



The Compass School

Appointment of

Supply Teachers

From October 2026

Applications are invited from well-qualified, enthusiastic and committed class teachers who are interested and available to cover staff absences on an occasional basis, short and/or long-term.

The School

The Compass School is an independent primary school in East Lothian for girls and boys from pre-school (nursery) to Primary Seven. Children attending the School enjoy its friendly and caring environment in which they can feel secure and happy and in which they are encouraged to succeed, developing confidence, skills and ability. Its small class sizes allow each child to enjoy a very high level of individual attention. Over the years, it has built up an excellent reputation for providing high quality education and for the excellent results it achieves with its children. In 2022, The Compass achieved Gold status as a UN Rights Respecting School. In recent years, the School has been awarded 'Champion School' status by iTeach and became one of Scotland's first Digital Schools in recognition of its work in digital learning within the curriculum.

The School is located in a beautiful situation in Haddington, which is situated less than fifteen minutes along the A1 from the outskirts of Edinburgh.

The Post

We are seeking well-qualified and motivated persons who wish to make full use of their talents and enthusiasm, in working on a temporary basis as part of a dedicated and professional team.

Key Responsibilities

To take responsibility on a temporary basis (short and/or long-term as required) for a form class within The Compass School, delivering a high-quality experience for the children within the class. The major tasks involved would be:

- To be responsible for maintaining a warm, welcoming and caring environment for the children and their parents in ensuring a positive experience for the children in their charge during their time at The Compass School.
- To plan and implement the class's daily programme of study which meets the needs of the individual child in line with the policies of the School, with reference to national and local standards.
- To be responsible for the teaching of the class, ensuring that the individual needs of each child are being met.
- To communicate clearly with pupils using a variety of media and resources and interact productively with pupils, individually and collectively.
- To use a range of teaching strategies which meet the requirements of the curriculum and the needs and abilities of the children within the class.
- To make effective use of IT in learning and teaching such as interactive whiteboards
- To set and maintain high expectations and pace of work for all pupils.
- To promote high standards of behaviour, punctuality, good manners and dress.
- To work co-operatively with other professionals e.g. Support for Learning teacher, classroom assistant and other adults.
- To report to parents as required.

Terms and Conditions

Applicants must be registered, or eligible for registration, with the General Teaching Council for Scotland.

A salary will be awarded commensurate with their experience and according to SJNC scales currently in force for Primary School teachers.

The position is pensionable under the Scottish Pensions Agency Teachers' Scheme.

The appointment is subject to a PVG Enhanced Disclosure police check through the Disclosure Scotland Procedures and a check with the GTC register.

Residential accommodation is not provided.

The Compass School is a non-smoking campus.

This is an exciting opportunity for those who wish to work with primary children within a positive and stimulating environment, where realistic and attainable targets are set for children who in turn are encouraged to take pride in their achievements both in and out the classroom.

Additional Information About The School

The Compass School is firmly committed to purposeful child-centred learning with small class sizes (average number of pupils in each class – 17; maximum - 20) allowing for a significant level of individual attention for each child. Children are encouraged to develop their individual skills and abilities to the full within a wide ranging and stimulating curriculum. French is taught from age four as are Judo, Music and Swimming alongside the main core subjects. The curriculum is broadly based on the Curriculum for Excellence in Scotland although has been adapted to meet the needs of our children and the academic standards to which we strive. Classes are made up of a wide span of abilities and the School is able to cater for the gifted as well as the less able.

A wide-ranging programme of sporting activities is also offered with all of our older children taking part in fixtures with other schools in a variety of sports.

Outdoor education is also a feature of life at The Compass School with overnight visits to such places as London, York, France, the Scottish Highlands, the Belmont Outdoor Centre in Perthshire and the Broomlee Outdoor Centre in the Scottish Borders, being combined with day visits to a variety of places of interest in East Lothian, Edinburgh and beyond, as our children explore the 'outdoor classroom'.

The School has been in existence for over 60 years, having been created by the Founder headmistress, Mrs Alny Younger, to fill a gap in educational provision in the area. The School since 1992 has been under the trusteeship of a Board of Governors.

There are currently 151 children on the school roll organised into eight classes, ranging from Reception/Nursery (4 year olds) to Primary 7 (12 years).

French, PE, Music and Judo are taught by specialist staff, but most other subjects are taught by class teachers.

The Compass offers an attractive environment in which to work, with well-motivated happy children guided by a friendly and committed staff. We have very good relations with the parents and strong support from the governing body.

Staff have access to a wide-range of Continuing Professional Development opportunities through the Scottish Council of Independent Schools professional learning programme and via many online or in-person courses and conferences.

The School last underwent an HMI inspection in March 2016 and received what the local media described as, a glowing report. Many strengths were identified within the School, particularly its strong positive ethos and its wide-ranging curriculum. Since annual inspections by the Care Inspectorate commenced in 2004, our Form 1 class and Compass Care, our after-school care facility, has enjoyed successive highly satisfactory reports. Our most recent report in December 2019 saw us, for the third consecutive time, being awarded

'Excellent', the highest possible category, in every aspect of our provision. We are currently listed within the Top 10 nurseries in Scotland in The Sunday Times.

The School has also recently received a national Excellence Award for its inter-generational work within the local community and, as a result, has enjoyed visits from Scottish Government Ministers during the past twelve months.

Further information on the School can be obtained from the School's website at www.thecompassschool.co.uk.

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Application Procedure

Applications should be submitted by letter to the Headmaster at the address below, enclosing the accompanying/attached application form and the names and contact details of two referees. The deadline for receipt of applications is **Friday 2 October 2026**.

Applications should be sent to: **The Headmaster,
The Compass School,
West Road,
Haddington,
East Lothian,
EH41 3RD**