

# ERSKINE STEWART'S MELVILLE SCHOOLS



## Job Description

### Teacher of Physics

#### Purpose of Job

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

#### Accountability

The Teacher of Physics is accountable to the Physics Head of Department.

#### Authority and Direct Reports

The Teacher of Physics has authority as delegated by the Physics Head of Department.

#### Key Relationships

The Teacher of Physics will work closely with colleagues within the Physics 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 Physics Department consists of three full-time teachers with a full-time, fully qualified technician in support.

All laboratories are fitted with Promethean ActivPanel.

The department places great emphasis on pupils experiencing stimulating and purposeful practical work to complement the theoretical material. To this end, the department is well-equipped with a wide variety of physics apparatus.

All pupils study Science in S1 and teachers in the Physics Department take a share in this teaching. All pupils study Physics in S2 and most students study one science at National 5 level in S3 and S4. The department currently offers Higher Physics in S5 and Advanced Higher in Sixth Form. With Physics being a popular subject choice, the uptake of courses is high and the Department has an excellent record of results in external examinations.

## **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.

#### **Supporting the leadership of the Schools**

The successful candidate may be asked to work at all levels up to and including Advanced Higher and will receive support with regard to relevant professional development, as appropriate.

All staff in the department contribute to curricular development, ensuring that teaching resources are regularly reviewed and updated. It is expected that the successful candidate will assist with the department’s co-curricular and extra-curricular events, as well as to those of the wider school.

The successful candidate will also be required to -

- Assist in the development of courses (core and examined) for pupils at all stages in the school.
- Assist in the provision and updating of departmental resources.
- Attend all departmental meetings.
- Keep abreast of the latest developments in teaching Physics, 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

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>
<b>Experience</b>		<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>
<b>Education/Qualifications</b>	<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>	<p>Further qualifications to support involvement in the extra-curricular programme.</p>
<b>Skills/ Abilities/ Capabilities</b>	<p>A role-model for young people</p> <p>Ability to multi-task and prioritise</p> <p>Attention to detail</p> <p>Independent, self-motivated and organised, with an ability to</p>	

	<p>collaborate with colleagues across the wider school community</p> <p>Determination to maintain high standards and expectations</p> <p>People focused</p> <p>A friendly, approachable, dependable team-player</p>	
<b>Personal Attributes</b>	<p>A motivating presence in the classroom</p> <p>Excellence as a practitioner</p> <p>Commitment to the nurture of young people</p>	

### **Personal Qualities**

- Boundless energy and resilience to allow challenges to be viewed as opportunities
- Dealing with every situation calmly and professionally
- Strong commitment to seeing and bringing out the best in students
- A desire for fairness, dignity, and respect in every interaction
- Excellent oral and written communication skills
- Excellent self and time-management skills
- Active listening and authenticity
- The highest level of personal integrity
- Ability to deliver constructive feedback.

### **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.

<b>The post</b>	This is a temporary, full-time position available from 14 August 2025 (subject to satisfactory pre-employment checks) until August 2026. However, we may also be able to accommodate this as a part-time role for the right candidate.
<b>Salary</b>	Remuneration will be on the ESMS A Scale which is £34,508 - £49,977 per annum and is dependant on skills and experience.
<b>Location</b>	The postholder will work at the Ravelston site on The Mary Erskine School campus.
<b>Eligibility</b>	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.
<b>Pension</b>	Candidates will be enrolled automatically into the Scottish Teachers' Pension Scheme.
<b>Staff Benefits</b>	Staff are offered a range of benefits including: free school lunch during term time (in return for supervisory duties), use of the Schools' swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations.

**The closing date for applications is 12pm on Wednesday, 11 June 2025. We welcome early applications, and interviews will be held as and when suitable applications are received.**