

Inverness High School
PERSON SPECIFICATION – TEACHER OF MATHEMATICS
(PERMANENT)

The person specification is the focus of the application process. It outlines the essential skills, abilities, experience, knowledge and qualifications required of all teachers working in our school.

It is important to provide information in your application which specifically addresses the criteria set out below in the person specification.

Professional Abilities and Qualities

- Excellent teacher with high-level skills and personal achievements
- Commitment to raising standards of achievement and attainment for all
- Ability to communicate positively about Curriculum for Excellence based on a clear understanding of its philosophy and engagement with its principles and practice
- Evidence of recent involvement in relevant professional learning and development

Teaching Experience, Education and Qualifications

- **Full registration as a secondary teacher with the General Teaching Council of Scotland**
- An understanding of how pupils learn
- Experience in planning, monitoring and reviewing learning programmes relevant to the needs of all pupils
- Experience in applying effective teaching methods which facilitate successful learning outcomes for all pupils
- Experience in achieving and maintaining a productive learning environment, including the implementation of appropriate behaviour management strategies
- Experience in assessing, recording and providing feedback on pupil achievement and performance
- Experience in responding to the needs, rights and contributions of all pupils by taking into account their gender, ability, background and special needs in order to promote the principles of equality of opportunity and social justice
- Experience in carrying out the professional responsibilities of a teacher in relation to relevant government legislation and school/centre policy and procedure

Knowledge

- Knowledge of current curriculum appropriate to the levels taught in Mathematics
- An understanding of the contribution of Mathematics education and Numeracy to the wider curriculum
- A knowledge and understanding of the policies, directions and practices within Education Scotland and the ability to implement this knowledge as part of personal practice.

Personal Skills and Abilities

- Ability to identify with and support the needs of young people
- Strong empathy with those pupils who most need support in their lives and the ability to work effectively and sympathetically with parents and professionals from other services
- The ability to establish and maintain positive and professional working relationships with pupils, parents and staff
- Good skills as a team member and ability to work on own initiative
- Ability to cope with difficult situations and to maintain a balanced perspective
- The ability to communicate effectively both verbally and in writing
- A desire to respond meaningfully to the principles of equality of opportunity and social justice.

Applicants are encouraged to contact the Headteacher at the school, John Rutter, for further information about the post and for possible visits to the school.

INVERNESS HIGH SCHOOL

Information for Applicants

Inverness is located on the south shore of the Beaully Firth, in an area of outstanding scenic beauty. It offers opportunities for participation in a wide range of leisure pursuits. Being the largest settlement in the Highlands the town has a wide range of shops and services.

THE SCHOOL

Inverness High School is a six-year comprehensive school with a current roll of 500 pupils and 40 staff.

The school is a wonderful 'B' listed building completed in 1937 in Art Deco style and is in a very good state of preservation and decoration. It is set in the midst of its own extensive playing fields, on a site which is some ten minutes' walk from the town centre, and only five minutes' walk from the Highland Council Headquarters.

Because of the date of the building, the classrooms (designed for 45 pupils) are large and spacious, and offer ample opportunity for modern methodology. Although spacious, the campus is also compact with all sections of the school, except PE, being under one roof.

The delineated area of the school, lying between the River Ness and the Caledonian Canal, contains five feeder Primary schools, thus making the High School very much a town school with few rural pupils.

Although the school has in its catchment the largest single area of multiple deprivation in the Highlands, it also has a strong community spirit, engendering a great sense of loyalty in its pupils and former pupils.

The school has won number of national awards for innovative practice. The current senior management team are very keen to continue with such innovation and to encourage it in the staff of the school.

The senior management team consists of the Headteacher and two Deputies. There is a larger Extended Management Team comprising all the senior leaders in the school. The successful applicant will demonstrate the necessary characteristics of energy, enthusiasm and a commitment to effective teamwork, good communication and inter-personal skills. An effective contribution to the running of the school is also expected through participation in meetings for staff and occasional working parties. All staff are encouraged to continue with self-reflection and evaluation, professional learning and development.

John Rutter
Headteacher
Inverness High School
May 2022