

Job Description

Teacher of Additional Support for Learning

George Watson's College is seeking to appoint a Teacher of Additional Support for Learning (ASL) in our Junior School from August 2025. The post is 0.6 FTE

THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. 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. GWC 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 Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Lisa Kerr, took up his 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 four Deputy Headteachers and four Principal Teachers, one of whom is Head of Additional Support for Learning.

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 (ASL) team of experienced teachers, led by a Head 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.

The Additional Support for Learning (ASL) Department

ASL has been a central feature of the work of Watson's for many years. Pioneering work at the School in the 1970s and 1980s led to a new approach to both teaching and examining across Scotland. This tradition of enabling each child to succeed to the best of their ability remains as powerful as ever and this is at least in part as a result of the strong and diverse team of ASL

teachers, an EAL teacher, Pupil Support Assistants and an Educational Psychologist that comprise our current department. The Department works closely with Class Teachers and the Leadership Team in the Junior School to provide full support from which all pupils can benefit. The team also works closely to support a range of neurodiverse learners. The Junior School and Senior School ASL Departments work closely together to aid consistency across the College.

The Role / Job Purpose

Reporting to the Head of Department, the purpose of the role is as follows:

- To support and help lead the Junior School's commitment to inclusion and ASL in its widest possible sense. This support encompasses needs ranging from Preschool to Primary 7, including for example: cognitive difficulties, developmental delays, difficulties experienced by non-native English speakers, auditory or visual difficulties, social or emotional challenges, as well as needs arising from unusual abilities or gifts;
- To support colleagues in the School's core task of ensuring that every child has the opportunity to reach their potential;
- To develop, in collaboration with colleagues, effective structures that support our pupils appropriately;
- To support the Head of Department in embedding GWC's approach to inclusive educational practice within a local and national context and to do so in a way that accords with the GIRFEC approach espoused by the Scottish Government and our status as a United Nations' Rights-Respecting school;
- To lead and manage additional support for pupils as designated by the Head of Department. This will be in liaison with Class Teachers, the Leadership Team and the Educational Psychologist as appropriate. ASL Caseload Teachers are supported by our team of experienced Pupil Support Assistants;
- To ensure that the work of the department has the greatest possible impact on pupils' wellbeing, attainment, achievement and progression in line with our values, namely: Be Kind, Join In, Aim High and Respect All.

Key Duties / Responsibilities

- To assist in establishing, monitoring and evaluating departmental aims and priorities;

- To have a significant teaching role appropriate to the caseload within the Department and responsibility for teaching specialised programmes of work for pupils with additional support needs;
- To play a key part in the Child Planning process, when circumstances require this;
- To monitor and evaluate the attainment and achievement of pupils in receipt of additional support and take appropriate actions to evaluate the impact of these;
- To work collaboratively with pupils, other staff, professionals and parents to build confident approaches to learning;
- To identify and teach skills that would develop pupils' ability to work independently;
- To contribute to smooth transitions of pupils with ASN as they move through the school
- To provide consultancy for Class Teachers about the additional support needs of pupils. This may include:
 - Share insight, experience and resources.
 - Contribute to professional learning sessions for staff.
 - Offer guidance on accessible resources/materials, curriculum, equipment and approaches.
 - Share effective strategies, disseminate information from professional learning reading and courses attended.
- To work with colleagues to ensure the early identification of pupils' additional support needs. The ASL Caseload Teacher will be involved with observations, formative and summative assessments, screening and dissemination/feedback to parents/carers, staff and multi agency colleagues.

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;
- Be a team player with excellent interpersonal and communication skills;
- Work with colleagues from different disciplines and across both Junior and Senior Schools and partners from the wider community;
- Be able to demonstrate resilience and adaptability.

Desirable criteria:

- A qualification in additional support.

JOB SPECIFICATION

- 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;
- 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 at other appropriate times;
- 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 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 abide by the Code of Conduct for Staff at George Watson's College.

Line Management

Additional Support for Learning Teachers are accountable directly to the Head of ASL who liaises closely with the Head of the Junior School.

Additional Responsibilities

ASL Teachers 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 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 small, group 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 Sunday 25 May 2025**

Interviews are scheduled to take place on **29 and 30 May 2025**