodaeth ac ymwybyddiaeth o'r hyn sydd ar gael i sicrhau mynediad at ystod o ymyriadau cynnar ac ataliol cymunedol.
10. Cynnal atebolrwydd proffesiynol ar gyfer dyrannu adnoddau yn unol â meini prawf gwasanaeth, deddfwriaeth, rheoliadau ariannol a rheoliadau eraill y Cyngor.
11. Sicrhau ymateb cynnar ac effeithiol i bryderon neu gwynion.
12. Cefnogi plant a'u teuluoedd/gofalwyr i gymryd rhan weithredol yn natblygiad y gwasanaeth.
13. Paratoi'n briodol ar gyfer cyfarfodydd a chyfrannu'n effeithiol atynt.
14. Cadeirio cyfarfodydd lle bo'r angen, gan sicrhau ansawdd nodiadau/cofnodion y cyfarfodydd hyn. Mae hyn yn berthnasol yn bennaf i gyfarfodydd adolygu cynlluniau gofal a chymorth, Cyfarfodydd Strategol Aml Asiantaeth a Chyfarfodydd Grŵp Craidd Amddiffyn Plant.
15. Paratoi adroddiadau ysgrifenedig ar gyfer ystod o bwrpasau, gan sicrhau eu bod yn gywir, ystyrlon, cyflawn a chyfredol ac yn cynnwys dadansoddiad manwl pan fo angen.
16. Mynd i gyfarfodydd tîm a chyfrannu at ddatblygiad y gwasanaeth
17. Cynnal llwyth achosion penodol sy'n amrywiol o ran cymhlethdod.
18. Defnyddio ymchwil, theori ac ymarfer yn seiliedig ar dystiolaeth a methodoleg datrys problemau eraill i sicrhau canlyniadau da ar gyfer oedolion a'u teuluoedd a'u gofalwyr.
19. Cynnal arferion cofnodi da, gan sicrhau bod cofnodion yn gywir, yn gydlynol, yn gyfoes ac wedi'u cwblhau'n brydlon.
20. Sicrhau bod tasgau gydag amser penodol iddynt yn cael eu cwblhau mewn pryd, a gweithredu ar ohebiaeth a dderbynnir dros y ffôn, yn electronig ac yn ysgrifenedig mewn modd amserol.
21. Tynnu sylw'r Rheolwr Tîm ar unwaith, ac yn eu habsenoldeb neu fel bo'n briodol, y Dirprwy Reolwr Tîm, at unrhyw fater o bryder neu ddiddordeb arbennig a cheisio canllawiau a chefnogaeth wrth ddod i benderfyniadau cymhleth.
22. Hyrwyddo arferion sy'n atal gwahaniaethu a gweithredu mewn modd gwrth-ormesol tuag at ddefnyddwyr gwasanaeth, gofalwyr a chydweithwyr.
23. Bod yn enghraifft gadarnhaol o ran ymddygiad yn y gweithle, gan gynnwys defnyddio dulliau da o reoli'r llwyth gwaith ac amser.
24. Cymryd cyfrifoldeb dan y Ddeddf Iechyd a Diogelwch yn y Gwaith ac ymateb yn brydlon ac yn gadarn mewn perthynas â'r rheoliadau hyn.
25. Gweithio mewn modd gwrth-wahaniaethol bob tro.
26. Deall a hyrwyddo egwyddorion Deddf Gwasanaethau Cymdeithasol a Llesiant 2014 mewn perthynas â llais a rheolaeth, atal ac ymyrraeth gynnar, lles, cydgynhyrchu a gwaith aml-asiantaeth.

Datblygiad Proffesiynol

1. Rhaid i chi gadw eich cofrestriad proffesiynol a chydymffurfio â hyfforddiant a dysgu ôl-gofrestru, parhau mewn addysg a dysgu proffesiynol, a gofynion addasrwydd i ymarfer.

2. Cymryd rhan a pharatoi ar gyfer cyfnodau goruchwylio proffesiynol, goruchwyliaeth cyfoedion/grŵp ac adolygiadau datblygu perfformiad i gefnogi datblygiad personol a chydymffurfio â safonau proffesiynol.
3. Cwblhau hyfforddiant a mynd i seminarau sydd wedi'u dylunio i ddatblygu arbenigedd personol a phroffesiynol y swydd a rhannu gwybodaeth am yr hyn a ddysgwyd gyda chydweithwyr ar draws y maes gwasanaeth fel y bo'n briodol

