

# Person Specification for the position of

## Teacher of English

Hillhead High School  
22-44 Oakfield Avenue  
Glasgow  
G12 8IJ  
Phone – 0141 582 0100



Education Services of Glasgow City Council will seek to provide education and support of the highest quality for all its citizens, young and old, and will do so in a spirit of partnership and consultation.

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# Hillhead High School: School Profile

Hillhead High School is a non-denominational, co-educational school which is part of Hillhead Learning Community. Our school is situated in the West End of Glasgow near to Glasgow University and was built in 1886. It has two buildings; one a red brick building (main building) and a converted row of town houses (terrace building). Hillhead High is the Confucius Classroom Hub for Glasgow City.

Our premises consist of a library, five ICT suites, two drama studios, games hall, two gymnasia, fitness suite, off site playing fields, nurture room and a dining room, which is used for school assemblies and social purposes.

Approximately 42% of the school population has English as an Additional Language. Pupils from around 36 different post codes attend Hillhead High and 44% of our pupils live deciles 1-3. Approximately 27% of pupils are entitled to Free School Meals.

Our most recent Inspection report can be found here:

<https://education.gov.scot/inspection-reports/glasgow-city/8434239>

We share information and celebrate success on our school website and twitter account:

<https://blogs.glowscotland.org.uk/gc/hillheadhigh/>

@HillheadHS

## The Staff

This session the staffing entitlement is 74.1FTE. This consists of Head Teacher, four DHTs, seven PTs Pupil Support, including a PT Skills and PT of SfL, Nurture, Behaviour and EAL, nine PTs Curriculum and six PTs Raising Attainment (funded through PEF). Support staff consists of; an ELO, four clerical assistants, four Pupil Support Assistants, five technicians and a part-time librarian. There are also a three janitors, catering and cleaning staff.

## Partnership

There is an active and very supportive Parent Council who engage throughout the year in the life of the school. There are many opportunities for parents to assist and become involved in the learning and education of their children. Partnership between the home and the school is regarded as an important part of the education of our children. We are proud to say that parents are our strongest partners.

Links with our pre five establishments, four associated primary schools (albeit that there are 32 primary schools which feed into Hillhead High) and Glasgow Gaelic School, are particularly strong.

Hillhead High School offers a wide range of Supported Study Activities and we strive to enrich our children by regularly visiting the environment beyond the school. Learning in and out of school is a key element of our programmes of study. The John Muir Trust is one example of this. There are many sporting and extra-curricular activities take place on a weekly basis. There are many local and international trips take place on a regular basis.

## Our School Aims

The school has been built on courtesy and respect at all levels at all times. It is a truly self-evaluating school that listens to pupils, parents and staff. At Hillhead High School we aim to ensure that every pupil achieves their potential supported by high quality learning and teaching and experiencing a broad and relevant curriculum. We believe the development of the whole child to be vital. The school is committed to wider achievement and the attainment of every pupil.

## Person Specification: Class Teacher (English)

<b>Reports to</b>	<b>Head Teacher</b>
<b>Reference Number</b>	As Advert
<b>Grade</b>	Unpromoted Teacher
<b>Hours</b>	35 hrs
<b>Status</b>	
<b>Location</b>	Hillhead High School
<b>Closing Date</b>	As Advert
<b>Interview Date</b>	To Be Confirmed

## Duties and Responsibilities of Class Teachers

### Class Teacher (Secondary)

Key Area	General responsibilities and duties
Teaching and learning	<p>Responsibility to plan, deliver and assess high quality learning experiences to children to raise attainment and achievement.</p> <p>Responsibility to assess, record and report on the progress of children.</p> <p>Responsibility to actively contribute to the development and delivery of a curricular, learning support or pastoral care programme suitable to meet the needs of all pupils, as dictated by the School Improvement Plan or Authority direction.</p>
Quality Assurance and School Improvement	<p>Contribute to the development, promotion and implementation of the school's arrangements for self evaluation and overall school improvement.</p> <p>Responsible for implementation of policies within area of responsibility.</p>
Contribution to Positive School Ethos	<p>Contribute to and promote the development of a positive school ethos.</p> <p>Contribute to the development, promotion and implementation of school policy and procedures.</p>
Implementation of Pupil Support strategies	<p>Contribute to the development, promotion of, and implementation of school policy and procedures in relation to arrangements for supporting pupils.</p>
Partnership Working	<p>Promote partnership working with professional and support staff, parents, and appropriate agencies.</p>

Any other duties as directed by the Head Teacher.

In addition, class teachers have the duties and responsibilities to carry out other such tasks and responsibilities as designated by the Head Teacher within the terms of reference of Annex B of *A Teaching Profession for the 21<sup>st</sup> Century*.

## Person Specification: Class Teacher

English

### ESSENTIAL

### DESIRABLE

#### Qualifications

**GTC Standard for Full Registration.**

Additional qualifications or professional recognition.

#### Leading Learning in Glasgow

**Knowledge of and experience in applying curriculum for excellence principles and purposes.**

Has experience of moderation and sharing the standard.

**Ability to plan effectively across the curriculum using experiences and outcomes from curriculum for excellence.**

Experience of leading innovative practices in their classroom and/or the whole school.

**Ability to provide a broad, rich and relevant curriculum including interdisciplinary learning.**

**Ability to motivate and engage children through stimulating and active learning approaches.**

**Demonstrates sound organisational skills and effective classroom management to support learning.**

**Demonstrates an understanding of assessment principles and how these have been implemented in their classroom.**

**Ability to employ information and communication technology to support and enhance learning and teaching.**

# Person Specification: Class Teacher, cont'd

English

ESSENTIAL	DESIRABLE
<b>Raising Attainment and Achievement in Glasgow</b>	
<b>Demonstrates commitment to raising expectations for children in their attainment and achievement particularly literacy and numeracy.</b>	Has significantly influenced whole school developments that resulted in improved outcomes for learners.
<b>Demonstrates commitment to training and development.</b>	Knowledge of and commitment to major policies of Education Services in Glasgow City Council and Glasgow's priorities.
<b>Has current knowledge of national curriculum developments and can demonstrate successful application in their classroom practice.</b>	
<b>Demonstrates critical reflection and evaluation of their own practice.</b>	
<b>Supporting Glasgow's Learners</b>	
<b>Demonstrates a knowledge and commitment to effective practices to include children and keep them safe.</b>	Demonstrates experience of supporting children/young people with additional support needs.
<b>Knowledge of and experience in applying a variety of effective strategies to promote positive behaviour.</b>	Has experience of working with a variety of partners to support pupil learning.
<b>Ability to plan appropriately to meet the needs of all learners.</b>	Has contributed effectively to support planning for young people with additional support plans.
<b>Understands the role and responsibility of the teacher in additional support legislation.</b>	Has good working knowledge of Staged Intervention procedures.

# Person Specification: Class Teacher, cont'd

Technical Education

**Working Together in Glasgow**

**Ability to communicate effectively with children and colleagues and contribute to a positive school ethos.**

Has experience of collegiate working in a school initiative.

**Demonstrates qualities to promote positive partnership working with children, parent/carers and staff in a school community.**

Has participated or led parents/carers events.

**Ability to communicate effectively with parents and carers and outside agencies.**

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[www.glasgow.gov.uk](http://www.glasgow.gov.uk)