

SWYDD DISGRIFIAD

TEITL SWYDD	GWEITHIWR ALLWEDDOL OL OFAL
YN GYFRIFOL I	ARWEINYDD TIM PERSONOL THERAPIWITIG
LLEOLIAD	GWYNEDD (GYDA'R ANGEN I DEITHIO)
ORIAU	37 AWR YR WYTHNOS
CYFLOG	B3 £24,819.60 - £26,127.92
CYTUNDEB	PARHAOL

PRIF DDIBEN Y RÔL

- ⇒ Cefnogi Ymadawyr Gofal, drwy ddarparu gwasanaeth cynghorydd personol, gyda'r trawsnewidiad o symud ymlaen i fyw'n annibynnol. Darparu pecyn cymorth sy'n canolbwyntio ar yr unigolyn a fydd yn cefnogi ac yn gwneud gwahaniaeth cadarnhaol i ymadawyr gofal gan rhoi gefnogaeth gyda Tai, Addysg a Chyflogaeth i gyrraedd eu dyheadau bywyd a meithrin gwytnwch.
- ⇒ Gweithio ochr yn ochr â thîm gwasanaethau cymdeithasol 16+, lle byddwch chi'n dal llwyth achosion o ymadawyr gofal gan ddarparu cefnogaeth un i un a darparu cefnogaeth o fewn rôl cynghorydd personol. Bydd hyn yn cynnwys adolygu a diweddarau cynlluniau llwybr pobl ifanc pob chwe mis.
- ⇒ Gweithredu fel cynghorydd personol yn unol â'r Ddeddf Llesiant yn 2014.

DYLETSWYDDAU A CHYFRIFOLDEBAU

- ⇒ Gweithio o fewn fframwaith Seicolegol ac yn unol â model therapiwtig GISDA.
- ⇒ Yr holl staff i rannu dealltwriaeth o drawma cymhleth, ymlyniad ac anhwylder personoliaeth.
- ⇒ Adeiladu perthnasoedd iach, ymddiriedus gyda Phobl Ifanc, gan roi'r cyfleoedd iddynt ymgysylltu mewn lleoliadau anffurfiol a ffurfiol.
- ⇒ Creu gwasanaeth diogel a chroesawgar sy'n hwyluso rhyngweithio â Phobl Ifanc.
- ⇒ Hyrwyddo hunanofal ac annibyniaeth yn ein Pobl Ifanc.
- ⇒ Annog, cymell a chredu mewn pobl ifanc.
- ⇒ Gweithredu fel model rôl a dangos ffyrdd priodol o ddelio â phroblemau
- ⇒ Sefydlu perthnasoedd cadarnhaol â phobl ifanc a rhoi sylw cadarnhaol iddynt bob amser.
- ⇒ Galluogi defnyddwyr gwasanaeth - pobl ifanc, teuluoedd a'u plant i fyw'n annibynnol.
- ⇒ Datblygu a gweithredu cynllun Cymorth ar gyfer yr holl Ddefnyddwyr Gwasanaeth yn y Prosiect.

- ⇒ Monitro llwyddiant a chanlyniadau pobl ifanc yn barhaus gyda nod clir wrth weithio gyda'r person ifanc.
- ⇒ Cydnabod ac ymateb i anghenion cymorth a datblygu pob defnyddiwr gwasanaeth.
- ⇒ Cyfrannu tuag at anghenion cefnogi a datblygu defnyddwyr gwasanaeth trwy weithio mewn partneriaeth ag asiantaethau eraill.
- ⇒ Cwblhau Llyfrau Gwaith Agored Cymru gyda phobl ifanc a hyrwyddo pob cyfle i archwilio addysg / hyfforddiant a chyfleoedd gwaith.
- ⇒ Cyfarfod â defnyddwyr gwasanaeth er mwyn monitro anghenion cymorth a datblygu fel y nodwyd yn eu cynllun llwybr.
- ⇒ Sicrhau bod cofnodion effeithiol yn cael eu cadw o bob cyswllt a wneir â'r Defnyddwyr Gwasanaeth er mwyn paratoi adroddiadau yn ôl yr angen, ac fel tystiolaeth o'r gwasanaeth a ddarperir.
- ⇒ Gweinyddu Dyletswydd Gofal ar gyfer pob defnyddiwr gwasanaeth
- ⇒ Cyflawni'r holl ddyletswyddau / cyfrifoldebau trwy gadw at God Ymarfer Cyngor Gofal Cymru.
- ⇒ Cynnal cyfarfod rheolaidd gyda'r defnyddwyr gwasanaeth.
- ⇒ Cwblhau Holiaduron Cymorth ac olrhain cynnydd pobl ifanc ar ôl gadael y gwasanaeth.
- ⇒ Weithiau bydd angen gweithio y tu allan i oriau gwaith arferol i ddiwallu anghenion Pobl Ifanc ar gwasanaeth. Bydd angen hyblygrwydd. Gall hyn gynnwys nosweithiau min nos a shifftiau penwythnos.