Dyletswyddau a Chyfrifoldebau Corfforaethol

1. Cydymffurfio â Pholisïau a Gweithdrefnau'r Awdurdod a rhoi gwybod i Uwch Swyddogion am unrhyw feysydd nad ydynt yn cael sylw digonol.
2. Chwarae rhan ymarferol wrth gefnogi egwyddorion ac arferion cyfle cyfartal yr Awdurdod fel yr amlinellwyd yn y Polisi Cydraddoldeb.
3. Bod yn gyfrifol am roi arferion Iechyd a Diogelwch ar waith o ddydd i ddydd, gan rannu cyfrifoldeb am Iechyd a Diogelwch yn yr adran, y gyfarwyddiaeth a'r Awdurdod yn gyffredinol.
4. Bydd yn rhaid i weithwyr roi gwybodaeth benodol amdanynt eu hunain er mwyn i'r Awdurdod allu cyflawni ei ddyletswyddau, ei hawliau a'i gyfrifoldebau fel cyflogwr. Bydd yr Awdurdod yn prosesu ac yn rheoli data o'r fath at ddibenion personél, gweinyddol a chyflogau yn bennaf.
5. Fel un o'ch amodau cyflogaeth ac er mwyn sicrhau bod yr adran yn effeithiol, efallai y bydd gofyn i chi gyflawni unrhyw dasg resymol arall, sy'n gymesur â'ch graddfa, fel y'i pennir gan eich Rheolwr Atebol neu Bennaeth Gwasanaeth.
6. Bod yn gyfrifol am sefydlu perthnasoedd gwaith da yn fewnol ac yn allanol.
7. Mae Sir Ddinbych wedi ymrwymo i ddiogelu plant a grwpiau diamddiffyn. Disgwylir i holl weithwyr y Cyngor fod yn ymwybodol o'r Polisi Diogelu Corfforaethol a'u cyfrifoldeb i roi gwybod am unrhyw bryderon yn y modd priodol ac o fewn y terfynau amser perthnasol.

Adnoddau/Offer/Deunyddiau

Amh

Goruchwylio/Rheoli Pobl

Datblygu sgiliau i fedru dirprwyo gwaith achosion a gwaith cefnogi yn effeithiol ac yn briodol, gan roi cyngor ac arweiniad mewn modd clir a holistaidd i hwyluso newid a chyflawni potensial llawn.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

- Cymhwyster Gwaith Cymdeithasol h.y. gradd mewn gwaith cymdeithasol neu gymhwyster blaenorol fel DipSW.
- Wedi cofrestru gyda Chyngor Gofal Cymru fel 'Gweithiwr Cymdeithasol' ac wedi ail-gofrestru bob tair blynedd.
- Ar ddiwedd yr ail flwyddyn ar ôl cwblhau gofynion ymarfer y flwyddyn gyntaf, gallu dangos cyfnerthu cychwynnol o arferion Gwaith Cymdeithasol.

- Dylid dechrau Rhaglen Gadarnhau Addysg a Dysgu Proffesiynol Parhaus gymeradwy ar ôl cwblhau'r Flwyddyn Gyntaf o Ymarfer a'i chwblhau o fewn 3 blynedd ar ôl i'r unigolyn gymhwyso.

Amodau Gwaith Arbennig

Wrth weithio'n unigol (yn darparu gwasanaethau wyneb yn wyneb mewn amryw leoliadau o amgylch Sir Ddinbych neu yng nghartrefi'r cleientiaid), mae'n rhaid i'r deiliad swydd fod yn ymwybodol o'r angen i weithio o fewn paramedrau'r Polisi Gweithio Unigol a bod yn ymwybodol o'u hiechyd a'u diogelwch eu hunain.

Bydd gofyniad i weithio o fewn lleoliadau dynodedig, ac mae'r gallu i deithio yn hanfodol ar gyfer y swydd.

Bydd disgwyliad i chi ymateb i anghenion y gwasanaeth tu allan i'ch ardal leol pan fod hynny'n ofynnol gan y tîm rheoli.

Bydd deiliad y swydd yn gweithio ar y Rota System ar Ddyletswydd - fel y nodir gan y Rheolwr perthnasol.

Gwiriadau Cyflogaeth / Gofynion Penodol

Mae angen gwiriad manylach y Gwasanaeth Datgelu a Gwahardd ar gyfer y swydd hon oherwydd y cyswllt wyneb yn wyneb gyda defnyddwyr gwasanaeth a gofalwyr.

Mae gofyn i weithwyr newydd fynd drwy ein gwiriadau recriwtio mwy diogel safonol; Cliriad GDG, 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, tystiolaeth o gymwysterau hanfodol, tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ynghyd ag atal caethwasiaeth a masnachu mewn pobl, a bydd yn gwneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnes. Mae sawl math o gaethwasiaeth fodern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelu yn fater i bawb, ac mae gofyn i holl weithwyr Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau diogelu plant y Cyngor. Mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi wrth gyflawni eu dyletswyddau a bod yn ymwybodol o arwyddion o gam-fanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu'n ddi-oed pan fydd yn dod ar draws achos o gam-fanteisio.

Gweledigaeth / Cyd-destun

<u>Gweledigaeth y Gwasanaethau Plant a Theuluoedd</u>
'Mae plant diamddiffyn yn cael eu diogelu, yn byw mewn teuluoedd parhaol, sefydlog, diogel a chariadus sy'n darparu cyfleoedd ar gyfer llwyddiant i'w galluogi nhw i dyfu a datblygu i fod yn oedolion cyflawn iach'.

