

## ERSKINE STEWART'S MELVILLE SCHOOLS'



### JUNIOR SCHOOL

#### **APPOINTMENT OF CLASS TEACHER (MATERNITY COVER) – PRIMARY 1 TO PRIMARY 7**

The ESMS Junior School is seeking to appoint Class Teachers to cover periods of maternity leave. The available positions are in various Year Groups:

- Class Teacher (maternity cover) – position available from August 2021 to 22 December 2021
- Class Teacher (maternity cover) – position available from August 2021 to 1 April 2022
- Class Teacher (maternity cover) – position available from August 2021 to 1 July 2022

Please indicate in your application which position(s) you wish to be considered for.

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.

The postholder will have a full-time teaching commitment. Remuneration will be on ESMS' own scale, which is above that paid in the state sector to reflect commitment to the extra-curricular programme and is dependent on qualifications and experience. The successful applicant should be registered with GTC Scotland prior to taking up the position.

**The closing date is 12pm on Monday 12 April 2021. We anticipate interviews will be held between Wednesday 28 April and Friday 30 April 2021 – if restrictions allow, we will conduct the interviews in-person.**

#### **ESMS**

The Mary Erskine School, Stewart's Melville College and the ESMS Junior School are administered by the Royal Company of Merchants of the City of Edinburgh. Since 1989, powers have been devolved to the Erskine Stewart's Melville Schools' Governing Council, a sub-committee of The Merchant Company Education Board.

Since 1978 there have been two Senior Schools and a Junior School. An overall roll of over 2780 pupils reflects parental belief that sons and daughters are obtaining an ideal combination of co-education and single-sex schooling. The complete 'twinning' of the Sixth Form since August 1999 was the logical culmination of two decades of parallel and complementary development by the two Senior Schools.

The schools are predominantly for day pupils, but there is a boarding house for approximately 30 girls and boys in the grounds of Stewart's Melville College and this reinforces a powerful sense of community. All three schools are characterised by high academic standards and by fine reputations in music, sport and a wide range of extra-curricular activities.

The values of the schools rest on the belief in the uniqueness of each individual child. The schools attach great importance to pastoral care.

## **ESMS JUNIOR SCHOOL**

The ESMS Junior School is a large, co-educational independent junior school of around 1150 children, who automatically become members of either The Mary Erskine School (the girls' school) or Stewart's Melville College (the boys' school) when they finish Primary 7.

The Junior School has excellent facilities as well as sharing those of the two senior schools. The ethos of the school is that each child's individuality is nurtured within a carefully planned and supportive framework. It is the belief that happy children will achieve more academically and in extra-curricular activities. The atmosphere is therefore a caring one with great emphasis on encouraging children to take part in the many opportunities open to them. Children are helped to take responsibility and they are challenged academically. They learn to make choices and develop confidence in a supportive and positive environment in which the nine Values, common across all three schools, are central to everything and emphasised at all times as an integral element of the school's provision. The schools' Values are kindness, appreciation, integrity, respect, grace, responsibility, enthusiasm, commitment and confidence.

The Nursery and Primary 1-3 classrooms are situated within the grounds of The Mary Erskine School at Ravelston and Primary 4-7 children are based within the grounds of Stewart's Melville College at Queensferry Road, one mile to the east.

## **STAFF**

There are approximately 85 teachers in the ESMS Junior School. They are supported by an excellent team of support staff, whose high standards make a major contribution to the quality of the school.

## **PROFESSIONAL REVIEW AND DEVELOPMENT**

The Class Teacher is expected to take advantage of the opportunities provided for CPD. The Class Teacher will be professionally reviewed by the Deputy Head (Early Education), and post-PRD checked by the Assistant Head (Early Education), in accordance with school policy.

## **THE POST**

There are a number of full time, temporary maternity cover positions available across various Year Groups:

- Class Teacher (maternity cover)– position available from August 2021 to 22 December 2021
- Class Teacher (maternity cover)– position available from August 2021 to 1 April 2022
- Class Teacher (maternity cover)– position available from August 2021 to 1 July 2022

Please indicate in your application which position you wish to be considered for.

<b>Basic Function</b>	The Class Teacher has a full-time teaching commitment.
<b>Accountability</b>	The Class Teacher is directly accountable to the Year Group Leader for the day-to-day administration of their class and, through them, to the Senior Deputy Head/Deputy Head.
<b>Authority</b>	The Class Teacher has authority as delegated by the Year Group Leader and the Senior Deputy Head/Deputy Head.
<b>Relationships</b>	The Class Teacher works closely with the other Class Teachers in the Year Group, with the Support for Learning staff and with the parents of their class.

## **RESPONSIBILITIES**

- (a) **Teaching**  
The Class Teacher has a full-time teaching commitment. They will familiarise themselves with, and adhere to, school policies.
- (b) **Curriculum and Assessment**  
The Class Teacher, along with colleagues, will continue to develop and plan for the curriculum. They may be asked to represent the Year Group as a member of a Focus Group or Working Party.
- (c) **Pastoral Care**  
The Class Teacher is responsible for the pastoral care of the children in their class, along with the Year Group Leader and the Assistant Head.
- (d) **Administration**  
The Class Teacher is responsible for the effective administration of their class, including the distribution of letters to parents and the completion of all necessary record keeping.
- (e) **Extra-Curricular Activities/Responsibilities**  
The Class Teacher will be involved every week with the Games programme or another extra-curricular activity. They will attend school events which involve children in their class or Year Group and other events (musical, sporting, etc), which are of interest to them.
- (f) **Other Tasks**  
The Class Teacher will undertake any other tasks, as directed by the Year Group Leader or other members of management within the Junior School, which may be reasonably put to them in support of the Junior School's function.

## **PERSON SPECIFICATION**

- High professional and personal standards and a commitment to the Values of the Junior School.

- Excellent communication and analytical skills with a commitment to delivering excellent educational provision.
- Ability to multi-task and prioritise own workload with good attention to detail.
- Independent, self-motivated and organised; with an ability to work as part of a team.
- Positive, confident personality and an enthusiasm for, and enjoyment of, children's company are important.
- A sense of humour is vital.

## **EXPERIENCE, SKILLS AND QUALIFICATIONS**

- General Teaching Council for Scotland (GTCS) registration is essential.
- Experience of working as a Class Teacher is essential.

## **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.

### **Salary**

Salary will reflect qualifications and relevant experience.  
Remuneration will be on the ESMS scale, which is above that paid in the state sector, and is dependent on qualifications and experience.  
Salaries are reviewed annually on 1<sup>st</sup> April.

### **Contract**

All positions are full time and temporary, to cover periods of maternity leave. The available positions are in various Year Groups:

- Class Teacher (maternity cover) – position available from August 2021 to 22 December 2021
- Class Teacher (maternity cover) – positions available from August 2021 to 1 April 2022
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Please indicate in your application which position you wish to be considered for.

### **Extra-Curricular**

All members of our teaching staff are also committed to the extra-curricular life of the school and are involved in a variety of ways in the educational and personal development of children out with the classroom, often including the weekly coaching of girls' and boys' Games and the supervision of Saturday matches.

The successful candidate will be expected to contribute to the wide range of extra-curricular opportunities offered to all our children.

### **Eligibility**

ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only

be able to take up this role if they can demonstrate an alternative right to work in the UK.

**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, 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. Teachers with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount of 50% (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](mailto:recruitment@esms.org.uk) before the closing date.

Any enquiries about this position should be directed to Jenny Mallinson, HR Advisor, at [recruitment@esms.org.uk](mailto:recruitment@esms.org.uk).

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