PRIF DYLETSWYDDAU

Bydd yr ymgynghorydd personol yn adrodd i'r Rheolwr ar y cyfrifoldebau canlynol: -

GWASANAETHAU/ CEFNOGAETH A GYNIGIR

- ⇒ Cadw at BroTOCOL Amddiffyn Plant GISDA a pholisïau eraill.
- ⇒ Cynorthwyo a chymryd rhan mewn cyfarfodydd staff a chyfarfodydd cynnydd i sicrhau lefel gyfathrebu effeithlon iawn rhwng staff a denyddwyr gwasanaeth.
- ⇒ Sicrhau bod cofnodion cywir a diweddar yn cael eu cadw er mwyn ysgrifennu adroddiadau yn ôl yr angen.
- ⇒ Sicrhau bod defnyddwyr gwasanaeth yn derbyn cyngor ar fudd-daliadau, opsiynau tai a gwybodaeth berthnasol arall mewn perthynas â'u cynlluniau llwybr.
- ⇒ Hyrwyddo a chydweithio â'r holl wasanaethau mewnol eraill a gynigir.
- ⇒ Cyfathrebu mewn modd proffesiynol ag asiantaethau allanol ar ran neu gyda'r defnyddwyr gwasanaeth.
- ⇒ Gweithio mewn partneriaeth ar defnyddwyr gwasanaeth ac asiantaethau allanol er mwyn diwallu eu hanghenion cymorth.
- ⇒ Teithio i gefnogi defnyddwyr y gwasanaeth ledled Gwynedd.

IECHYD A DIOGELWCH

- ⇒ Bydd deiliad y swydd yn gweithio o fewn fframwaith sy'n seiliedig ar ddiogelu ac ymwybyddiaeth o risg.
- ⇒ Cadw at weithdrefnau gweithio ar ben ei hun.
- ⇒ Cyflwyno asesiadau risg deinamig mewn lleoliadau Cymunedol.
- ⇒ Adrodd yn rhagweithiol ar unrhyw ddigwyddiadau, a rheoli gwybodaeth sensitif yn ddiogel
- ⇒ Adrodd neu esgyn unrhyw beryglon amgylcheddol neu broblemau mewn llety.

- ⇒ Sicrhau arferion trafnidiaeth ddiogel wrth gefnogi pobl ifanc, a rheoli gwybodaeth sensitif yn ddiogel.
- ⇒ Disgwylir i'r deiliad gadw ffiniau proffesiynol, gwarchod ei les ei hun a lles y bobl ifanc, ac ymateb yn hyderus i argyfyngau gan ddilyn gweithdrefnau brys y sefydliad.

DYLETSWYDDAU CYFFREDINOL

- ⇒ Cyfrannu at eich hyfforddiant a'ch datblygiad personol eich hun.
- ⇒ Hyrwyddo dull cyfeillgar, anfeirniadol, anwahaniaethol ym mhob agwedd ar y gwaith, tuag at ddefnyddwyr gwasanaeth, cydweithwyr, y bwrdd rheoli ac aelodau'r cyhoedd / asiantaethau eraill.
- ⇒ Hyrwyddo Gwerthoedd a Diwylliant Mewnol GISDA.
- ⇒ Hyrwyddo Nodau ac Amcanion GISDA.
- ⇒ Cyflawni unrhyw ddyletswyddau rhesymol yn ôl yr angen.
- ⇒ Sicrhau y cedwir at bolisiau a gweithdrefnau cyfredol GISDA.
- ⇒ Cyfrannu at sesiynau goruchwyllo ac arfarniadau blynyddol.
- ⇒ Cadw'r holl wybodaeth sy'n ymwneud â staff a defnyddwyr gwasanaeth yn gyfrinachol, yn unol â'r ddeddf diogelu data a pholisi cyfrinachedd y Cwmni

