

STEWART'S MELVILLE COLLEGE



PART-TIME TEACHER OF RMPS – STEWART'S MELVILLE COLLEGE

Stewart's Melville College is seeking to appoint a permanent, part-time Teacher of RMPS (10 hours teaching per week) to join the school on 4 January 2024. The postholder will be required to teach certificate RMPS and a willingness to contribute to the school's extra-curricular programme is also essential. An ability to teach another subject may enable the number of hours offered to increase.

Remuneration will be on the ESMS A scale (£34,508 - £49,976 per annum) pro rata, which is above that paid in the state sector to reflect commitment to the extra-curricular programme and is dependent on qualifications and experience.

ESMS staff are passionate, pioneering and strive for excellence in everything they do. We value the incredible contributions they make to school life, we invest in their careers, and we support their ambitions so that they flourish professionally and personally.

Staff are offered a range of benefits including: a generous holiday allowance, enhanced sick pay, family friendly policies, use of the Schools' swimming pool and fitness room outside school hours, membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations. Staff with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount of 40% (pro rata) from Nursery to Sixth Form.

ESMS is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and Disclosure Scotland.

The closing date is 12pm on Monday, 25 September and we anticipate interviews will be held the following week.

THE SCHOOLS

Stewart's Melville College is the result of a merger in 1972 between Melville College, founded in 1832, and Daniel Stewart's College, founded in 1855. Since 1989 the Royal Company of Merchants of the City of Edinburgh, which had administered Daniel Stewart's from its foundation, has delegated powers to the Erskine Stewart's Melville Schools' (ESMS) Governing Council.

Stewart's Melville College is a school for boys aged 12 - 18. There are approximately 780 boys, of whom about 20 are boarders. The school enjoys an excellent academic reputation and prides itself on the range of musical, dramatic and other extra-curricular opportunities offered to its boys. The playing fields and Pavilion at Inverleith underpin a fine tradition in rugby, hockey,

athletics and cricket and boys also have access to other bespoke sporting facilities at The Mary Erskine School.

Since 1978 the school has been twinned with The Mary Erskine School. Through this arrangement, the senior schools are separate and single sex but are each led by the Principal, while all the girls and boys below the age of 12 are educated together in the ESMS Junior School. Senior school boys and girls come together in orchestras, choirs, dramas and musicals, as well as in numerous Outdoor Learning projects and in the Combined Cadet Force. Since August 1999, the Sixth Year has been a genuinely 'twinned' experience, with boys and girls jointly comprising a single academic, pastoral and social unit.

Stewart's Melville College was inspected by Her Majesty's Inspectorate in 2017 and was highly commended in the subsequent report. It was named The Sunday Times Scottish Independent Secondary School of the Year in 2013.

The Erskine Stewart's Melville Schools have a charitable foundation and today provide financial assistance to over 150 bursary holders, who attend Stewart's Melville College or The Mary Erskine School.

BUILDINGS

The school surrounds the majestic buildings designed by David Rhind for Daniel Stewart's College in 1855. Most of the other buildings are relatively modern and facilities have been notably enhanced during the past decade. The Sixth Form Centre and Swimming Pool were completed in 1999, the Tom Fleming Centre for the Performing Arts was created in 2007, a floodlit hockey and football all-weather facility and the Hockey Pavilion were opened in 2010, and the Dining Hall and Lecture Theatre have been renovated in recent years along with all academic departments which are now fully equipped with interactive whiteboards and wi-fi. The Music facilities have been recently extended to include a recital room and The Dean, adjacent to the campus, has been acquired and converted into another performance and conference space. A new RMPS, Modern Languages, Classics and Support for Learning teaching block, known as 'Rutherford' has recently opened.

CURRICULUM

ESMS are committed to the all-round personal development of all children in their care. Their education is underpinned by nine values: appreciation, commitment, confidence, enthusiasm, grace, integrity, kindness, respect and responsibility.

The school boasts its own curriculum of broad general education prior to examination years and the Scottish Curriculum for Excellence is therefore not pursued. Boys generally sit the public examinations prescribed by the Scottish Qualifications Authority. It is normal for boys to sit a combination of eight subjects at National 5 and to proceed to Higher courses in S5. The majority will return for a final year in Sixth Form, with a high proportion taking Advanced Highers. 'A' Levels are offered in Music and Product Design.

TEACHERS

There are approximately 90 teachers at the school. They rely on an excellent team of support staff, whose commitment and expertise contributes greatly to the quality of the school.