Mae'r cyswllt rhwng ymyrraeth gynnar a gwasanaethau statudol yn bwysig i alluogi plant a theuluoedd i fanteisio ar y gwasanaeth mwyaf effeithiol i ddiwallu eu hanghenion gan symud yn ddi-dor drwy'r gwasanaeth wrth i'w hanghenion gynyddu a lleihau.

Mae timau Gwaith Cymdeithasol wedi sefydlu model gadarn o Grwpiau/Timau Ymarfer a arweinir gan Reolwr Tîm gyda nifer llai o Uwch Ymarferwyr / Gweithwyr Cymdeithasol / Ymarferwyr Gofal Cymdeithasol.

Mae Sir Ddinbych yn parhau i wella a chanolbwyntio ar wasanaethau a arweinir gan wybodaeth, sy'n cynnwys datblygu gwell darpariaeth gwasanaeth i blant gydag anghenion ychwanegol, datblygu rheolwyr a rhaglenni datblygu rheolwyr tîm. Ni fyddem yn disgrifio ein gwaith fel rheoli baich achosion mwyach ond yn hytrach asesu ansawdd ac ymyrraeth gyda chanlyniadau cydnabyddedig.

Bydd disgwyl i'r deiliad swydd ddarparu cyngor arbenigol ar gyfer yr achosion yn eu maes o arbenigedd a darparu cefnogaeth ac arweiniad i Ymarferwyr Gofal Cymdeithasol sy'n ymdrin ag achosion cymhleth. Drwy arwain ar ymarfer da, byddant yn cyflawni safonau proffesiynol uchel mewn perthynas â'u gwaith.

Teitl Swydd – Llwybr Gyrfa

Mae'r swyddi hyn yn rhan o Lwybr Gyrfa, sy'n golygu y gallwn ystyried ymgeiswyr nad ydynt efallai yn ateb yr holl feini prawf ar gyfer Uwch Weithiwr Cymdeithasol profiadol.

Bydd ymgeiswyr sy'n bodloni'r holl feini prawf a osodir ar y raddfa uchaf ar gyfer y swydd hon yn cael blaenoriaeth wrth ystyried ymgeiswyr ar gyfer cyfweliad. Fodd bynnag, rydym hefyd yn croesawu ceisiadau gan rai sy'n bodloni'r meini prawf yn y raddfa is. Bydd yr ymgeiswyr llwyddiannus yn cael eu cefnogi i symud ymlaen trwy'r graddfeydd nes eu bod yn ddigon cymwys a phrofiadol, a byddant yn cael eu talu yn unol â'r meini prawf y maent yn eu bodloni.

	Graddfa 8	**Graddfa 9**
	Gweithiwr Cymdeithasol Profiadol **ID 04267**	**Uwch Weithiwr Cymdeithasol** **ID 04269**
Cymwysterau	Cymhwyster Gwaith Cymdeithasol h.y. Gradd mewn Gwaith Cymdeithasol neu gymhwyster blaenorol fel DipSW. Cofrestru fel 'gweithiwr cymdeithasol' gyda'r Cyngor Gofal. Dangos cyfuniad cychwynnol o arferion Gwaith Cymdeithasol yn unol â'r fframwaith CPEL (ar ddiwedd y flwyddyn gyntaf o ymarfer). Ar gyfer Gweithwyr Cymdeithasol sy'n gymwys ers 2012: Cwblhau'r rhaglen gyd-grynhoi CPEL mewn Gwaith Cymdeithasol. Cwblhau'r rhaglen gyd-grynhoi CPEL a gymeradwywyd o fel 3 blynedd ar ôl cymhwyso. Yn seiliedig ar y galw, argaeledd, anghenion gwasanaeth a meini prawf Cyngor Gofal Cymru.	Cymhwyster Gwaith Cymdeithasol h.y. Gradd mewn Gwaith Cymdeithasol neu gymhwyster blaenorol fel DipSW. Cofrestru fel 'gweithiwr cymdeithasol' gyda'r Cyngor Gofal. Ar gyfer Gweithwyr Cymdeithasol sy'n gymwys ers 2012: Cwblhau'r rhaglen gyd-grynhoi CPEL mewn Gwaith Cymdeithasol.
Profiad perthnasol Profiad	Gwybodaeth a gallu gweithio tuag at y safonau galwedigaethol cenedlaethol ar gyfer Gwaith Cymdeithasol a	Yn gallu dangos eich bod yn gweithio tuag at safon alwedigaethol genedlaethol ar gyfer Gwaith Cymdeithasol a