Ni all unrhyw ddisgrifiad swydd gwmpasu pob mater a allai godi yn y rôl ar wahanol adegau. Er mwyn cynnal gwasanaeth effeithiol efallai y bydd gofyn i chi ymgymryd ag unrhyw dasgau rhesymol eraill sy'n gyson â'r rhai yn y ddogfen hon fel y penderfynir gan eich pennaeth adran

MANYLDEB PERSON			
MEINI PRAWF	HANFODOL	DYMUNOL	ASESU

Addysg a cymhwysterau		Cymhwyster NVQ lefel 3 neu cyfatebol	Ffurflen gais a cyfweliad
Profiad perthnasol i'r swydd	Ymwybyddiaeth a dealltwriaeth o anghenion a chyfleoedd defnyddwyr gwasanaeth.	Profiad o weithio yn y sector wirfoddol	Ffurflen gais a cyfweliad
	Profiad o weithio gyda phobl ifanc	Profiad o rwydweithio /gweithio mewn partneriaeth	Ffurflen gais a cyfweliad
		Profiad o lunio pecyn cymorth	Ffurflen gais a cyfweliad
Sgiliau perthnasol i'r swydd	Cyfathrebu mewn ystod eang o sefyllfaoedd		Ffurflen gais a cyfweliad
	Sgiliau rhyngpersonol da		Ffurflen gais a cyfweliad
	Cadw cofnodion a ysgrifennu adroddiadau		Ffurflen gais a cyfweliad
	Y gallu i weithio'n annibynol		Ffurflen gais a cyfweliad
	Y gallu i weithio fel rhan o dîm		Ffurflen gais a cyfweliad
	Rheoli amser yn effeithiol a'r gallu i gyrraedd targedau		Ffurflen gais a cyfweliad
	Y gallu i ddefnyddio rhaglenni cyfrifiadurol, e.e. Word, Excel, Outlook		Ffurflen gais a cyfweliad
	Y gallu i ddelio gyda gwybodaeth sensitif a chyfrinachol		Ffurflen gais a cyfweliad
	Dealltwriaeth o weithredu ffiniau		Ffurflen gais a cyfweliad
	Y gallu a'r hyder i herio penderfyniadau ar hawliau defnyddwyr gwasanaeth		Ffurflen gais a cyfweliad
	Y gallu i ddelio gyda gwybodaeth sensitif a chyfrinachol		Ffurflen gais a cyfweliad
Arall	Trwydded yrru lawn.		Ffurflen gais a cyfweliad
Iaith	Yn gallu cyfathrebu yn Gymraeg a Saesneg mewn amrywiaeth o sefyllfaoedd		Ffurflen gais a cyfweliad

JOB DESCRIPTION

JOB TITLE	Leaving care key worker
REPORTING TO	Leaving care team leader
LOCATION	Gwynedd – travel involved
HOURS	37 per week
SALARY	B3 £24,819.60-£26,127.92
CONTRACT	permanent

PURPOSE OF JOB

- ⇒ Supporting Care Leavers, by providing personal advisory support, with the transition from moving on to independent living. Provide a person centered toolkit that will support and make a positive difference to care leavers providing support with Housing, Education and Employment to reach their life aspirations and build resilience.
- ⇒ Working alongside the 16+ social services team, where you hold a caseload of care leavers providing one to one support and providing support within the role of a personal adviser. This will include reviewing and updating young people's pathway plans every six months.
- ⇒ Act as a personal adviser in accordance with the Well-being Act in 2014.

DUTIES AND RESPONSIBILITIES

- ⇒ Work within a psychological framework and in accordance with GISDA's therapeutic model.
- ⇒ All staff to share understanding of complex trauma, attachment and personality disorder.
- ⇒ Build healthy, trusting relationships with Young People, giving them opportunities to engage in both informal and formal settings.
- ⇒ Creating a safe and welcoming service that facilitates interaction with Young People.
- ⇒ Promoting self care and independence in our Young People.
- ⇒ Encourage, motivate and believe in young people.
- ⇒ Act as a role model and demonstrate appropriate ways of dealing with problems
- ⇒ Establish positive relationships and always pay close attention to young people.
- ⇒ Enable service users - young people, families and their children to live independently.
- ⇒ Develop and implement a Support plan for all Service Users in the Project.
- ⇒ Continually monitor young people's success and outcomes with a clear goal when working with the young person.
- ⇒ Recognize and respond to the support and development needs of all service users.
- ⇒ Contribute to the support and development needs of service users by working in partnership with other agencies.
- ⇒ Complete Agored Cymru Workbooks with young people and promote all opportunities to explore education / training and employment opportunities.
- ⇒ Meet with service users to monitor support and development needs as identified in their pathway plan.
- ⇒ Ensure effective records are kept of all contacts made with Service Users for the preparation of reports as required, and as evidence of service provision.
- ⇒ Administering a Duty of Care for all service users
- ⇒ Undertake all duties / responsibilities by adhering to the Care Council for Wales Code of Practice.

