

ROLE SPECIFICATION

DEPUTE RECTOR

Context

Morrison's Academy is a friendly, family-oriented day school in the heart of rural Perthshire. Generations of Morrisonians have benefitted from the school's rich blend of academic, artistic and sporting experiences, going on to make their mark on the world as Olympic athletes, groundbreaking scientists, award-winning actors, adventurers, politicians and professionals. Our long tradition of academic success in boys and girls from 2 to 18 continues today with a contemporary Scottish curriculum and a programme of independent, child-centred learning that builds emotional intelligence, creativity and life skills, and encourages every child to strive for their highest. Our school roll of over 550 young people and over 120 staff are all active members of the local community, and we all know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do, delivering excellence in teaching and nurturing the individual to encourage every child to flourish. Our staff benefit from a strong culture of professional learning and leadership development.





Our young people are a delight to teach, and the staff and governors are helpful and supportive. Crieff is a vibrant community in a beautiful part of the country, at the gateway to the Highlands and in easy reach of the Central Belt. The Morrison's family is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.



We are committed to the career-long professional learning of all our staff. Our programme of Performance Reviews and generous CLPL budget promotes continuous improvement within and beyond the classroom, with plenty of scope for colleagues to pursue interests and specialisms.

Role:

The Depute Rector is a key leadership figure, playing a pivotal role in translating strategic priorities into daily operations. They help ensure the smooth running of the school while supporting the Rector in delivering the school's long-term vision and deputising when required.

As a senior leader, the Depute Rector upholds the highest standards of teaching, learning and pupil wellbeing. They are a visible and proactive presence within the school, fostering strong relationships with pupils, staff, governors, parents and external stakeholders to promote Morrison's Academy's values and reputation.

The Senior Leadership Team consists of the Rector, Depute Rector, two Assistant Rectors (Pastoral and Academic), Head of Primary and the Business Leadership team. The current job description is set out although it may be adapted to suit the particular interests and qualities of the successful candidate, alongside the needs of the existing team.

A key responsibility of the Depute Rector is to ensure operational resilience and avoid single-person dependency. By distributing leadership responsibilities, mentoring staff and implementing robust processes, the Depute Rector fosters a culture of collaboration and ensures continuity in the school operations.

The successful candidate will be a degree qualified teacher with several years' Middle or Senior leadership experience and will also offer the following qualities and experience:

Essential:

- A philosophy of education consistent with 'Developing the Whole Child'.
- A degree-qualified teacher with successful teaching experience.
- Demonstrable leadership experience in a school setting with the ability to lead and manage change effectively.
- Strong communication and interpersonal skills including listening skills, diplomacy and tact.
- Proven ability to work effectively as both a team leader and team member.
- A deep understanding of Scottish education, its opportunities and challenges.
- Ability to manage competing demands under pressure while maintaining perspective and a sense of humour.

Desirable:

- A proven track record in improving the quality of pupil experiences in learning, teaching and wellbeing.
- Experience in staff development, mentoring and performance management.
- Experience leading and managing change effectively.
- Experience in a senior leadership role.
- A broad understanding of, and commitment to, the role of how digital tools and emerging technologies can enhance engagement, learning and school operations
- Skills in curriculum and pastoral design and development.

Reports to:

The Rector

Salary:

Salary will be commensurate with the importance of this position and the experience of the

successful candidate.

Main functions:

1. Lead the daily running of the school, ensuring smooth operations and appropriate staffing across all areas.
2. Deputise for the Rector when required.
3. To have responsibility, supported by the Rector and other senior staff, for leading the highest possible standards of learning and teaching within the School.
4. To take responsibility for the good discipline of pupils in the secondary School. This involves supporting the Assistant Rectors, (Pastoral and Academic) and the Head of Primary, and communicating with parents on matters of pupil welfare and behaviour.
5. Assist with staff recruitment and oversee staff induction and probation.
6. Provide leadership in staff development, mentoring, and performance management to ensure continuous improvement in teaching and learning.
7. To act as line manager for selected subject departments. This includes supporting HoDs in performing quality assurance for the teachers within these departments.
8. To lead the S6 programme, ensuring this year of transition is a valuable one for pupils and encourages pupils and parents to value this crucial year of growth before leaving Secondary education and moving to Employment or Tertiary education. .
9. To oversee the programme of educational trips and visits.
10. To lead preparation for HMIE inspection.
11. To attend meetings of the full Governing board and additional sub-committee meetings alongside the Rector to ensure knowledge continuity within the Senior Leadership team.
12. To chair the Calendar Committee, oversee the effective running of the calendar and manage the scheduling of events throughout the school year.
13. To undertake subject teaching.
14. Contribute to external relations, marketing efforts and represent the school in the wider community.
15. To act as a UCAS advisor and write references for pupils applying to university.
16. To provide SLT cover during holidays.
17. To undertake such additional duties as may from time to time be agreed with the Rector.
18. Ensure compliance with all Health & Safety regulations, promoting a safe working environment.