	Chod Ymarfer Cyngor Gofal Cymru ar gyfer Gweithwyr Gofal Cymdeithasol. Profiad o weithio mewn lleoliad amlddisgyblaethol, aml-asiantaeth a datblygu perthnasoedd effeithiol.	Chod Ymarfer Cyngor Gofal Cymru ar gyfer Gweithwyr Gofal Cymdeithasol. Profiad o weithio mewn lleoliad amlddisgyblaethol, aml-asiantaeth a datblygu perthnasoedd effeithiol. Profiad a thystiolaeth o weithio gydag achosion cymhleth a defnyddio gweithdrefnau diogelu.
Gwybodaeth a Sgiliau	Dealltwriaeth a gwybodaeth dda am ddeddfwriaethau perthnasol, cynlluniau Llywodraeth a'u goblygiadau yn arbennig Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014. Gwybodaeth ac arddangosiad o werthoedd gwaith cymdeithasol. Sgiliau cofnodi a chyfathrebu ysgrifenedig rhagorol. Sgiliau gweinyddol effeithlon ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth. Yn gallu adlewyrchu'n weithredol a gwerthuso eich arfer eich hun a chyflwyno newidiadau. Gallu gweithio o fewn terfynau a gytunir arnynt. Defnyddio sgyrsiau ystyrlon a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau a ddymunir.	Gwybodaeth dda am ddeddfwriaethau perthnasol, mentrau'r Llywodraeth a'u goblygiadau yn arbennig Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014. Gwybodaeth ac arddangosiad o werthoedd gwaith cymdeithasol. Sgiliau cofnodi a chyfathrebu ysgrifenedig rhagorol. Sgiliau gweinyddol effeithlon ac yn gyfarwydd â Thechnoleg Gwybodaeth a Systemau Gwybodaeth. Yn gallu adlewyrchu'n weithredol a gwerthuso eich arfer eich hun, ac arfer pobl eraill, a chyflwyno newidiadau Gallu gweithio o fewn terfynau a gytunir arnynt. Defnyddio sgyrsiau ystyrlon a sgiliau arsylwi i weithio gydag unigolion i nodi anghenion a chanlyniadau a ddymunir.

	Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus. Tystiolaeth fod egwyddorion, codau a gwerthoedd proffesiynol Gwaith Cymdeithasol yn sail i waith mewn perthynas ag ymarfer gwrth-wahaniaethol a chynhwysol, ac mae datblygiad proffesiynol y tîm yn cael ei wella drwy gyfrannu at y broses hon. Mae safonau ymarfer a pherfformiad yn cael eu gweithredu a'u cyflawni'n gyson. Profiad o asesu anghenion cymhleth unigolion a'u gyrfaoedd mewn modd sy'n canolbwyntio ar ganlyniadau'r person a bydd pecynnau gofal yn cael eu trafod, eu monitro a'u hadolygu. Mae'n hanfodol gallu sicrhau bod peryglon i unigolion ac eraill yn cael eu hasesu a'u cydbwyso mewn modd sy'n hyrwyddo grymusiad, hunan-benderfyniad, annibyniaeth a dewis i ddefnyddwyr gwasanaeth a'u gofalwyr. Gallu archwilio a gweithredu datrysiadau creadigol i gyflawni canlyniadau. Datblygu'r sgiliau sydd eu hangen i oruchwylio ac asesu myfyrwyr gwaith cymdeithasol drwy gydol eu cyfleoedd dysgu ymarfer.	Tystiolaeth o ymrwymiad i ddatblygiad proffesiynol parhaus. Tystiolaeth fod egwyddorion, codau a gwerthoedd proffesiynol Gwaith Cymdeithasol yn sail i waith mewn perthynas ag ymarfer gwrth-wahaniaethol a chynhwysol, ac mae datblygiad proffesiynol y tîm yn cael ei wella drwy gyfrannu at y broses hon. Mae safonau ymarfer a pherfformiad yn cael eu gweithredu a'u cyflawni'n gyson. Profiad o asesu anghenion cymhleth unigolion a'u gyrfaoedd mewn modd sy'n canolbwyntio ar ganlyniadau'r person a bydd pecynnau gofal yn cael eu trafod, eu monitro a'u hadolygu. Mae'n hanfodol gallu sicrhau bod peryglon i unigolion ac eraill yn cael eu hasesu a'u cydbwyso mewn modd sy'n hyrwyddo grymusiad, hunan-benderfyniad, annibyniaeth a dewis i ddefnyddwyr gwasanaeth a'u gofalwyr. Gallu archwilio a gweithredu datrysiadau creadigol i gyflawni canlyniadau. Sgiliau ymchwilio y mae modd eu defnyddio i ddatblygu'r gwasanaeth.

