



## **Job Description**

### **Teacher of English**

George Watson's College wishes to appoint full or part time teachers of English from August 2026. There is one permanent position and one fixed term contract position available. The roles would be suitable for experienced teachers, newly qualified teachers or from teachers about to start their probationary year. These vacancies represent an opportunity for outstanding practitioners to make a high-profile 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 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 Senior School is delegated to Louise Clarke, Head of the Senior School, and the Senior School Leadership Team, including three Deputy Headteachers. A parallel structure exists in the Junior School.

## **The Senior School**

The leadership of the Senior School is delegated by the Principal to the Head of Senior School who works closely with a team of Deputy and Assistant Headteachers and Principal Teachers. The leadership model enables Principal Teachers to shape the character of their department within an overall ambition for the Senior School and George Watson's College as a whole. Principal Teachers are encouraged to play a role in the development and implementation of practice in all aspects of the Senior School, especially in improving curriculum design, pupil support and learning and teaching.

Our work with pupils and amongst ourselves is characterised by good relationships which, in turn, creates the context for better learning. We aim to be an inclusive school and to find ways to recognise and celebrate our diversity. We have achieved Gold Status as a Rights Respecting School and we have been awarded Gold Level by LGBT+ Youth Scotland.

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences, including in two foreign languages. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

## **The English Department**

The Department has eleven full time members of staff and three part-time teachers. We teach a lively language and literature course in S1-2 that is focused on enhancing pupil skills in Reading, Writing, Listening and Talk. We use Curriculum for Excellence Levels 2-4 to assess progression in Writing, thereby ensuring a smooth transition between P7 and S1, and into S3 and S4.

We are a vibrant, collegiate department, with a strong developmental focus on pedagogy and dialogic teaching. We teach a wide range of literature, and review our choices annually to ensure appropriate challenge, while also reviewing representation, with a particular focus on Equality, Diversity and Inclusion. We offer a number of extracurricular and enrichment opportunities for pupils, including: debating; book clubs; a wide range of Creative Writing clubs and competitions; contributing to school publications such as Phoenix and Ecce; and many more.

We enter our entire cohort in S4 for National 5, with excellent results, regularly achieving a 100% pass rate. In 2023, 100% of students achieved a pass at National 5 with over 80% achieving an A grade, and 92% an A or B. The vast majority of students present for Higher in S5, again with excellent results. 60% of 2023's S5 Higher Cohort achieved an A Grade, 92% an A or B, and there was a 99% pass rate. We have a small number of pupils, who opt to sit Higher over two years in S6, or who resit to improve their grades. We also offer Advanced Higher in S6; our results here are also strong, with 36% achieving an A, 82% an A or B and a pass rate of 100% in 2023. We also offer Higher Media Studies as a crash Higher in S5/S6.

### **Additional Support for Learning (ASL)**

Many pupils work with teachers and Pupil Support Assistants to support their learning in particular ways. This is broadly based and includes support for pupils' specific learning needs as well as for additional 'Assessment Arrangements' in SQA examinations. A mix of in-class and small group support is provided.

ASL in the Senior School is led by Mrs Clare Adams and is based in the ASL Centre that is located in close proximity to both Maths and English Departments.

### **PERSON SPECIFICATION**

It is expected that the person appointed will support the wellbeing of all pupils and will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile;
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations;
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement;
- prepare and provide classroom activities that are appropriate to each year group and differentiated for learners' needs;
- be confident of their ability to work and respond to the needs of pupils and inspire them, regardless of academic background;

- develop new resources and course materials, as directed by and/or in collaboration with the Head of English;
- assess, record and report on the work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative;
- contribute to providing Additional Support for Learning as part of the provision for pupils in the Senior School;
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School.

## **JOB SPECIFICATION**

### **Line Management**

A Teacher of English is accountable directly to the Head of English.

### **General Responsibilities**

It is expected that the person appointed will contribute effectively in maintaining the ethos of high expectation and enthusiasm throughout the department and in the classroom.

The person appointed will be responsible for the learning and teaching of classes employing effective pedagogy, using their skills and experience to enable pupils to become self-regulated and successful learners in achieving their potential in the subject to the fullest. The person appointed will also contribute to providing Additional Support for Learning, as need be, and under the direction of the Head of ASL in the Senior School.

All members of the Senior School staff contribute to the health and well-being of our pupils. Under the direction of a Year Head, most teachers undertake the first level guidance role of Form Tutor for a mixed Form class of around 20 pupils.

A contribution to the wider life of the School - known as enrichment - is an expectation of all staff.

They will abide by the Code of Conduct for Staff at George Watson's College.

### **Specific Responsibilities**

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile

- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement
- prepare and provide activities that are appropriate to each year group and suitable for learners' needs
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation of adults
- develop new resources and course materials, as directed by and/or in collaboration with the other staff in the department
- assess, record and report on work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative
- contribute to the extra-curricular life of the School
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School
- from time to time, act as a Form Tutor and/or S6 Tutor as required, carrying out the administrative, pastoral and advisory responsibilities of these roles.

### **Additional Responsibilities**

The Teacher of English should also be willing to undertake such other responsibilities as the Head of Senior School and the Head of Department 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.

## **CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW**

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

## **APPLICATION PROCESS**

To apply, 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 Mrs Louise Clarke, Head of Senior School.

Please state in your cover letter whether you are interested in a full time or part time position.

Any specific questions relating to the advertised post can be put directly to Mr Andy Leask, Head of the English Department by emailing: [a.leask@gwc.org.uk](mailto:a.leask@gwc.org.uk)

Candidates called for 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 20 May 2026**

Interviews are scheduled to take place in the week commencing 1 June 2026.