

Person Specification for the position of

English/BGE Teacher

Lourdes Secondary School
47 Kirriemuir Avenue
Glasgow G52 3DF
Phone 0141 582 0180



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.

SAVE PAPER AND SAVE TREES

Please consider the environment before printing.



SCHOOL PROFILE – LOURDES SECONDARY SCHOOL

47 Kirriemuir Avenue

Glasgow

G52 3DF

Tel: 0141 582 0180

Email headteacher@lourdes-sec.glasgow.sch.uk

Head Teacher – Gerry McGuigan

Lourdes Secondary is a large, six year comprehensive Catholic school with a pupil population drawn from a large area on the south side of Glasgow. The school offers a vibrant environment for learning and teaching which has, at its heart, our development as an inclusive community of faith and learning where everyone is valued. Inspired and strengthened by our Gospel values, we aim to ensure that the needs of all are met and that all may develop their abilities and God-given talents to their fullest potential. In doing this we support, enable and guide young people as they prepare to live enriched and purposeful lives whilst meeting the challenges of modern society. We offer:

- a climate of high expectations and aspirations for all
- a school environment where all are safe, supported and included
- the pursuit of excellence in learning and teaching
- a positive, Catholic ethos which encourages and celebrates achievement
- a dynamic, enabling culture where achievement and attainment for all is central
- a focus on ensuring staff, pupils, parents and the wider community work in partnership to achieve the highest possible quality for all our young people

Our school community is enriched by its diversity and Gospel values underpin all that we do. In our daily lives our words, actions and relationships aspire to reflect and promote these values. In Lourdes Secondary, we have high expectations and high standards and aim to achieve success in attainment and achievement for all through working in partnership with pupils, parents and carers, our local parishes and the wider community. Since August 2013 the school has provided mainstream education to a small group of young people with Additional learning Needs, taking forward Glasgow's policy of inclusion. It is anticipated that this will continue to grow in the coming years.

The school roll is currently approximately 1185 pupils. The Senior Leadership Team consists of the Head Teacher and four Depute Head Teachers. The school currently has 12 Faculty Heads / Principal Teachers of Curriculum. The integrated Pupil Support Team includes five Principal Teachers of Pastoral Care, Pupil Support and EAL staff. The team is lead and co-ordinated by a Depute Head Teacher.

The school has a very supportive Parent Council, good links with external agencies and groups in the community. The Parent Council works in close partnership with the school and its Senior Leadership Team.

Lourdes Secondary School is situated in a busy residential and retail area in the south side of Glasgow, immediately adjacent to Paisley Road West. The school has seven associated Primary schools: Lourdes Primary, Our Lady of the Rosary, St George's, St Constantine's, St Marnock's, St Monica's, St Saviour's and also attracts placing requests from a wider area.

Lourdes Secondary thrives as a community which is inclusive, creative, supportive and outward looking.

Person Specification: Teacher (Secondary)

Reports to	Head Teacher
Reference Number	As Advert
Grade	£27,438-£36,480
Hours	35
Status	Permanent
Location	Glasgow South
Closing Date	As Advert
Interview Date	To Be Confirmed

Duties and Responsibilities of Teachers

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 for leading 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 and promote 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/carers and appropriate agencies.</p>

Any other duties as directed by the headteacher.

In addition, principal teachers also have the duties and responsibilities of every teacher and a duty to carry out other such tasks and responsibilities as designated by the headteacher within the terms of reference of Annex B of ***A Teaching Profession for the 21st Century***.

Person Specification: Teacher (Secondary)

Subject/Stage – English/BGE Teacher (ALN Unit)

ESSENTIAL

DESIRABLE

Qualifications

GTC Standard for Full Registration.

Additional qualifications or professional recognition.

Leading Learning in Glasgow

Evidence of effective contribution to a whole school initiative.

Evidence of success in engaging all stakeholders in children's learning and the life of the school.

Teaching experience across most Secondary stages.

Experience of leading and managing a curriculum change or whole school initiative, for example Eco School Awards.

Knowledge of current initiatives.

Able to evidence commitment to continuous change.

Evidence of inspiring and motivating others.

Demonstrates success in using quality assurance processes to improve outcomes for learners.

Involvement in promoting and achieving an ethos for effective learning.

Contributes to staff development to improve outcomes for learners.

Raising Attainment and Achievement in Glasgow

Knowledge of and commitment to raising attainment and achievement.

Evidence of raising standards of attainment and improving the overall quality of learners' achievements.

Contributes to ensuring that education of the highest standard is delivered to all pupils.

Actively involved in promoting school priorities and developing the full potential of children, staff and parents.

Has participated in the development and implementation of a School Improvement Plan.

Able to evidence commitment to continuous change.

Demonstrates a commitment to self evaluation and contributes to quality assurance processes to improve outcomes for learners.

Demonstrates success in using quality assurance processes to improve outcomes for learners.

Contributes to staff development to improve outcomes for learners.

Person Specification: Teacher (Secondary), cont'd

Subject/Stage – English/BGE Teacher (ALN)

ESSENTIAL

DESIRABLE

Supporting Glasgow's Learners

Demonstrates a knowledge and commitment to effective practices to include children and keep them safe.

Has experience of working with a variety of partners to support pupil learning.

Can demonstrate a range of effective strategies to promote positive behaviour.

Has made a significant contribution to an area of the Secondary curriculum, learning and teaching or meeting the needs of all pupils including those with additional support needs.

Demonstrates experience of supporting children/young people with additional support needs.

Has good working knowledge of Staged Intervention procedures.

Working Together in Glasgow

Evidence of engagement in a range of areas of school life.

Ability to promote effective teamwork and partnerships.

Evidence of working with pupils, parents/carers, outside agencies and the wider community to improve outcomes for learners.

Experience of good communication in planning, organising and coordinating school activities.

Involvement in presenting to a variety of audiences.

Demonstrates an ability to seek, initiate and maintain links with the local and wider community.

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