

STEWART'S MELVILLE COLLEGE



TEACHER OF RMPS

Purpose of Job

The Teacher of RMPS will be required to be able to teach at all levels up to Higher and a willingness to contribute to the school's extra-curricular programme is also essential.

Accountability

The Teacher of RMPS is accountable to the Head of RMPS.

Authority and Direct Reports

The Teacher of RMPS has authority as delegated by the Head of RMPS.

Key Relationships

The Teacher of RMPS will work closely with colleagues within the RMPS department, as well as colleagues across relevant departments.

Extra-Curricular Activities

The post holder is expected to:

- Play a full and active part in the extra-curricular life of the school

The Department

The RMPS Department consists of four members of staff, one of whom is a Member of the Senior Leadership Team.

The Department delivers Religious, Moral and Philosophical Studies to S1 and S2, and core courses ("Enrichment") in S3, S4 and S5. The department also delivers examined RMPS courses to S3 and S4 (National 5), S5 (Higher) and Sixth Form (Advanced Higher). At Advanced Higher level, classes are twinned with The Mary Erskine School.

The Department has consistently grown over the years and the subject has become increasingly popular. There are three National 5 classes in the current S3 and two National 5 classes in S4. There are also two full Higher classes this session and three twinned Advanced Higher classes, one at Stewart's Melville College and two at The Mary Erskine School.

Academic standards within the Department are very high: in the 2023 exam diet, 100% of National 5 candidates achieved an 'A' grade, 70% of Higher candidates and 70% of Advanced Higher candidates also achieved an 'A' grade.

The Post:

Key Responsibilities:

Vision and Values

- Promotion of ESMS values of Kindness, Confidence, Resilience, Integrity, and Curiosity in all aspects of the role.
- Promotion of role modelling behaviours that align with the three school pillars of Ambition, Innovation, and Community.
- Fostering an environment that supports the development of these values among students and staff.

Working with Others

- Compliance with all ESMS policies and procedures
- Treating people fairly, with dignity and respect to maintain a positive school culture
- Ensure effective planning, delegation and support of responsibilities
- Developing a culture of high expectations for all and taking action when performance does not live up to these
- Taking responsibility for personal development, both personally and of team members.

Community

- Positive relationships with parents and the wider ESMS community
- Communicating clearly with parents and carers to engender a climate of mutual respect
- Working in collaboration with other independent schools to promote effective initiatives and share good practice.

Learning

- Leading a culture of challenge and support to allow every student to be the best they can.

Safeguarding

- Adhering to the principles and guidelines of "Getting It Right For Every Child" (GIRFEC) to ensure every child receives timely and appropriate support with their welfare as paramount.

Key Duties

- Assisting in the development of courses (core and examined) for pupils at all stages in the school.
- Assisting in the provision and updating of departmental resources.
- Attend all departmental meetings.

- Keep abreast of the latest developments in teaching RMPS, both in Scotland and the rest of the United Kingdom.
- Identify professional training needs and take on responsibilities that will contribute to their professional development.
- Attend relevant INSET courses, provide feedback through departmental meetings, insights gained from INSET courses and put principles learned into practice.
- Attend and help plan departmental co-curricular activities.

Person Specification:

	Essential Criteria	Desirable Criteria
Experience		<p>Familiarity with Scottish Qualifications (SQA N5, Higher and Advanced Higher)</p> <p>A range of relevant teaching experience including, if possible, within the independent sector</p>
Education/Qualifications	<p>General Teaching Council for Scotland (GTCS) registered, or eligible for registration</p> <p>Recognised teaching qualification</p> <p>Subject specific degree level qualification</p>	
Skills/ Abilities/ Capabilities	<p>Further qualifications to support involvement in the extra-curricular programme</p>	
Personal Attributes	<p>Boundless energy and resilience to allow challenges to be viewed as opportunities</p> <p>Dealing with every situation calmly and professionally</p> <p>Strong commitment to seeing and bringing out the best in students</p> <p>A desire for fairness, dignity, and respect in every interaction</p> <p>Excellent oral and written communication skills</p>	<p>Excellent self and time-management skills</p> <p>Active listening and authenticity</p> <p>The highest level of personal integrity</p>

Development of Self and Empowerment of Others

Appreciates the impact of change on the school and individuals

- Challenges, influences and motivates others
- Nurtures professional interpersonal relationships with staff and students
- Develops individuals' capabilities
- Empowers and sustains an effective team
- Uses courage, care and curiosity to deal with conflict.

REMUNERATIONS AND OTHER CONSIDERATIONS

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

The post	This is a temporary, part-time position available from 18 August 2025 to 16 August 2026 (subject to satisfactory pre-employment checks).
Hours	The hours of work will be part time, and will be 11 hours per week. The days of work are to be confirmed.
Salary	Remuneration will be on the ESMS A Scale which is £34,508 - £49,977 per annum. This is equivalent to £18,075 to £25,988 pro-rated per annum. Remuneration is dependent on skills and experience
Holiday	Annual leave will be a paid allowance in the annual salary as this is a term time only contract. All holidays will be taken during the school holidays.
Location	The postholder will be based at the Stewart's Melville College site.
Eligibility	ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only be able to take up this role if they can demonstrate an alternative right to work in the UK.
Pension	Candidates will be enrolled automatically into the Scottish Teachers' Pension Scheme.

APPLICATION PROCEDURE

In order to apply for the position, applicants must visit <https://jobsearch.esms.org.uk/> to submit their application form.

Any enquiries about this position should be directed to the ESMS Recruitment Team at recruitment@esms.org.uk

The closing date for applications is Tuesday, 6 May 2025. We anticipate interviews will be held week the following week.