

THE MARY ERSKINE SCHOOL



TEACHER OF CHEMISTRY (MATERNITY COVER)

Job Description

Purpose of Job

The purpose of the job is to teach Chemistry at all levels, up to and including Advanced Higher.

Accountability

The successful candidate will be accountable to the Head of Department at The Mary Erskine School

Key Relationships

The postholder will work closely with teachers within the department.

Extra-Curricular Activities

In addition, the post holder is expected to play a full and active part in the extra-curricular life of the school .

The Department

There are three full-time and two part-time teachers working in the department and excellent support is provided by a full-time chemistry technician.

The Chemistry Department currently has four teaching laboratories, a prep room, two chemical stores and a staff base.

The department has a record of excellent examination results at National 5, Higher and Advanced Higher, as well as a progressive attitude to new developments within the subject and the school. The department encourages pupils to take responsibility for their own learning and to develop good study skills.

Chemistry is a popular subject in the school with good uptake at all stages. An Integrated Science course is taught in S1 and separate science subjects start in S2. Chemistry is a compulsory subject for all S2 pupils. This session, 21 students (girls and boys) are studying Advanced Higher Chemistry (over 25 girls a year take the subject at this level - some are taught at SMC), 45 girls are studying Higher Chemistry and a total of 156 are studying National 5 Chemistry (the Scottish equivalent of GCSE) in S3 and S4.

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.

Person Specification

	Essential Criteria	Desirable Criteria
Experience	Ability to multi-task and prioritise own workload with good attention to detail Passionate about Chemistry and about promoting Chemistry to young people	Familiarity with Scottish Qualifications (SQA N5, Higher and Advanced Higher) Relevant teaching experience though this post could suit a newly qualified teacher

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> <p>Further qualifications to support involvement in the extra-curricular programme</p>	
Skills/ Abilities/ Capabilities	<p>High professional and personal standards and a commitment to the values of The Mary Erskine School</p> <p>Excellent communication and analytical skills with a commitment to delivering excellent educational provision</p> <p>Independent, self-motivated and organised; with an ability to work as part of a team</p>	
Personal Attributes	<p>Positive, confident personality and an enthusiasm for, and enjoyment of, children's company are important</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.

REMUNERATION 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.

Position	This is a full-time, temporary position to cover a period of maternity leave starting immediately or as soon as possible until 19 December 2025 (subject to satisfactory pre-employment checks). An application from someone seeking a part-time post would also be considered. The post is suitable for those entering their probationary period as well.
Salary	Remuneration will be on the ESMS A scale (£34,508 - £49,977 per annum) and is dependent on qualifications and experience.
Location	The postholder will work at the Ravelston site on The Mary Erskine School campus.
Right to Work	Candidates must have the Right to Work in the UK to apply for the post.
Pension	All teachers are automatically enrolled into the Scottish Teachers' Pension Scheme.
Staff Benefits	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. All staff with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount from Nursery to Sixth Form.

ESMS reserves the right to withdraw this position at any time.

APPLICATION PROCEDURE

Applicants must visit <https://jobsearch.esms.org.uk/> to apply for this position. Please submit the application before the closing date.

Any enquiries about this position should be directed to Morven Wrinn, HR Assistant, at recruitment@esms.org.uk or by phone on 0131 347 5867.

The closing date is 12pm on Friday, 25 October 2024 and we anticipate interviews will be held week commencing 28 October 2024.