Rhinweddau Personol	Gallu deall a gweithio o fewn polisïau trefniadol i ddiwallu anghenion gwahanol ddefnyddwyr gwasanaeth a staff. Gallu gweithio'n effeithiol mewn tîm, gan ddarparu cefnogaeth ar lefel ymarferol ac emosiynol lle bo angen. Brwdfrydedd, hunan-gymhelliant a sgiliau dylanwadu. Gallu gwerthuso eich arfer eich hun a chyflwyno newidiadau. Sgiliau cyfathrebu llafar a di-eiriau da ac arddull hwylusol i sicrhau dealltwriaeth a chynnydd ar gyfer defnyddwyr gwasanaeth a staff cymorth. Gallu gweithio mewn amgylchedd â phwysau. Arddangos cyfrifoldeb am ymddygiad, ymarfer a dysg Proffesiynol da a hyrwyddo ymddygiad o'r fath ymhlith eraill. Gallu addasu'n gadarnhaol i amgylchedd gwaith ac arferion sy'n newid a chefnogi eraill drwy newid. Parodrwydd i gynnwys arferion integredig drwy gefnogi'r strwythurau a'r prosesau sy'n newid i gyflawni gwaith amlddisgyblaethol.	Gallu deall a gweithio o fewn polisïau trefniadol i ddiwallu anghenion gwahanol ddefnyddwyr gwasanaeth a staff. Gallu gweithio'n effeithiol mewn tîm, gan ddarparu cefnogaeth a mentora i'r cyhoedd ar lefel ymarferol ac emosiynol lle bo angen. Brwdfrydedd, hunan-gymhelliant a sgiliau dylanwadu. Gallu gwerthuso eich arfer eich hun ac arfer pobl eraill a chyflwyno newidiadau. Sgiliau cyfathrebu llafar a di-eiriau rhagorol ac arddull hwylusol i sicrhau dealltwriaeth a chynnydd ar gyfer defnyddwyr gwasanaeth, staff cymorth a chydweithwyr llai profiadol. Gwydnwch mewn amgylchedd llawn pwysau. Gallu cefnogi eraill yn gweithio mewn sefyllfaoedd heriol. Esiampl o ymarfer a dysgu proffesiynol a rhagorol. Yn gallu dylanwadu ac addasu'n gadarnhaol i newid o fewn yr amgylchedd gwaith ac arferion a chefnogi eraill drwy newid. Parodrwydd i sicrhau arfer integredig drwy gefnogi'r strwythurau a'r prosesau newidiol i gyflawni gwaith amlddisgyblaethol. Gallu Cadeirio cyfarfodydd aml-asiantaeth yn effeithiol.

		Gallu gweithio ar y cyd â defnyddwyr gwasanaeth, gofalwyr gweithwyr proffesiynol eraill.
Unrhyw Ofynion / Gwybodaeth arc	Arddangos ymwybyddiaeth o'r Gymraeg a diwylliant Cymru yn yr amgylchedd gwaith. Sgiliau trefnu a rheoli amser da. Ymagwedd hyblyg a chadarnhaol tuag at ddyletswyddau, patrymau gwaith, lleoliadau ac oriau gan wneud defnydd llawn o dechnoleg fodern a systemau gwaith hyblyg. Mae gallu teithio yn un o ofynion y swydd.	Dangos ymwybyddiaeth o'r iaith Gymraeg a diwylliant Cymru yn yr amgylchedd gwaith. Sgiliau trefnu a rheoli amser ardderchog. Ymagwedd hyblyg a chadarnhaol tuag at ddyletswyddau, patrymau gwaith, lleoliadau ac oriau gan wneud defnydd llawn o dechnoleg fodern a systemau gwaith hyblyg gan annog yr un fath ymhlith eraill. Mae gallu teithio yn un o ofynion y swydd.

Ffynonellau Tystiolaeth:
Gwerthusiadau perfformiad, cyfarfodydd un i un, cyfnod prawf, adborth gan gwsmeriaid a/neu gydweithwyr, archwiliadau achosion.

Perfformiad:
Gall salwch neu sancsiynau disgyblu gael effaith andwyol ar ddatblygiad gweithiwr drwy'r Llwybr Gyrfa, sy'n golygu efallai y bydd yn rhaid i weithiwr dreulio mwy o amser o fewn pob band uchod.

Cynnydd:
Er mwyn datblygu drwy'r Llwybr Gyrfa, bydd angen i weithwyr sicrhau eu bod yn bodloni'r safonau cymwysterau gofynnol ac yn cynhyrchu tystiolaeth fel yr amlinellir uchod. Pan fydd gweithiwr wedi dangos eu bod yn bodloni meini prawf y raddfa nesaf, byddant yn cael eu symud ymlaen i'r raddfa honno. Ni all gweithwyr symud ymlaen i'r Raddfa nesaf nes y byddant wedi bodloni meini prawf y Raddfa honno.

Disgwylir y bydd gweithwyr yn datblygu ar hyd y Llwybr Gyrfa o fewn 3 blynedd, a disgwylir iddynt ddefnyddio'r holl gymorth sydd ar gael i wella eu profiad dysgu a gwneud y mwyaf o'u potensial. Mae peth disgresiwn a hyblygrwydd yma, ond disgwylir amserlen resymol o hyd.

