



# **Head of Welsh Pennaeth Cymraeg**

**Full Time TLR 2a (£2,721)**

**Post available from 1<sup>st</sup> September 2019**

## **Information for Applicants**



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Headteacher/Pennaeth: Mr Alistair Stubbs BA(Hons), NPQH

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14<sup>th</sup> May 2019

Dear Applicant

Thank you for your interest in the post of full time Head of Welsh. This is a permanent full time post with a TLR 2a (£2,721) from 1<sup>st</sup> September 2019.

Elfed High School is a vibrant, successful 11-16 high school, with highly professional staff and students who are keen to learn. Elfed High School was judged to be 'excellent' by Estyn in 2015 and was once again categorised as a 'Green' school by the Welsh Government this academic year.

The post-holder will have the opportunity to work in a dynamic team who deliver outstanding provision through engaging lessons and exciting enrichment opportunities. You need to be determined to support young people in becoming highly successful learners, have a positive approach and be committed to making a difference. In return you will get to work in an exciting and supportive school.

The successful applicant will have the opportunity to contribute to the teaching a combination of :-

- Welsh second language in Key Stage 3 and Key Stage 4

I enclose some additional information about the post and the school that I trust will be helpful to you. We are very proud of the achievements of our students at Elfed High School and are keen to share information to help you to make a successful application. You can visit our website ([www.elfedhs.co.uk](http://www.elfedhs.co.uk)) for more information about the school and follow us on Twitter @elfedhs.

The closing date for applications is 9.00am on Monday 20<sup>th</sup> May 2019. Interviews will be held on Thursday 23<sup>rd</sup> May 2019.

Due to the volume of applications we receive we are not always able to contact each applicant individually, therefore if you have not heard from us within 2 weeks of the closing date, we thank you for your application however you can take it you have not been successful on this occasion.

I look forward to hearing from you and wish you well in your application.

Yours faithfully

Alistair Stubbs BA(Hons), NPQH  
Headteacher

## Head of Welsh Person Specification

Key Criteria	Essential	Desirable
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>Honours degree in Welsh and teaching qualification</li> <li>QTS and GTC registered</li> <li>An excellent track record of recent relevant professional development</li> <li>Experience of effective teaching and performance</li> <li>Curriculum design and management</li> <li>Track record to ensure strong safeguarding practice</li> </ul>	<ul style="list-style-type: none"> <li>Innovative use of resources</li> <li>Evidence of postgraduate study/middle leadership qualification</li> </ul>
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>Experience of working as a strong leader and as a member of a team in an educational setting</li> <li>Innovative approaches to working with students, parents, staff and other stakeholder</li> <li>Initiate, lead and manage change programmes</li> <li>Prioritise, plan and organise</li> <li>Direct and co-ordinate the work of others</li> <li>Set high standards and provide a role model for staff and students</li> <li>Deal sensitively with people and resolve conflicts</li> <li>A commitment to an open and collaborative style of management</li> </ul>	<ul style="list-style-type: none"> <li>Effective recruitment, deployment and management of staff</li> </ul>
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>The principle and practices of strategic and operation planning and delivery</li> <li>Effective review and evaluation procedures</li> <li>Developments in education at local, national and global level</li> </ul>	<ul style="list-style-type: none"> <li>New technologies to support learning and teaching</li> <li>Knowledge of WJEC and NVQ specifications</li> </ul>
<b>Decision Making and Judgement Skills</b>	<ul style="list-style-type: none"> <li>Make decisions based on analysis, interpretation and understand of relevant data and information</li> <li>Demonstrate good judgement</li> </ul>	<ul style="list-style-type: none"> <li>Think creatively and imaginatively to anticipate, identify and solve problems</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>A commitment to inclusive education</li> <li>Evident enjoyment in working with young people and their families</li> <li>Empathy in relation to the needs of the school and the local community</li> <li>Ability to inspire confidence in staff, students, parents and others</li> <li>Adaptability to changing circumstances/new ideas</li> <li>Reliability, integrity and stamina</li> <li>Personal impact and presence</li> <li>Prioritise and manage own time effectively</li> <li>Work under pressure to deadlines</li> <li>Seek advice and support when necessary</li> </ul>	<ul style="list-style-type: none"> <li>Achieve challenging professional goals</li> <li>Personal ambition and potential for further promotion</li> <li>Intellectual ability and curiosity</li> <li>Determination to a succeed and the highest possible expectations of self and others</li> <li>Vision, imagination and creativity</li> <li>Resilience and perspective</li> </ul>

## **Welsh at Elfed High School**

### **Cymraeg yn Ysgol Uwchradd Elfed**

Welsh is taught as a second language at Elfed High School, with every student learning the subject at KS3 and KS4. The number of students in the school has increased rapidly recently, making it essential for us to expand the current team of teachers.

We anticipate changes to the Welsh Government's expectations for students to achieve a Welsh Level 2 qualification and the end of the WJEC Short Course in Welsh Second Language. Increased numbers of students will study the full course, leading to the demand for an increase in the Welsh subject team and a new opportunity to lead the team as Head of Welsh.

### **Key Stage 3 / Cyfnod Allweddol 3**

Students in Year 7 and Year 8 have two fifty minute lessons per week in mixed ability tutor groups.

In Year 9 there are two fifty minute lessons per week in two classes, set according to ability in Welsh, enabling more able students to progress at a faster rate.

### **Key Stage 4 / Cyfnod Allweddol 4**

Welsh full course is an option in Year 10, however there has not been sufficient interest in recent years for this option to run.

All students study Welsh in Key Stage 4, some work towards the WJEC GCSE Short Course in Welsh Second Language and the remainder study for the NVQ Level 1 qualification.

## **The Welsh Team**

### **Y Tîm Cymraeg**

The team will be expanded with this new appointment to consist of the Head of Welsh, one full time Teacher of Welsh and one of two additional members of staff contributing small numbers of lessons as required. The line manager for the Head of Welsh is Mr C Woodman, Head of Languages. He is accountable for standards in French and Welsh and will work closely with the Head of Welsh to ensure that students achieve their potential in this subject.

We have two Welsh classrooms, both with data projectors and computer for the teacher's use.

## **Bilingualism**

### **Dwyieithrwydd**

We encourage students and staff to use incidental Welsh in classrooms and around the school. The Head of Welsh will provide support and encouragement for colleagues to develop their skills in the written and spoken Welsh language and to identify opportunities to put these skills to use in the everyday life of the school. There are opportunities to contribute to the Elfed Extra programme of activities through Welsh language clubs and events such as Eisteddfod Elfed.