



Fettes College

**Graduate Learning Support Assistant
Maternity Cover
October 2026**



This is an exciting opportunity to join our Support for Learning Department at Fettes College in October 2026 to provide maternity cover. We are looking for a motivated and inspiring colleague to provide academic support to students with learning needs, working with individuals, small groups or in the classroom setting. This could be an ideal experience for a teacher looking to develop expertise in Support for Learning or a graduate looking for experience in education and learning support.



We are looking for a dedicated colleague who has a passion for working with students who have additional support needs. The Graduate Learning Support Assistant will gain experience working with individual students, in small groups or in the classroom setting under guidance from the Head of Support for Learning. You will learn to use a variety of evidence-informed strategies and assistive technologies to support learning, monitor student progress, and adapt approaches under the guidance of the Support for Learning Department.

In addition to the academic responsibilities, all Fettes staff are expected to contribute to the varied extra-curricular life of our vibrant boarding school.



About Fettes

The school 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. Founded by Sir William Fettes in 1870, it was originally a boy's school but started admitting girls in 1970. We are now a community of more than 1000 individuals, made up of approximately 700 students and over 300 dedicated staff.



Fettes has a strong focus on pastoral care and all-round education, providing our students with '*A place to live. A place to learn. A place to grow*'. We are unique in Scotland in following the English curriculum of GCSE examinations and the dual pathway of A Level and International Baccalaureate (IB). The school was in the Top 10 in the UK for the IB in 2025 and recently rated 'Excellent' by Education Scotland for its curriculum, and for raising attainment and outcomes.

Aims

Fettes College aims to nurture the whole individual while fostering a happy and caring community. 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 encouraged to stretch and challenge themselves in everything they undertake
- Are provided with equal opportunities regardless of gender, sexuality, ethnic origin race, or religion

The Support for Learning Department

Support for Learning plays a key role in the co-ordination of student support across the School, especially for students with identified additional support needs. The Department aims to foster a friendly and inclusive profile around the School, making support for learning an integrated part of school life. The Department also has an input into staff INSET, and on-going teaching and learning initiatives.

Students follow GCSE, A Level and International Baccalaureate Diploma courses, within a boarding environment. Students who would benefit from specialised support from the department either receive one-to-one tailored support or small group lessons.

The Department consists of three Support for Learning teachers and another Graduate Teaching Assistant. The Department works closely with subject teachers, Heads of Department, Houseparents and parents to establish and maintain excellent lines of communication, and for sharing information and ideas.



The Graduate Learning Support Assistant will work alongside this team to provide targeted support that helps students develop organisation, literacy, numeracy, note-taking, revision and independent learning skills. The role may also demand supporting individual students in their subject classrooms to promote engagement and confidence.

A Supportive Staff Room

New staff at Fettes join a friendly and supportive Staff Room with a dynamic mixture of age and experience.

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.

Excellent Career Development

There are multiple further opportunities to develop skills as an education professional, with opportunities to gain further experience in the Support for Learning, pastoral, academic or extra-curricular fields.

Expectations of Staff

Supporting excellent learning is fundamental to life at Fettes. The Graduate Learning Support Assistants play an important role in helping students overcome barriers to learning and to achieve their potential. 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 to all corners of the globe.



The Ideal Candidate

Successful applicants for this role would be expected to have the following characteristics:

- A strong academic background
- Experience working with young people or students with additional support needs is desirable but not essential
- Empathy, patience, and the ability to motivate students, helping them build confidence, resilience, and independent learning skills
- Ambition, diligence, and a commitment to developing professional skills
- Excellent communication skills, with the ability to explain complex concepts clearly and to adapt communication to meet individual student needs
- Confidence using technology effectively to enhance teaching, learning and student engagement
- An understanding of the dedication required in a boarding school environment
- Enthusiasm for engaging fully in the wider life of the school community

Conditions of the Appointment

- The appointment will date from mid-October 2026
- Salary will be by negotiation and will depend on the qualifications and experience of the successful candidate
- Employment will be subject to one term's notice on either side
- GTCS registration is welcome but not essential for this role.
- An offer of employment will be subject to two satisfactory references being obtained from your referees and a clean report being obtained on you from the Disclosure Scotland PVG Scheme in view of the contact you will have with children during your normal duties.

Interested candidates can contact Anushka Chakravarty, Deputy Head (Academic) by email at a.chakravarty@fettes.com, if they wish to discuss the role prior to a formal application being made.

Benefits

Annual Salary: Competitive salary, based on experience.

Staff Benefits: In addition to being part of a great team you will be entitled to a range of benefits that include:

- You will be opted into the Fettes College Pension Plan after 3 months service. This scheme is a money purchase one, operating as a salary exchange plan. The College will contribute to the scheme a minimum



of 8% and you will contribute a minimum of 2% employee. Fettes operate a contribution matching scheme up to 12% of base salary.

- Membership of Westwoods gym and health club which offers a range of excellent fitness and leisure facilities including a 25m swimming pool.
- Free lunchtime meals during term time, and at other times when catering is provided, and you are on duty.
- Parking on Campus
- Life insurance scheme.
- Excellent Employee Assistance Programme (EAP).
- Access to discounted healthcare, additional life insurance, shopping discounts, etc through our benefits portal.

Application process

The closing date for applications is Monday 17th August, with interviews likely to take place in the week of 24th August.

To apply please go to our website and follow the link for this vacancy: www.fettes.com

All applicants are asked to provide, as well as a CV, a **covering letter** setting out how you meet the person specification and what you feel you can bring to this role.

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