O fewn y Gwasanaethau Addysg a Phlant, bydd yn rhaid cyflwyno cofnod o ymarfer myfyriol, datganiad ategol gan y Rheolwr Atebol a derbyn cyfweliad asesu cymhwysedd er mwyn symud ymlaen i Raddfa 9. Bydd panel sy'n cynnwys y Pennaeth Gwasanaeth, Rheolwr Gwasanaeth perthnasol a chynrychiolydd o'r Tîm Datblygu'r Gweithlu yn cynnal y cyfweliad hwn.

Gellir penodi o fewn strwythur y Llwybr Gyrfa yn unol â'r gofynion uchod.

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION	
Job Title:	**Social Worker**
Grade:	**Grades 8 – 9**
Service:	**Children & Families Services**
Service Area:	**Looked after Children**
Responsible to:	**Service Manager**
Job ID Number / Date Issued:	**ID 04267 & 04269**
Welsh Language Standards	**Desirable level 1** **Welsh Language Levels**
Job Purpose	
To deliver a high quality social work service to children and their families to achieve positive outcomes in line with the Service's visions and priorities.	

Social Workers are expected to provide support and enablement to develop resilience and independence, ensuring that children and their families are at the centre of decision making about their lives and the outcomes that they want to achieve without compromising their safety.

The social worker will develop an understanding of the culture, health and social needs of the locality or community to inform practice.

Basic preventative work will be undertaken in order to reduce the need for managed care or accommodation and where necessary the social worker will make and support placement arrangements and future plans for individuals.

Principal Accountabilities and Responsibilities

Job Specific Principle Accountabilities

1. Provide a direct social work service to those children and families who are identified as in need of care and support in accordance with statute, national and regional policies and guidelines, incorporating an outcome focussed approach, identifying appropriate service responses at different levels to achieve this.
2. Work in partnership and develop effective relationships with colleagues in other Social Service sections, private and voluntary sector, Health and Emergency services to deliver an integrated response to meeting need.
3. Build effective relationships and work in partnership with children and their families/carers to identify and meet needs and ensure that the rights of the individual are safeguarded.
4. Ensure that the statutory timescales for assessment and review are met.
5. Use Collaborative skills approaches, to support the effective participation of citizens in the assessment, care planning and review processes, ensuring they are at the centre of the decision making.
6. Respond to safeguarding concerns in accordance with the Wales Safeguarding Procedures 2019.
7. Carry out safeguarding investigations and complete risk assessments.
8. Contribute to the preparation and presentation of reports and plans at Strategy meetings, reviews and Child Protection Case Conferences.
9. Work in partnership with other Social Service areas, developing knowledge and awareness of what is available to ensure access to a range of early and preventative interventions which are community based.
10. Maintain professional accountability for the allocation of resources in accordance with service criteria, legislation, financial and other regulations of the council.
11. Ensure an early and effective response to concerns or complaints.
12. Support children and their families / carers to actively participate in the development of the service.
13. Prepare appropriately for and contribute effectively to meetings.
14. Chair meetings where required, quality assuring the record/minutes of these meetings. This applies particularly to Care and Support Plan review meetings, MASM's and Child Protection Core Group Meetings.
15. Prepare written reports for a range of purposes, ensuring they are accurate, coherent, complete and up to date, containing detailed analysis when required.
16. Attend team meetings and contribute to the development of the service
17. Maintain a specific caseload of varied complexity.

18. Use research, theory, evidence based practice and other problem solving methodology in achieving good outcomes for children and their families and carers.
19. Maintain good recording practices, ensuring records are accurate, coherent, up to date and completed in a timely manner.
20. Ensure that time specific tasks are completed within timescale, and act upon telephone, electronic and written communication received in a timely manner.
21. Immediately bring to the attention of the Team Manager, and in their absence or as appropriate a Senior Practitioner, any matters of concern or special interest and seek guidance and support with complex decision making.
22. Promote anti-discriminatory practices and act in a non-oppressive way towards service users, carers and colleagues.
23. Provide a positive role model in relation to conduct within the workplace including good workload and time management.
24. Exercise responsibility under the Health and Safety at Work Act and respond promptly and robustly in relation to these regulations.
25. Practice in an anti-discriminatory manner in all aspects of the role.
26. Be familiar with and promote the principals of the Social Services and Wellbeing Act 2014 in relation to voice and control, prevention and early intervention, well-being, co-production and multi-agency working.

Professional Development

1. You must maintain your professional registration and comply with post-registration training and learning, continue in professional education and learning, and fitness to practise requirements.
2. Prepare for and participate in professional supervision, peer/group supervision and performance development reviews to support personal development and adherence to professional standards.
3. Attend training and seminars designed to develop the personal and professional expertise of the post and disseminate knowledge and learning to colleagues across the service as appropriate.