This role specification is intended to convey a broad outline of the position and responsibilities of the Depute Rector. It is not definitive and will be mutually reviewed on an ongoing basis.

What is it like to work at Morrison's Academy?

Sam Thiel-Teacher of Modern Foreign Languages - 2022

"Ever since I first entered the beautiful school grounds on the morning of my interview, the stunning scenery and family feel at Morrison's Academy have never ceased to amaze me. Having worked with young people in different countries and a variety of educational settings I wanted to take the next step in my teaching career in an ambitious and innovative school. While I must admit that the thought of transitioning to the independent sector and joining a school with such a long tradition of academic success may have been daunting at first, I am grateful for all the amazing opportunities I have been given and for the fantastic pupils and colleagues I have been working with since I started teaching at Morrison's Academy in 2022.

The strong connections with my students and their curiosity as well as the inspiring commitment of my colleagues and how much they care about our pupils make a real difference in my work as a teacher. When you speak to our students and staff, you will sense that the school values at Morrison's are not just words on our walls but what we aim to be. Our pupils are always striving for the highest, and the small class sizes and excellent equipment in our school allow me to fully support them in achieving their potential and in developing as people. I can inspire their love for languages in my lessons, build meaningful relationships with them during Form Time, provide individual support as a mentor, and get involved in the wide range of co-curricular activities we offer to help pupils develop their interests and talents - all while continuing my own professional development and contributing to the development of our school, e.g. in the Pioneer Teachers and our Teaching & Learning Groups. By organising our exchange with a German school I can also show my pupils where I grew up and how languages help them experience different cultures and meet new people!

Having moved to nearby Stirlingshire and enjoying the scenic drive to Crieff every day, I can honestly say that Morrison's has become my new home away from home, and if you are also looking for a school which blends history with vision and tradition with innovation and where you can work with wonderful pupils and amazing colleagues, joining Morrison's Academy will certainly be the perfect opportunity for you to thrive inside and outside your classroom."

Alex Wylie, Head of Geography, Teaching and Learning Coordinator, 2010

"I joined Morrison's back in 2010 after having spent my career working in urban schools in both London and Glasgow. It is fair to say that the location of this school makes it the polar opposite to the environments I was used to working in. The setting of this school is spectacular and is very much woven into the fabric of the life of this school. Our setting affords staff and students the opportunity to engage in a wide range of activities not available to those in urban settings and our clubs and social activities reflect this. I myself now run a range of academic focused field trips that make use of this setting but more than that I have the opportunity to take a running club out into the hills every week. The wider life of our school reflects this rural setting as all staff are afforded the freedom to pursue their personal interests through engaging in our co-curricular programme.

Another aspect of life at Morrison's that quickly struck me was the interconnections between our Primary and Secondary and within my first week, I was working with Primary classes and colleagues either in my role as a Geography teacher or as part of our Learning for Life Program. As a consequence of this, our younger students already know the senior school and its teachers before they even move up.

The final aspect that you quickly become aware of at Morrison's is the range of opportunities you get as a staff member to develop your practice, especially important for those interested in career

development. Whole school policies are often directed by staff members and developments are widely consulted on with working groups meeting regularly to drive forward school initiatives. This gives staff the opportunity to engage in leadership as well as develop their own practise. This is supported by a thriving Teaching and Learning development group that helps steer pedagogy in our school as well as a Pioneer Teachers group that engages in reading around key themes in education. Where I work and the young people I get to work with everyday is why I am still here after 13 years."

Emma Hamilton- Teacher of Art, August 2020

"I arrived to teach at Morrison's in perhaps the most challenging of times, literally thrown into online teaching as the pandemic hit. I immediately felt part of Morrison's "family" despite the difficult circumstances as in a tight knit small school, there is a great sense of community and collegiate support. Speaking from the experience of teaching in a number of state schools, the other difference which was marked for me was classroom behaviour and being able to share the enjoyment and knowledge I have of my subject with pupils who are keen and eager to learn."

Katy Grassick- Teacher Assistant Primary, February 2017

"Morrison's Academy has given me the opportunity to train and progress in my role, beyond what I had ever expected when I first accepted a job here. Our school instantly has the feel of a small community from the moment you first walk through the gates. Our families are keen to be active in their children's schooling and are delighted to be involved in any way that they can. I work within a kind, supportive team who are always willing to share their experience and knowledge. We all aspire to give these incredible children an excellent education in the classroom and prepare them for life beyond Morrison's Academy. Everyday I am inspired by my colleagues' teaching and everyday is full of variety and fresh challenges. Most of all, I am lucky to be involved in educating children who are filled with such wonder and joy at learning. The children are at the heart of everything we do at this school."