PROFESSIONAL REVIEW AND DEVELOPMENT

All staff participate in an annual cycle of professional review.

EXTRA CURRICULAR ACTIVITIES

Teachers are expected to play a full and active part in the extra-curricular life of the school. The ability to contribute to sport, the Duke of Edinburgh's Award, Combined Cadet Force (CCF) or outdoor education activities would be an advantage.

THE DEPARTMENT

The RMPS Department consists of five full-time members of staff, two of whom are Members of the Management Team.

The Department delivers Religious, Moral and Philosophical Studies to S1 and S2, and core courses ("Enrichment") in S3, S4 and S5. The department also delivers examined RMPS courses to S3 and S4 (National 5), S5 (Higher) and Sixth Form (Advanced Higher). At Advanced Higher level, classes are twinned with The Mary Erskine School.

The Department has consistently grown over the years and the subject has become increasingly popular. There are three National 5 classes in the current S3 and two National 5 classes in S4. There are also two full Higher classes this session and three twinned Advanced Higher classes, one at Stewart's Melville College and two at The Mary Erskine School.

Academic standards within the Department are very high: in the 2023 exam diet, 100% of National 5 candidates achieved an 'A' grade, 60% of Higher candidates and 70% of Advanced Higher candidates also achieved an 'A' grade.

THE POST

This is a permanent, part-time post commencing on 4 January 2024. The successful candidate will be accountable to the Head of Department at Stewart's Melville College. They will be expected to teach RMPS at National 5 and may have the opportunity to teach up to Advanced Higher level. The Department is seeking an enthusiastic teacher with good academic qualifications in RMPS, who is able and willing to make full use of the resources available within the Department.

The successful candidate will also be required to -

- Assist in the development of courses (core and examined) for pupils at all stages in the school.
- Assist in the provision and updating of departmental resources.
- Attend all departmental meetings.
- Keep abreast of the latest developments in teaching RMPS, both in Scotland and the rest

of the United Kingdom.

- Identify professional training needs and take on responsibilities that will contribute to their professional development.
- Attend relevant INSET courses, provide feedback through departmental meetings, insights gained from INSET courses and put principles learned into practice.
- Attend and help plan departmental co-curricular activities.

APTITUDE

- A motivating presence in the classroom
- Excellence as a practitioner
- Commitment to the nurture of young people
- A role-model for young people
- Ability to multi-task and prioritise
- Attention to detail
- Independent, self-motivated and organised, with an ability to collaborate with colleagues across the wider school community
- Determination to maintain high standards and expectations
- People focused
- A friendly, approachable, dependable team-player.

SKILLS, EXPERIENCE AND QUALIFICATION

Essential

- General Teaching Council for Scotland (GTCS) registered, or eligible for registration
- Recognised teaching qualification
- Subject specific degree level qualification
- Further qualifications to support involvement in the extra-curricular programme.

Desirable

- Familiarity with Scottish Qualifications (SQA N5, Higher and Advanced Higher)
- A range of relevant teaching experience including, if possible, within the independent sector.

REMUNERATION AND OTHER CONSIDERATIONS

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

Position This is a part-time, permanent position commencing on 4 January 2024 (subject to satisfactory pre-employment checks).

Salary Remuneration will be on the ESMS A scale (£34,508 - £49,976 per annum) pro rata and is dependent on qualifications and experience.

Salaries are reviewed annually.

Location	The postholder will work at Stewart's Melville College on the Queensferry Road site.
Right to Work	Candidates must have the Right to Work in the UK to apply for the post.
Pension	All teachers are automatically enrolled into the Scottish Teachers' Pension Scheme.
Staff Benefits	Staff are offered a range of benefits including: free school lunch during term time (in return for supervisory duties), use of the Schools' swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations. All staff with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount of 40% (pro rata) from Nursery to Sixth Form.

ESMS reserves the right to withdraw this position at any time.

APPLICATION PROCEDURE

Applicants must complete the Teaching Staff application form and Equal Opportunities Monitoring form to be considered for this position. Please note CVs will not be accepted. Please submit both forms to recruitment@esms.org.uk before the closing date.

Any enquiries about this position should be directed to Louise Milliken, HR Advisor, at recruitment@esms.org.uk or on 0131 347 5866.

The closing date is 12pm on Monday, 25 September and we anticipate interviews will be held the following week.