- ⇒ Hold regular meeting with service users.
- ⇒ Complete Support Questionnaires and track young people's progress after leaving the service.
- ⇒ Occasionally it may be necessary to work outside normal working hours to meet the needs of Young People and service. Flexibility will be required. This can include evenings and weekend shifts.

KEY RESPONSIBILITIES

The Personal Adviser will report on the following:

SERVICES/SUPPORT OFFERED

- ⇒ Adhere to the GISDA Child Protection Protocol and other policies.
- ⇒ Assist and participate in staff meetings and progress meetings to ensure a highly efficient level of communication between staff and service users.
- ⇒ Ensure accurate and up-to-date records are kept to write reports as required.
- ⇒ Ensure that service users receive benefits advice, housing options and other relevant information in relation to their pathway plans.
- ⇒ Promote and collaborate with all other in-house services offered.
- ⇒ Communicate in a professional manner with external agencies on behalf of or with service users.
- ⇒ Work in partnership with service users and external agencies to meet their support needs.
- ⇒ Travel to support service users throughout Gwynedd.

HEALTH AND SAFETY

- ⇒ The postholder will work within a safeguarding-led framework and maintain strong awareness of risk.
- ⇒ Follow lone-working procedures at all times and carry out dynamic risk assessments in community settings, ensuring confidentiality is maintained
- ⇒ The role includes proactively reporting any incidents and managing sensitive information safely.
- ⇒ Report or escalate any environmental hazards or issues within accommodations.
- ⇒ Safe transport practices must be followed when supporting young people.
- ⇒ The postholder is expected to keep professional boundaries, safeguard their own wellbeing and that of the young people, and respond confidently to crises by following the organisation's emergency procedures.

GENERAL RESPONSIBILITIES

- ⇒ Contribute to your own training and personal development.
- ⇒ Promote a friendly, non-judgmental, non-discriminatory approach in all aspects of the work, to service users, colleagues, the board of management and members of the public / other agencies.
- ⇒ Promoting GISDA's Internal Values and Culture.
- ⇒ Promoting the Aims and Objectives of GISDA.
- ⇒ Undertake any reasonable duties as required.
- ⇒ Ensure that current GISDA policies and procedures are adhered to.
- ⇒ Contribute to supervision sessions and annual appraisals.
- ⇒ Keep all information relating to staff and service users confidential, in accordance with data protection law and the Company's confidentiality policy

PERSON SPECIFICATIONS			
BENCHMARKS	ESSENTIAL	DESIRABLE	ASSESSMENT
Education and Qualifications		NVQ level 3 or equivalent	Application Form and Certificates
Experience Relevant to Job	Awareness and understanding of needs and opportunities for service users	Experience in the voluntary sector	Application Form and Interview
	Experience of working with young people	Networking / partnership working experience.	Application Form and Interview
		Experience of developing support packages	Application Form and Interview
Knowledge Relevant to Job	Boundary awareness in the field of support		Application Form and Interview
	Awareness of child protection issues.		Application Form and Interview
	Awareness of the needs of vulnerable young people		Application Form and Interview
Skills Relevant to Job	Communicate in a wide variety of situations in both English and Welsh		Application Form and Interview
	Keep records and produce reports		
	Work both independently and as a member of a team		Application Form and Interview
	Prioritize and organize work		Application Form and Interview
	Effective listening skills		Application Form and Interview
	Effective time management and able to reach targets		Application Form and Interview
	Information technology skills e.g. Word, Excel, Outlook		Application Form and Interview
	Handle sensitive and confidential information.		Application Form and Interview
	Good interpersonal skills		Application Form and Interview
	Ability and confidence to challenge decisions on service users' rights.		Application Form and Interview
Other	Full driving licence.		Application Form and Interview
Language	Ability to communicate both written and oral in Welsh and English		Application Form and Interview