Corporate Duties & Responsibilities

1. Compliance with the Authority's Policies and Procedures and to make known to Senior Officers any areas which are not adequately covered.
2. To participate actively in supporting the Authority's principles and practices of equality of opportunity as laid down within the Equalities Policy.
3. To be responsible for the application of Health & Safety practices within the daily operations, sharing a common responsibility for Health & Safety across the department, directorate and Authority as a whole.
4. Employees will be required to give certain information relating to themselves in order that the Authority may properly carry out its duties, rights and obligations as an employer. The Authority will process and control such data principally for personnel, administrative and payroll purposes.
5. As a term of your employment and in order to maintain effective departmental operations, you may be required to undertake any other reasonable task, commensurate with your grade, as determined by your Line Manager or Head of Service.

6. To be responsible for establishing good working relationships both internally and externally.
7. Denbighshire is committed to safeguarding children and vulnerable groups. All Council employees are expected to be aware of the Corporate Safeguarding Policy and their responsibility to report any concerns in the appropriate manner and timescales.

Resources/Equipment/Material

N/A

Supervision/Management of People

Develop skills to be able to delegate casework and support work effectively and appropriately, providing advice and guidance in a clear and holistic manner to facilitate change and maximise potential.

Knowledge, Skills, Training and Experience

- Qualification in Social Work i.e. Degree in Social Work or recognised predecessor equivalent such as DipSW.
- Be registered with the Care Council for Wales as a 'Social Worker' and re-register at three yearly intervals.
- At the end of Year 2 having completed 1st year in practice requirements, be able to demonstrate an initial consolidation of Social Work practice.
- An approved Continued Professional Education and Learning (CPEL Consolidation Programme should commence on completion of the First Year in Practice and be completed by the time the person is 3 years post qualified.

Special Working Conditions

When working alone (providing face to face service at various locations around Denbighshire or in clients' own homes) the post-holder must be aware of the need to work within the parameters of the Lone Working Policy and be aware of their own health and safety.

There will be a requirement to work within assigned localities, and the ability to travel is essential for the role.

There will be the expectation that you will respond to service needs outside of your locality as and when required by the management team.

The post-holder will work on the Duty System Rotas – as set out by the relevant Manager.

Employment Checks/ Specific Requirements

A DBS Check is required for this role due to one to one contact with service users and carers

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years' employment, evidence of essential qualifications, evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

Children and Families Service Vision

'Vulnerable children are safeguarded, live within permanent, stable, secure and loving families which provide opportunities for success to enable them to grow and develop into healthy, well rounded adults'

The link between the early intervention and statutory services is important to enable children and families to benefit from the most effective service to meet their needs, moving seamlessly through the service as their needs increase and decrease.

Social Work teams have firmly established a model of Practice Groups/Teams which are led by a Team Manager with a smaller number of Senior Practitioners/Social Workers/Social Care Practitioners.

Denbighshire continues to improve and focus on intelligence led services, including the development of an improved delivery of service to children with additional needs, management development and practice leader development programmes. We would no longer characterise our work in terms of caseload management but rather one of quality assessment and intervention with recognised outcomes.

The post holder, will be expected to provide advice for cases in the field they specialise in and will provide support and guidance to the Social Care Practitioners in undertaking less complex cases. Taking the lead on good practice, they will attain high professional standards in relation to their work.

Job Title – Career Pathway

These roles are part of a Career Path, meaning we are able to consider applicants who perhaps do not meet all the criteria of an experienced Senior Social Worker.

Applicants meeting all the criteria set out in the highest graded role will be given priority consideration for interview. However, we also welcome applications from those meeting the criteria in the lower grade. The successful candidates will be supported to progress through the grades until they are suitably qualified and experienced, and will be paid according to the criteria they meet

	Grade 8	Grade 9

	Experienced Social Worker ID 04267	**Senior Social Worker ID 04269**
Qualifications	Qualification in Social Work i.e. Degree or Social Work predecessor e.g. DipSW Registration with the Care Council as a 'social worker' Demonstration of an initial consolidation of Social Work practice in line with the CPEL framework (at the end of the first year in practice). For Social Workers qualified from 2012: Attainment of the CPEL Consolidation in Social work programme Completion of approved CPEL Consolidation programme within 3 years post qualification. Based on demand, availability, service needs and CCW criteria	Qualification in Social Work i.e. Degree or Social Work predecessor e.g. DipSW Registration with the Care Council as a 'social worker' For Social Workers qualified from 2012: Attainment of the CPEL Consolidation in Social work programme
Relevant Experience	Demonstrate a knowledge of and ability to work to the national occupational standards for Social Work and the Care Council for Wales Code of Practice for Social Care Workers. Experience of working in a multi-disciplinary multi-agency setting and developing effective relationships.	Able to demonstrate working to national occupational standard for Social Work and the Care Council for Wales Code of Practice for Social Care Workers. Experience of working in a multi-disciplinary multi-agency setting and developing effective relationships. Experience and evidence of working with complex cases and using Safeguarding procedures..
Knowledge and Skills	Sound understanding and knowledge of relevant legislation, Government initiatives and their implications especially the Social Services and Wellbeing (Wales) Act 2014.	Detailed knowledge of relevant legislation, Government initiatives and the implications especially the Social Services and Wellbeing (Wales) Act 2014.

