

Job Description

Junior School Class Teacher

George Watson's College wishes to appoint a Junior School, Primary 6 Class Teacher (Maternity Cover) on a fixed term basis from mid November 2026 until June 2027. This vacancy represents an opportunity for outstanding practitioners to make a contribution to the success of one of Scotland's leading schools.

THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 by a local merchant concerned for the education of young minds, it fulfils to this day the role intended by its founder. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Additional Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Lisa Kerr, took up post in 2024. Leadership of the Junior School is delegated to George Salmond, Head of the Junior School, and the Junior School Leadership Team, including three Deputy Headteachers. A similar structure exists in the Senior School.

The Junior School

The Junior School at George Watson's College is made up of two adjacent buildings to accommodate Preschool, Lower and Upper Primary children.

Our purpose-built Lower Primary is designed to meet the needs of our early years' learners from Preschool to Primary 3. Our facilities include an all-purpose hall and library as well as play, art and craft areas.

Our Primary 4 to Primary 7 children are taught in our Upper Primary building which also houses our Music Suite of classrooms and individual Music tuition rooms. Our children also enjoy the facilities of the whole school, which includes the Centre for Sport, Art and Music schools. Specialist subject teaching is delivered in French, Spanish, Art, Music, Drama and P.E. All classes in the Junior School are of mixed ability.

We have a very effective Additional Support for Learning team of experienced teachers, led by a Principal Teacher of the Department, helping to support our learners across the Junior School.

The School also benefits from an established Wraparound Care facility to support children through the Breakfast Club, After School Club and Holiday Care.

Our curriculum ensures that all our pupils have an entitlement to a broad and rich general education and that the needs of pupils are met. Our School Motto and Values echo the Principles of Curriculum for Excellence.

The School believes in educating the whole child, and considerable emphasis is put on extra-curricular activities. There is a wide range of clubs available to Upper Primary children, either at lunch times or after school. All staff members are expected to participate in the organising and staffing of these activities. A number of sporting activities take place on a Saturday morning as well and staff participation is always appreciated.

PERSON SPECIFICATION

The person appointed will:

- Be a trained and qualified graduate teacher of Primary Education, registered or eligible for registration with the General Teaching Council for Scotland;
- Have experience of teaching in the Primary School;
- Be flexible and imaginative in developing new ideas and resources, as well as adapting to curriculum changes;

- Have excellent interpersonal and communication skills and be able to work with colleagues from different disciplines and across both Junior and Senior Schools as well as partners from the wider community.

JOB SPECIFICATION

- To take responsibility for the progress of an assigned class of primary age pupils
- To organise the classroom and its resources to create a positive learning environment
- To be a positive role model at all times e.g. by demonstrating the School's Values
- To be thoroughly conversant with relevant syllabuses and available teaching resources
- To plan, prepare and deliver lessons that cater for the needs of all the pupils in the class
- To motivate pupils with interesting, stimulating and imaginative lessons
- To prepare, assess work and give feedback to facilitate positive pupil development
- To assess, record and report on the work of the pupils as required by the School
- To foster and maintain good order and standards among pupils throughout the campus and to safeguard their health and safety
- To provide accurate and meaningful feedback to parents at parents' evenings and other meetings
- To participate as necessary in the development of the school curriculum and to contribute constructively to the development of Junior School policies, methodology and priorities
- To participate in the School's Professional Review and Development programme
- To maintain appropriate Career Long Professional Learning in line with the standards for full registration set by the General Teaching Council for Scotland
- To contribute, where appropriate, to the professional development of colleagues, including probationary and student teachers
- To participate in the administration and organisation of the School as deemed appropriate by the Head of the Junior School and Leadership Team
- To help to foster good working relationships with pupils and colleagues - teaching and support staff - in all aspects of School life
- To attend meetings and school functions as appropriate and to contribute positively and effectively to the corporate life and welfare of George Watson's College
- To attend Open Morning and Assessment Days as appropriate
- To participate in the wider life of the School, contributing in at least one area to the School's extra-curricular programme and be aware that this may include weekend sporting commitments
- To endeavour to play a part in the constant desire to keep George Watson's College in the vanguard of modern education
- To be responsible for teaching classes across the Junior School from Preschool to Primary 7, using their skill, experience and best endeavours.
- To abide by the Code of Conduct for Staff at George Watson's College

Line Management

A Class Teacher in the Junior School is accountable directly to the Head of Junior School and will work closely with the Assistant Principal Teacher in their year group on a day-to-day basis.

Additional Responsibilities

The Class Teacher should also be willing to undertake such other responsibilities as the Head of Junior School may from time to time reasonably require.

REMUNERATION

Teaching staff at George Watson's College are paid a competitive salary. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME

All staff must be prepared to undergo screening to confirm their suitability to work with children and young people.

CAREER LONG PROFESSIONAL LEARNING (CLPL) / PROFESSIONAL REVIEW

All staff are required to participate in appropriate programmes of CLPL and undergo professional review as set out in the School's policy.

APPLICATION PROCESS

Please include a letter of application of not more than 800 words giving us more information about you, stating whether you are interested in the permanent roles, maternity cover roles or both, and why you would like the role, addressed to Mr George Salmond, Head of Junior School.

Candidates called for an interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date: **11:59pm on Wednesday 16 September 2026**

Interviews are scheduled to take place on Monday 28 September 2026