



## Fettes College Preparatory School

### Fettes Pre-Prep – Hive Teacher (maternity cover, September 2026)



Our youngest children (typically aged 5) enter the Hive class as the first step of a Fettes education. We are looking for an outstanding teacher, with the experience, expertise and aptitude to give our Pre-Prep pupils the best possible start to their formal education.

The role will allow the successful candidate an opportunity to build on the excellent start made following the launch of our Pre-Prep provision last September and would therefore suit a candidate with expertise, an eye for detail and an ability to collaborate and communicate with all interested stakeholders.

This is a fixed term contract, for one academic year.



### About Fettes

Fettes (5-18 years) stands on a magnificent site of approximately 100 acres, within walking distance of Edinburgh's city centre and is a leading HMC co-educational independent boarding and day school, with a Pre-Prep and Prep School for pupils starting at age 5 – 13. Known for its academic excellence, Fettes is unique in Scotland in following the English curriculum of GCSE examinations and the dual pathway of A Level and International Baccalaureate (IB). Fettes has a strong focus on pastoral care and holistic, all-round, education, providing students with '*A place to live. A place to learn. A place to grow*'. Our Pre-Prep and Prep School nurtures children from the start of their Fettes journey delivered to them through an outstanding *Prep for Life* vision. Founded by Sir William Fettes in 1870, it was originally a boy's school and started admitting girls in 1970. The main building was designed by one of Scotland's leading architects, David Bryce. We are a community of more than 1000 individuals, made up of just under 700 students and over 300 dedicated staff.

### Aims

Fettes College aims to nurture the individual while fostering a happy, well-ordered and caring community with strong family values at its core. To this end, we will do our utmost to ensure our students:

- Receive the highest possible quality of education within a boarding environment
- Feel safe, valued, have a sense of personal worth and are thoughtful and considerate of the needs of others, possessing a willingness to take on responsibility



- Develop their self-confidence, integrity, emotional resilience, loyalty, good manners and humour, leadership skills and teamwork
- Value a sense of community and service, and develop a clear sense of right and wrong, equipping them for life beyond Fettes
- Are provided with equal opportunities regardless of gender, sexuality, ethnic origin race, or religion
- Are encouraged to stretch and challenge themselves in everything they undertake

## The Role

The successful candidate will teach our youngest children in the 'Hive', a class comprising of children who are at least 4.5 years old on 1<sup>st</sup> September until they reach 6 years old by the following September. There will therefore be an age-range of 1.5 years maximum in the class.

The Pre-Prep will operate Monday to Friday, and the children will have a shorter compulsory section of their day than the older children.

## Overview of our Pre-Prep

### Curriculum Ethos

At Fettes College Pre-Prep, we combine the Curriculum for Excellence's meaningful emphasis on play-based learning with a rigorous approach to developing core academic skills and a focus on embedding empathy and kindness in everything we do. Through a combination of whole-class instruction and small group work, children receive daily phonics and numeracy input tailored to their level, while thoughtfully designed play stations encourage exploration and deepen understanding of cross-curricular topics. We take a child centred and individualised approach, putting the children's interests at the heart of their learning experiences

With access to the College's world-class facilities and specialist input for subjects such as PE, music, and Spanish, our students benefit from a rich educational experience that sets them up to excel in the Prep School and beyond. Outdoor learning is central to our curriculum, offering exciting opportunities for collaboration, resilience, and discovery within our extensive grounds, alongside regular trips beyond the school gates that bring learning to life.

Our holistic approach prepares children academically all the while fostering creativity, curiosity and personal growth in a literacy-rich, stimulating, and fun environment. Fettes Prep's unique approach to embedding the development of critical thinking, collaboration, creativity, resilience and empathy in our teaching start in the Pre-Prep, giving children the best possible chance of developing these important skills in a fast-changing world.



## Curriculum Overview

The curriculum is being shaped to meet the overarching aims of the Pre-Prep and is designed to give the best possible start to a Fettes education. The standard curriculum includes:

- Literacy
- Numeracy
- Humanities
- Languages introduction (French, Spanish)
- Outdoor learning
- Art
- Music
- Drama
- PE/Games
- Information Technology and Design

## A Supportive Common Room

New teachers at Fettes join a friendly and supportive Common Room with a dynamic mixture of age and experience. Every new member of staff undergoes a detailed induction process and engages thereafter in a supportive Review and Development and CPD system to develop their skills as an all-round teacher.

We are committed to inclusion for all staff and welcome staff into our community regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

## Expectations of Staff

The academic teaching that takes place in the classroom is of fundamental importance and we pride ourselves on the quality of learning and teaching at Fettes. However, typical of a boarding school, our teaching staff do so much more than teach. Our full-boarding ethos means that each member of the teaching staff can become fully immersed in all aspects of life at Fettes.

Teachers can also involve themselves in the Fettes community by coaching sports and bringing their particular interests and strengths to our thriving extra-curricular programme (where over 40 activities are offered).

Fettes expects all our staff to be professional, well-mannered, well-presented and courteous to students, staff and visitors to the College always. All staff are expected to read and understand the various school policies we must ensure that these are followed.

## Quality of Life

Fettes (and, more widely, Edinburgh and Scotland) offers an exciting environment in which to work and live. The school is situated a short walk from the restaurants and bars of Stockbridge and within easy reach of galleries, concert halls, theatres and cinemas. Each member of staff enjoys membership of the excellent on-site Westwoods Sports



Centre and there is never far to travel for further outdoor pursuits such as water sports, hill-walking, skiing and climbing. Staff also have the opportunity to lead or assist on exciting trips and tours.

### **The Ideal Candidate**

Successful applicants for a teaching post at Fettes would be expected to have the following characteristics:

- Superb teaching skills that could be tailored to this age group.
- Flexibility of thought and an ability to innovate.
- Excellent communication skills, both orally and in writing.
- Experience using technology effectively to enhance teaching, learning and student engagement.
- Enthusiasm for engaging fully in the wider life of the school community.

### **Key Responsibilities**

- Fulfill all the responsibilities of a classroom teacher in terms of planning, learning and teaching, assessment and reporting.
- Set high expectations of learning and behaviour in the classroom.
- Assess, record and report on students' progress, attainment and effort.

### **Conditions of the Appointment**

- The appointment will date from September 2026 for one academic year.
- Salary will be by negotiation and will depend on the qualifications and experience of the successful candidate.
- All applicants must be either registered with GTCS or eligible for GTCS registration. If you are unsure of your eligibility you should check the GTCS website: [www.gtcs.org.uk](http://www.gtcs.org.uk) before applying.
- Other details and conditions of service will be discussed at interview.



## Application Process

Applications are via the link on our website: [www.fettes.com/about-us/vacancies](http://www.fettes.com/about-us/vacancies).

Interested candidates can contact Charlie Minogue, Headmaster of Fettes Prep School, by email at [CGO.Minogue@fettes.com](mailto:CGO.Minogue@fettes.com), if they wish to discuss the role prior to a formal application being made.

The closing date for applications is Monday, 23<sup>rd</sup> March 2026 with interviews likely to take place later in the same week. Interviews may be scheduled, and we reserve the right to appoint, prior to the closing date.

We are passionate about creating a diverse workforce and welcome applications from under-represented communities. We particularly encourage applications from Black, Asian, and Minority Ethnic (BAME) candidates. If you would like to have an informal chat about the inclusive culture at Fettes College or have any questions about how this might work for you, please contact Anushka Chakravarty, Deputy Head (Academic) at [a.chakravarty@fettes.com](mailto:a.chakravarty@fettes.com).