	Knowledge and demonstration of the values of social work Good written communication and recording skills Efficient administrative skills and familiarity with Information Technology and Information Systems. The ability to actively reflect and evaluate own practice and implement changes. The ability to work within agreed boundaries. Using meaningful conversations and observation skills to work with individuals to identify needs and desired outcomes. Evidence of commitment to continued professional development. Evidence that professional principles, codes and values of Social work are underpinning work in relation to anti discriminatory and inclusive practice, and team professional development is enhanced by contributing to this process. Practice and performance standards are consistently applied and achieved. Experience of assessing the complex needs of individuals and their carers in a person centred outcome focussed way and packages of care negotiated, monitored and reviewed.	Knowledge and demonstration of the values of social work Excellent written communication and recording skills Efficient administrative skills and familiarity with Information Technology and Information Systems. The ability to actively reflect and evaluate own practice, and the practice of others and implement changes The ability to work within agreed boundaries. Using meaningful conversations and observation skills to work with individuals to identify needs and desired outcomes. Evidence of commitment to continued professional development. Evidence that professional principles, codes and values of Social work are underpinning work in relation to anti discriminatory and inclusive practice, and team professional development is enhanced by contributing to this process. Practice and performance standards are consistently applied and achieved. Experience of assessing the complex needs of individuals and their carers in a person centred outcome focussed way and packages of care negotiated, monitored and reviewed.

	Ability to ensure risks to individuals and others are assessed and balanced in a way that promotes empowerment, self determination, independence and choice for service users and their carers is essential. The ability to explore and apply creative solutions to achieving outcomes Develop skills needed to supervise and assess student social workers throughout their practice learning opportunities.	Ability to ensure risks to individuals and others are assessed and balanced in a way that promotes empowerment, self determination, independence and choice for service users and their carers is essential. The ability to explore and apply creative solutions to achieving outcomes To have research skills which can be utilised in service development
Personal Qualities	Ability to comprehend and work within Organisational policies to meet the differing needs of service users and staff. Effective team player, providing support on a practical and emotional level when necessary. Enthusiasm, self-motivation and ability to influence. The ability to evaluate own practice and implement changes. Good verbal and non-verbal communication skills and a facilitative style to ensure understanding and progress for service users, support staff. Abilty to work in a pressurised environment.	Ability to comprehend and work within Organisational policies to meet the differing needs of service users and staff. Effective team player, providing support and mentorship to peers on a practical and emotional level when necessary. Enthusiasm, self-motivation and ability to influence. The ability to evaluate own and others' practice and implement changes. Excellent verbal and non-verbal communication skills and a facilitative style to ensure understanding and progress for service users, support staff and less experienced colleagues. Resilience in a pressurised environment. The ability to support others working in stressful situations.

	Demonstrate responsibility for good Professional conduct, practice and learning and promote such behaviors in others. Ability to adapt positively to changing working environment and practices and to support others through change. Willingness to embrace integrated practice by supporting the changing structures and processes to achieve multi-disciplinary working.	Role model excellent professional practice conduct and learning The ability to influence and adapt positively to change within the working environment and practices and to support others through that change. Willingness to ensure integrated practice by supporting the changing structures and processes to achieve multi-disciplinary working. Ability to effectively Chair multidisciplinary meetings Ability to work collaboratively with service users, cares and other professionals
Any Other Requirements / Information	To demonstrate awareness of the Welsh Language and culture within the working environment Good time management and organisational skills Has a flexible and positive approach to duties, working patterns, locations and hours making full use of modern technology and flexible working systems. The ability to travel is a requirement of the post	To demonstrate awareness of the Welsh Language and culture within the working environment. Excellent time management and organisational skills. Has a flexible and positive approach to duties, working patterns, locations and hours making full use of modern technology and flexible working systems and encourages the same in others The ability to travel is a requirement of the post

Evidence Sources: Performance appraisals, one-to-one's, probationary period, feedback from customers and/or colleagues, case audits.
Performance: Employee sickness or disciplinary sanctions may have an adverse effect on progression through the Career Pathway, resulting in the employee spending longer within each band above.

Progression:
In order to progress through the Career Pathway employees will need to ensure that they meet the required qualification standards and produce evidence as per the above. Once an employee has demonstrated they meet the criteria of the next grade, they will then move into this grade. Employees cannot progress to the next Grade until they meet the criteria for that Grade.

It is expected that employees will progress through the Career Pathway within 3 years, and be expected to access all available support to enhance their learning experience and maximise their potential. There is some discretion and flexibility here but a reasonable timeframe is still expected.

In Education and Children's Services progression to Grade 9 will be achieved via a submission of a record of reflective practice, supporting statement from Line Manager and a competency based assessment interview. This will be conducted by a panel consisting of the Head of Service, relevant Service Manager and a representative of the Workforce Development Team.

Appointments can be made within the Career Pathways structure in line with above requirements.